

**GROUPE DANONE/IUF
CONVENTION ON SKILLS TRAINING
1992**

In liaison with workers representatives, companies will try to anticipate changes in jobs and skills and will define training programs intended to maintain the level of skills required for jobs and to help maintain its employees' employability.

Actions will be carried out with employees to increase awareness concerning the importance of training for their future.

Initiatives such as professional assessments could be carried out and negotiated with union organizations.

Faced with foreseeable changes, skills training should give particular priority to the least qualified staff so that they will be employable. Training could also be preceded by training in language skills.

Skills training should take account of the wishes and needs of the company and of employees (geographic and/or professional mobility in the company and in Groupe DANONE).

Skills training programs must be validated so that the people concerned can prove their new competencies through recognized qualifications, in order to encourage mobility within Groupe DANONE.

Particular attention will be paid to the conditions under which training is carried out so that employees are not financially penalized for taking part in them (maintaining of income and paying expenses related to the training).

Workers representatives will receive information on training directions and actions every year.

