

## RENAULT SIGNS AN AGREEMENT TO PROMOTE THE EMPLOYMENT OF YOUNG PEOPLE AND SENIORS AND TO DEVELOP INTERGENERATIONAL SOLIDARITY

- **The management of Renault has signed a three-year agreement with the trade unions (CFE-CGC and CFDT) to promote the employment of young people and seniors and to develop intergenerational solidarity.**
- **In this agreement, Renault makes detailed commitments on the employment and employability of young people: more than 2,000 work/study contracts per year, 800 youth employment contracts over three years, 30% of new hires on open-ended contracts reserved for young people, and 10% for former holders of work/study contracts.**
- **To organize the transmission of expertise, the company will develop internal training, with 30% of training being provided by the Group's senior employees. It will also put in place innovative measures such as a part-time position for the "transmission of expertise".**

**Young people: more than 2,000 work/study contracts per year and 800 youth employment contracts over three years**

Despite unfavourable business conditions in recent years, Renault has always pursued an active policy on youth employment. In 2012, the company welcomed 3,500 young people as part of work/study contracts, internships, the VIE program for international corporate volunteers, or CIFRE agreements for training through research.

In the new agreement, Renault goes further to make a number of detailed commitments:

- **The proportion of young people on work/study contracts will be equal to 5% of the total workforce (or more than 2,000 work/study contracts/year). Working in partnership with the authorities and recruiting companies, Renault will organize "first job" forums in each of its regional centres in order to help young people who have been unable to enter the labour market.**
- **30% of the open-ended contracts to be filled between now and 2016 will be reserved for young people under 30.**
- **10% of the open-ended contracts to be filled between now and 2016 will be reserved**

- for former Group interns or holders of work/study contracts.
- **800 young job seekers with no qualifications, identified by local job centres, will be able to take advantage of apprenticeship or skills development contracts for a duration of between 12 and 24 months.**

To enable young recruits to find their feet in the job, a personalized monitoring program will be put in place during their first six months with the company..

#### **Seniors: emphasis on maintaining employment, working conditions and employability**

Renault will continue efforts to keep older people in employment, to improve working conditions by doing away with heavy jobs, and to pursue training. These efforts go beyond the measures already set out in previous agreements, such as a career review for the over-45s or a dispensation from work for employees over 58.

Renault will maintain the proportion of employees aged over 55 at 14% between now and December 2016 and will reserve 2% of hires on open-ended contracts for people of 50 or over.

Production workers aged over 55 on night work will be given priority for a transfer to daytime work if they so wish, provided that a position is available. They will also be able to request an analysis of the match between their job and their personal aptitudes and request a transfer if necessary.

Renault will also continue efforts in in-house training, without age discrimination. In 2012, 70% of the over-45s were able to follow training.

#### **Intergenerational solidarity: creation of a part-time position for the transmission of expertise**

The agreement aims to develop an intergenerational exchange by putting forward measures for passing on the know-how and expertise that are key to the company, as in the case of electromechanical technicians or tool-and-die makers. In this way:

- **Young employees will receive systematic customized support from a tutor, apprenticeship manager or guide.**
- **Renault will develop internal training: 30% of training will now be provided by the Group's senior employees. They will be able to follow ad-hoc training in order to become cascade-training facilitators.**
- **Three months before the start of their retirement or dispensation from work, employees will be able to take up a part-time position for the transmission of expertise. This will enable them to make a gradual transition towards the end of their working lives while passing on their know-how and expertise. The company will cover 20% of the lost wage portion.**

#### **For More Information:**

Sophie CHANTEGAY  
Press Officer  
01 76 84 13 90  
[sophie.chantegay@renault.com](mailto:sophie.chantegay@renault.com)

**GROUPE RENAULT**  
**PRESS OFFICE**  
Tel.: +33 (0)1 76 84 63 36  
[renault.media@renault.com](mailto:renault.media@renault.com)

Websites: [www.media.renault.com](http://www.media.renault.com) - [www.group.renault.com](http://www.group.renault.com)

Follow us on Twitter : [@Groupe\\_Renault](https://twitter.com/Groupe_Renault)