



# Schneider's Social Policy : no transparency, no trust !

CFE-CGC praises work of consulting firm SYNDEX : this broad and detailed analysis points out the gaps of Schneider Electric social policy. We surely regret that our Management has refrained from providing all information requested by the experts.

## LACK OF AMBITION FOR WOMEN AND SENIORS

In technical careers and plants, numbers show gender diversity is often limited to subordinate missions with no possibility of evolution. Female colleagues stay longer in position than their male counterparts. The balance of gender in hiring remains fairly insufficient. Yet, Schneider has the qualities to be far more attractive to young women. The study shows that there no issue of pay equality in the early years of career.

CFE-CGC finds out little evolution because company is unambitious. One must quit gender-based career course stereotypes, in which women tend to promote to « soft function » careers while men alternate between the technical and non-technical responsibilities. As a result, gender balance degrades in management positions in certain sectors, despite efforts at hiring.

30% of employees are older than 55 : we wonder how Schneider anticipates the management of employment.

Average age of workforce is :

- 61 y. old for 3C positions at Grenoble EMT unit
- 58 y. old for executive staff and France Ops
- 55 y. old at Angoulême Espagnac

CFE-CGC regrets this study shows a clear ageing of executives and managers, regardless their industrial or tertiary occupations.



## INDIVIDUAL SALARY RAISES : UNEXPLAINABLE DIFFERENCES

Non-executive category is splitted in 2 major groups. From 270 job classification level, salary policy clearly changes. At the other end, under the argument of confidentiality, 675 high-profile executives were removed from the data. We are no critics of high potential reward policy. On the contrary, we believe they are models for middle-managers who certainly aim at achieving such career goals. Another information of study is more-than-55-old executives have benefited the lowest salary raised.

CFE-CGC questions : regarding salaries of the high-pay profile managers, it remains unclear whether those level of salaries were obtained on the regular budget of salary reviews (PRS)? Last, SE commits to fight against many forms of discrimination, but why such an exception with age ?



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## STIP : DISAVANTAGE IN INDUSTRIAL SITES

Company management is unwilling to share STIP percentage grid as per job function. A « Base salary + STIP » unfavorable difference appears for managers at industrial sites (namely GSC). It is not clear too whether this is related to a dedicated objective policy of individual raise & STIP per function or whether it is an overall reward budget management, with undefined variable geometry, as an additional parameter to limit short term payroll.



CFE-CGC believes inequities of rewards for all staff at industrial sites is to be compensated by a pro-active Mandatory Yearly Raise negotiation over next years, in the very same way as gender equality.

## BLOCADE ON SENSITIVE INFORMATION

By the provvision of law, companies are subject to full transparency to work council representatives about the main pillars of reward policy, the headcounts and individual performance processes. Nevertheless, Schneider management stubbornly conceals information on multiple topics. Consultancy firm has repeatedly requested certain key data relative to social policy such as Compa-ratios per grade and groups of positions. It even found missing headcounts, unrelated to the high-profile manager list.

Schneider management simply refuses to share this information, while the study shows that these parameters are core elements of social policy deployment. Your representatives of CSE-C have no other agenda but understand concrete details how Schneider develops a consistent policy, ensure a long-term and fair reward policy.

## NO TRANSPARENCY, NO TRUST

Data quality has surely improved, but we can't understand why SE management is still hiding grades and compa-ratios, as these are the central pillars of the reward policy. We have a truncated analysis with two major missing parameters, and therefore this study appears as misleading and at best unclosed. From our organisation point of view, the purposely 675-top-executives removal from the data, is particularly troubling. These people are success models to our members, that many younger colleagues envy to become. We really believe that a broder access to information, with the true criteria, would have help us in understanding a policy, far more consistant and fairer than guessed.



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### Transparency is not yet on today's agenda How would we have a more enlightened position ?

CFE-CGC refrained from voting the approval of Schneider social policy, not against it and neither favorable. Our organization hopes that « transparency may come to next year agenda » to prevent a missed rendez-vous at our next review.

**CFE-CGC is the only trade union organisation representing executives, engineers, managers, supervisors, technicians, clerks in all technical, financial or administrative functions**

## CFE-CGC || mon application

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