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Schneider Electric



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For a GPEC that makes sense !

**The 2018 GPEC frame agreement is ending.
This an opportunity for us to share where we are with.**

The GPEC (*Gestion Prévisionnelle des Emplois et Compétences* - Employment & Skill Planned Management) is a legal tool of « change and to perform at the company level” that should make possible to support necessary evolutions of team’s competencies

The 2018-2021 GPEC agreement allowed volunteer employees to access one of the 3 systems:

- 1 / Retirement & quarterly buyback pass 2 / Mobility leave 3 / Requalification pass

Here is a report at the end of March 2021 of the deployment of the GPEC 2018 agreement at Schneider Electric

	GPEC SIGNED CONTRACTS				RECRUITMENT POSITIONS	ACHIEVED REPLACEMENTS
	OPEN POSITIONS AT GPEC	RETIREMENT	MOBILITY OUT. SE	REQUALIFICATIONS		
ENERGY MANAGEMENT	250	161	39	38	115	42%
FRANCE OPÉRATIONS	80	62	18	2	20	15%
GSC FONCTIONS SUPPORT	133	61	24	2	44	38%
INDUSTRIAL AUTOMATION	136	34	5	0	83	50%

ACCORDING TO CFE-CGC, OBJECTIVES & BENEFITS SHALL **CLEARLY FOCUS ON :**

- ensuring a smooth and continuous alignment of **people skills**
- enabling **all-age employees adapt** to company transformation
- securing **career evolution** of all employees, regardless their work category and generation, towards new occupational forms
- guaranteeing every individual proper **continuous training and remain the best** in-class in their field, regardless responsibilities or ages.

It includes best employer practices :

- to adapt to the decrease and increase in the workforce,
- to attract and retain talents of all generations
- to negotiate balanced agreements and schemes for retraining, reclassifications and departure



let's go together !

Join us **anonymously** >>



BUT, ACCORDING TO CFE-CGC, A GPEC (PLANNED MANAGEMENT OF SKILLS & COMPETENCIES **SHOULD NOT BE** (BUT UNFORTUNATELY HAPPENED TO) :

- Drastic **staff reductions** in France
- Unsaid **oversea relocations**
- Unsolicited voluntary company **departures**
- Legal scheme for **Seniors' parting**
- Source of emotional **stress** and psychological **risk**
- Short term **headcount reductions**
- Digital **discriminations** between generations
- **Losses of competencies** and valuable experience
- Denial of societal **seniors' longer employment**
- **New talent missed** attractiveness without retention policy



Signing a new frame agreement is only meaningful, should it address an overall business & industrial strategy, well implemented in terms of competencies and employment



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CFE-CGC PROPOSALS

- Focus **Training plans** and orient cursus towards our strategy
- Support **ambitious talent** & gender hiring programs
- Adapt **selection criteria** to new generation needs
- Offer employees **attractive positions** and motivating career perspectives
- Include an **inclusion cursus** and a competency acquisition path to new comers
- Enable managers to revise **priorities & accept renouncements** in adapting to sustainable workload

The CFE-CGC at the service of employees, in defense of fair and equitable compensation in the common interest of achieving the objectives of the company.



Coordonnateur syndical groupe : **Philippe Bordas** - 06 83 84 07 51
Coordonnateur adjoint : **G rard Le Gouefflec** - 06 31 00 38 07
D l gu e syndicale Central : **Annabelle Halbert** - 06 89 86 06 87
D l gu  syndical Central adj. : **Alain Demirdjian** - 06 87 72 14 05

Repr sentant Syndical :

Thierry Vignes - 06 75 65 44 89

cfecgc.schneider@gmail.com www.cfecgc-schneider.org

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