

A labour relations policy which brings CSR¹ right into the heart of the company

Solutions to reconcile performance and fulfilment in the workplace

Egis is constantly seeking to reconcile its focus on economic growth with the career development of its employees. Listening to the needs of employees, and continuing a rigorous and constructive social dialogue, are the key elements of this approach.



AN EMPLOYMENT PACT

Incoming orders at Egis are currently marked by the growing number of complex “assembled” projects entrusted to the group, often located outside of the French market, on growth markets such as Qatar, Saudi Arabia, India and Brazil.

Employees’ careers need to respond as precisely as possible to these new operational requirements; it is the only way to make them dynamic and secure.



The group has launched an “employment pact”, based on the following principles:

- > More proactive management of employees, particularly in situations where there is a clear need for skills development.
- > Employees’ willingness to embark on careers that may require geographical or professional mobility, with all the limitations and opportunities that this can involve. These careers will benefit from enhanced individual support (personal career guidance, training).
- > Commitment from group management and the subsidiaries to provide more information on internal job opportunities, which, in a large group, are not always sufficiently known. Examples of internal career paths will therefore be widely promoted. “My career with Egis” meetings have been organised by site to discuss opportunities for mobility, both professional and geographical.
- > Involvement of social partners: on 12 December 2013, all the group trade unions signed an agreement on employment, aimed at developing a strategic management approach, and applying the principles defined above, with the focus firmly on career support.

This policy has helped to significantly increase professional and geographical mobility in the Group.

¹ CSR: Corporate Social Responsibility

AN AGREEMENT ON TELEWORKING



Egis and the trade unions have signed an agreement on teleworking.

This has numerous benefits for all parties involved, for example:

- > flexibility and responsiveness for better customer service, and,
- > a better work-life balance for employees

To provide a framework, and maintain the cohesion and efficiency of teams, this agreement specifies the different types of teleworking, outlines the compatible positions and activities, and establishes an organisation based on the principle of mutual willingness and potential reversibility at the initiative of both the employee and the employer.

AN AGREEMENT ON GENERATION CONTRACTS



To achieve the long-term integration of young people into employment through access to permanent contracts, to promote the hiring and continued employment of older workers, and to ensure the transfer of knowledge and skills, Egis has signed an agreement on “generation contracts”. Under the French law of 1st March 2013, the agreement was signed for a duration of three years. It targets young people under 30 as well as employees aged at least 50 years old for recruitment, and at least 55 years old for job retention.

Recognising that the successful integration of a newcomer depends largely on the quality of the welcome and support provided to them, Egis has set up a special support and monitoring system.

A DIVERSITY THINK-TANK TO HELP WOMEN SUCCEED



This think-tank started as an informal discussion group with varying formats. Then the organisation became more structured with a quarterly steering committee comprising the CEO, the Director of Human Resources, Director of Talent and members of the think-tank.

Today, its ambition remains the same: to take ownership of the gender equality issue and make it one of the company’s common concerns for the long term, to collect data to establish observations, and take action where efforts are needed. Four key initiatives are being implemented by this group:

- > The launch of a mentoring programme.
- > The involvement of women with successful careers in days devoted to new recruits (to show new recruits that women can succeed in an engineering group essentially composed of men).
- > Training of local managers on issues of diversity and self-censorship.
- > Monitoring of specific indicators. Four indicators have already been put forward: the number of women by Syntec coefficient (our professional trade union), the number of female executives and key contributors, the number of women on boards of directors, the number of women in executive committees.

A MENTORING SCHEME

As beneficial for the company as it is for employees

The culture of the Group is constantly evolving. To renew the traditional forms of employee development and to promote cross-business networking in the group, a mentoring scheme was launched.



What is mentoring?

It is a relationship between two people, the mentor and mentee. The mentor is an experienced person with a capacity for individual support, who shares their experience and knowledge, and contributes to the personal development of the mentee, with a professional goal. The mentor is voluntary and acts outside the direct chain of command. This relationship of support, discussion and learning is based on honesty, sincerity and caring.

Both parties gain from the relationship. The first years of the programme involve mostly women, from all backgrounds and of all ages, who have the aim of building a career development plan with the objective of moving towards positions of responsibility.

TRAINING FOR BUILDING CAREER PLANS

Egis offers its employees a range of training and workshops to support them in their careers. In a context of ever-changing markets, Egis needs employees whose profiles are both open and specialised, capable of supporting its international development, acquiring solid expertise in fields for which Egis is sought after, or applying multi-disciplinary skills to certain business activities.

Recent training efforts have focused in particular on the adaptation of skills, and offering fewer, but longer and more targeted training courses.

In parallel and in a context of economic constraint, Egis continued to develop new forms of learning such as mentoring, tutoring and e-learning on very specific subjects.



A SEMINAR DEDICATED TO SUSTAINABLE DEVELOPMENT



This traditional annual event is an opportunity to take stock of the past year and prepare for the following year in the best conditions. What better to unite and engage the forces of the group? It brings together the network of sustainable development coordinators and managers, and all key contributions such as the Ethics and Compliance Director, project managers who have implemented innovative techniques, and so on. Almost 60 people meet annually, to discuss and learn from each other.



Sustainable development incorporated into modules at Egis Campus University:

a module dedicated to sustainable development is now included in the Complex Project Management course at Egis Campus University. Egis Campus University implements long courses of high-level training in strategic areas of the business. Created to support the Group's growth and meet the challenges of the future, these courses are designed for long-term employees, for whom the group establishes career development plans.

They aim to promote the understanding and anticipation of major market developments and key players, develop internal synergies and working methods to support innovative and comprehensive solutions.



Collaborative tools to speed up discussions and sharing.

A collaborative portal called "My Egis" was created for employees to facilitate networking and develop discussions. With a customisable homepage, different spaces are available, such as, technical communities, project sites and social networks. "My Egis" is also a group directory, providing access to the profiles of all employees (position, career, specialist areas, interests, etc.). Very useful when identifying a key skill in sustainable development. A specific community for CSR has been set up, as well as one on climate change for the purposes of COP 21.



In 2010, Egis embarked on a disability campaign, consisting of a project manager and representatives in each group company.
For more information, see the Egis disability sheet.



The Global Compact: since 2011, Egis has committed to complying with the 10 principles of human rights, working conditions, the environment and the fight against corruption.

To find out more, and to download the CSR report and OUR CHALLENGES brochure (CSR indicators):
<http://www.egis-group.com/content/rse-report>

www.egis-group.com

Egis
15, avenue du Centre - CS 20538 Guyancourt
78286 Saint-Quentin-en-Yvelines Cedex - France
Contact: sustainable-development.egis@egis.fr

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