



# WHY THIS ACT



*significant change over the next decade, now more than ever we need to achieve easier, swifter and fairer access to the most important asset of the*

  
Muriel Pénicaud,  
Minister of Labour

# FREEDOM TO CHOOSE ONE'S FUTURE CAREER:

## 1. Deciding on your own professional future

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Today, just 6% of workers choose to undertake training, versus 25% of managers. The entire labour force will be given simple and transparent information so that everyone can take ownership of their professional development:

- A new CPF (Individual Training Account) app, available in autumn 2019, will give the entire working population simple, equal access to training. Thanks to the app, all workers will be able to use their CPF without having to contact anyone

else, to compare the quality of training providers, the success rates and user satisfaction. In this way

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## 2. Gaining access to training and skills irrespective of your background

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## 5. Enabling companies to develop apprenticeships

Developing apprenticeships means removing

- A single aid scheme to provide more clarity for
- For all businesses, the possibility of opening an Apprenticeship Training Centre (CFA) or setting up a single collecting body (URSSAF), the possibility to open an

apprenticeship place all year round, and a

- Branches of industry will jointly develop the course contents with the State.
- Labour law will factor in the specifics of certain professions.

## 6. Helping young people and employees make better choices

The career choices we make are key to how we each build our lives, and with that in mind:

- The employment and pass rates for vocational upper secondary schools will be made public.
- With all lower and upper secondary schools, the regions will organize sessions for students to find out about different professions and sectors by meeting professionals who will come to share their passion and expertise.

- The creation of a Year 10 (age 14/15)

## 7 Giving employees who resign • new rights and encouraging them to take greater responsibility for their actions

## 8 Making gender equality • a reality in the workplace

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45 years after the Gender Equality Act, the

over a whole career. To achieve genuine equality in the workplace:

- Companies will have 3 years to achieve equal pay. A common measuring tool will be set up for that purpose.
- Companies will have to devote a budget to closing the pay gap and an inspection will be carried out, with fines where the criteria have not been met at the end of the scheduled three years.
- Part-timers, 80% of whom are women, will as full-time employees.

- To combat sexist and sexual violence, a UHSUHVHQWDWLYH HOHFWHG appointed to the Social and Economic Committee of every company, and a Human Resources representative will be appointed in companies with 250 employees and over.
- Labour inspectors and occupational therapists will be trained systematically to prevent situations of violence, come up with , WWLQJ UHVSRQVHV DQG VXSS



