

**CORPORATE SOCIAL
RESPONSIBILITY
IN THE SUGAR INDUSTRY**

CODE OF CONDUCT

Standard 7 « Restructuring »
Jean Pierre Pinasseau

REFLECTIONS ON STANDARD 7 « RESTRUCTURING »

Code of Conduct of the European sugar industry

Standard 7 « Restructuring »

«In case of restructuring, as well as in the event of investments having a social impact as provided in the present Code of Conduct, the sugar industry acts in a socially responsible way. Steps are taken to improve the employability of employees ».

EMPLOYABILITY

Paths of reflections

- 1. Definition**
- 2. Regulatory framework**
- 3. Existing tools**
- 4. Examples**
- 5. Personnel concerned**

EMPLOYABILITY

Paths of reflections – 1. Definition

**What common definition
could be established ?**

For instance

*The possibility for an employee of having a job, in his own
company or another company,
at any stage of his working life ...*

OR

*The fact of not belonging to a hard core of unemployed
(i.e. persons with major difficulties on the labour market)
especially the long term unemployed...*

OR ... TO BE JOINTLY DISCUSSED ???

EMPLOYABILITY

Paths of reflections – 2. Regulatory framework

Is there a regulatory framework ?

At national level

*Legislative, regulatory, decisional law
inputs in the Member States ?*

At European Level :

*2006 CSR Communication of the
Commission...*

Flexicurity : common principles...

Modernising of the labour law....

EMPLOYABILITY

Paths of reflections – 3. Tools ...

*Are there any existing tools
to favour employability ?*

- . Forward management of jobs and skills*
 - . Lifelong learning*
 - . Career interview....*

EMPLOYABILITY

Paths of reflections – 4. Examples...

Do we have any examples of mechanisms introduced to favour employability ?

In France in food industry

Harmonisation of 13 vocational qualification certificates (CQP)

Creation of a forward observatory of jobs and qualifications ...

Transferable skills...

EMPLOYABILITY

Paths of reflections – 5. Scope of employability

**Does employability only concern the
personnel in the company ?**

or

*Should we also think about the integration of
disadvantaged groups ?.....*