



EMPLOYMENT POLICY, LET'S BE AMBITIOUS!

Toulouse
April 20th 2026



With the major development of the Single Aisle's successor just around the corner, securing the necessary skills is becoming a priority. 2030 is not just a date on a calendar; it marks the culmination of an unprecedented industrial challenge.

Airbus faces a complex challenge: successfully ramping up production on our current programmes whilst designing the successor to the SA. For the **CFE-CGC**, the success of these ambitions will not depend solely on reorganisations or theoretical efficiency gains, but on the **preservation and transfer of our expertise**. By 2030, a significant proportion of our experts and technical knowledge will be retiring. Without immediate action, Airbus's technical heritage will be lost.

The **CFE-CGC** is calling for a **proactive and ambitious recruitment plan**. Coupled with a skills transfer scheme such as **tutoring** or **mentoring**, it is the only safeguard against a breakdown in knowledge transfer that would undermine our future developments and the quality of our products.

Focusing on what matters: less red tape and reporting, more technical work

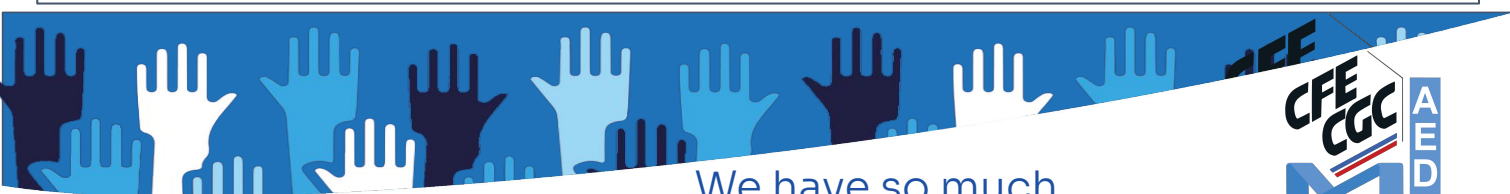
To remain attractive, we must free engineers and technicians from time-consuming administrative tasks.

- **Simplification:** let's cut red tape and reduce reporting requirements to free up time for technical work.
- **Prioritize "make":** let's limit the excessive reliance on "buy", which dilutes our expertise and increases the administrative burden.

Value commitment through mentoring

The **CFE-CGC** is calling for **substantial and targeted recruitment at our French sites** to maintain the technical expertise required to meet the challenges ahead. The **CFE-CGC** is calling for official recognition of the time and commitment dedicated to **tutoring/mentoring** by our most experienced staff.

Let's not let our skilled workforce slip away because we failed to plan ahead! Let's demand a recruitment and succession policy that matches Airbus' ambitions.



We have so much
in common



Airbus UES