



CLASSIFICATION, CAREER MANAGEMENT, WHERE DO WE STAND?

Career management is evolving with the rollout of the new classification system. More than two years after employees received their employment card, adjustments are required.



More than 18 months have passed since the new classification system was introduced, following changes to the collective agreement for the metal industry. In 2023, each employee received their Job Description (FE) associated with their significant activities.

Since then, **huge changes have taken place**, leading to sometimes major changes in the organisations and activities of many employees. Due to a system subject to multiple constraints (classification pyramid, average classifications by field, etc.), **the expected evolution of jobs does not match that of the group's structure**.

This difference in dynamics between activities and jobs sometimes creates situations that contradict the provisions of the Collective Agreement and our classification deployment agreement. Urgent adjustments are required.



Concrete difficulties observed

- **Discrepancies in pay grades or employment card assignment:** numerous collective and individual claims have still not been addressed since January 1st 2024.
- **Refusal of promotion solely for budgetary reasons:** promotions are refused solely on the grounds of a pay gap above the minimum wage, even though the candidate has the skills required for the position and a specific budget has been negotiated by the CFE-CGC.
- **Change of activities without progression:** we have observed numerous cases where a significant change in activities has not led to a legitimate change in classification. This leads to incomprehension, frustration and, in some cases, justified disengagement. The only options available to employees are either to refuse additional tasks, which is often perceived negatively, or to seek mobility.

In addition, **it is essential to give new impetus to career management.** Beyond promotions, mobility, whether at the same level or to a lower level, must be valued and secured by career paths that provide visibility on the acquisition and development of skills for the rest of the professional career. Mobility to another job cannot be the only path to promotion!



The CFE-CGC demands to reconsider Airbus Management's decision to freeze job classification whenever tasks change significantly. This is a matter of recognising, maintaining and developing the skills of employees working for the company.



The CFE-CGC emphasises the need for support in the cultural change associated with the new classification and has been calling for negotiations on career management for over a year.

Alongside job classification, one of the challenges associated with this new environment is taking into account the individual, their experience, their career path and their knowledge.

The CFE-CGC will raise all of these points at the group classification follow-up meeting on October 7th 2025.



We have so much
in common

