

Egis supporting the long-term unemployed

“The professional integration of disadvantaged people in construction projects and contractual arrangements is a real driver of social progress(1). Where the envisaged service to be delivered entails work-force or provision of supplies requiring workforce, Egis shall look after all possible options to transpose such target in the project by contemplating specific clauses in the contract providing for professional integration of the long-term unemployed.”

Christophe Mérienne, Legal Manager, Egis Public Law Department

TRANSFORMING A CONSTRAINT INTO AN OPPORTUNITY



Experiences show that infrastructure, building or development projects are conducive to economic development, both in terms of the activity generated and the attractiveness of these developments for the local area. The projects act as a connector between many different stakeholders: local authorities, construction companies, other economic operators.

As a socially responsible company, Egis is committed to combating discrimination (commitment conveyed in the ethics charter since 1996) and developing a sustained policy of stakeholder involvement, with consideration of societal issues. Strong local roots are a priority: this is one of the four directions of the Egis Group’s CSR roadmap.

The priorities

Taking local action

The top priority is to work with the client, local employment offices, temping agencies and any specialised organisations to reach the relevant people.

Identifying the right skills for the tasks

The second priority, beyond any contractual issues, is to consider the specific characteristics of our business activities in order to be efficient. Depending on the projects and tasks, the profiles of the candidates sought may vary and require very different, and maybe highly targeted, skills.

Egis is a partner of the association “Nos Quartiers ont des Talents” (NQT) since 2014

The aim of NQT is to help young graduates from priority neighbourhoods to find employment. This association has been in existence since 2006.

More than 70% of these young people gain employment within 6 months of being supported by company sponsors.



¹ In France, Article 30 of the Public Procurement Ordinance 2015-899 requires that, in defining needs, sustainable development objectives be considered in their social dimension. Within the scope of the work or services provided for in the contract, it allows for new positions to be filled by the long-term unemployed. Private contractors may also use these clauses. The decision to use them is governed by contractual freedom and common contract law, as well as the definition of the content and the methods of implementation.

THE RIGHT RESPONSES FOR EVERY TASK

Project management professions, due to the technical expertise required for the studies and the monitoring of the works, are highly technical jobs. At times they do not lend themselves easily to professional integration, and may require individual authorizations.

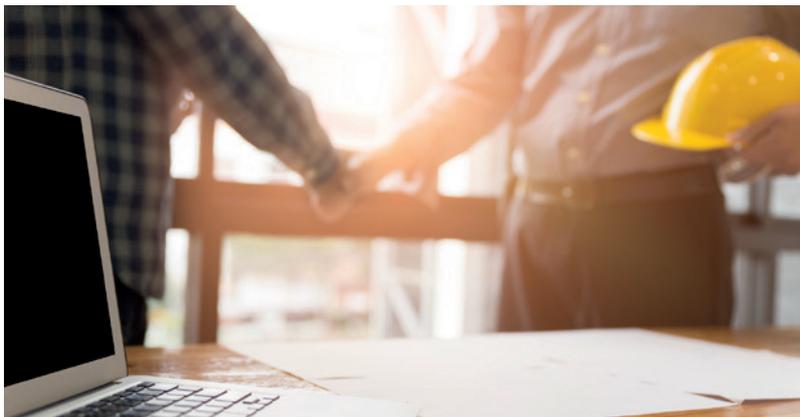
Another difficulty lies in the often-complex processes and methods of our business activities. When it comes to meeting our clients' very ambitious cost-time-quality objectives, responding to integration targets is an additional challenge.

Depending on the tasks entrusted to Egis, customised solutions for our clients

It is therefore a question of identifying the best response for each task, and working with all local stakeholders to offer a "tailor-made" solution. Where they exist, we work with professional integration structures specific to the economic activity that have very professional approaches. Developing genuine technical skills, they have proven expertise in the social and professional support of people undertaking professional integration.

In recent years, Egis has used different solutions

- > Whenever possible, the best solution remains direct recruitment with internal mentoring enabling the new recruit to assist us with the completion of the project and gradually develop their professional skills; a solution that leads to a permanent position, if the candidate shows the right potential.
- > For specific missions, Egis has used co-contracting and/or subcontracting (professional integration company, integration workshops) for tasks such as reprography, field surveys, etc.
- > Recourse to temporary employment, employment integration association, GEIQ (Employers' Group for Integration and Qualification) to set up a professional development contract, etc.)



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EGIS GOOD PRACTICE



For some tasks, Egis has worked with teaching establishments to train students undertaking apprenticeships on work-study placements (designer/ design engineer, engineer, ...).

GOOD PRACTICE IN GRAND PARIS



On one of its projects, the Société du Grand Paris (SGP - France) has put in place a social management plan to monitor the integration action.

Egis was tasked to verify the implementation of this plan and to monitor its indicators, enabling regular verification that the integration objectives were being met.

GOOD PRACTICE ON A RAILWAY PROJECT



On the SNCF* modernisation project on the Dol-de-Bretagne – Dinan railway line: thanks to an integration agency, a professional integration position was offered by pooling all the hours available in several companies (700 hours in total in one phase of the project) in order to have a full-time position. An apprenticeship contract or a professional development contract for a technician position, with the indispensable assistance of a mentor, has been offered.

*SNCF : French national railway company

