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Factsheet for case **FR-2020-13/222**

Danone guarantees jobs and salaries to all its employees worldwide for 3 months.

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|--------------|---|
| Country | France, applies nationwide |
| Time period | Temporary, 26 March 2020 - 30 June 2020 |
| Type | Company practice |
| Category | Employment protection and retention – Income support for people in employment (e.g. short-time work) |
| Case created | 31 March 2020 (updated 14 April 2020) |

Background information

The President of the company DANONE announced on french radio that the group will guarantee wages and employment for all employees for the next three months. He also said that a bonus of 1000 Eur will be paid to 5000 french employees on site.

Also he proposed to help the 15000 small enterprises that are related to the group Danone with a recovery plan of 250 millions Euros, taken from the Danone funds.

Besides, Danone has made a gift of masks and 100 000 bottles of Evian water of 33cl as for use as containers for the gel.

Content of measure

The President of the Group Danone Emmanuel Faber, employing more than 100,000 people worldwide announced that guarantee of wages and employment contracts will be guaranteed for all employees for the next three months as well as a bonus of 1000 Eur to be paid to 5000 french employees on site. Also he proposed to help the 15000 small enterprises that are related to the group Danone with a recovery plan of 250 millions Euros, taken from the Danone funds.

The food giant employs more than 100,000 people, including 9,000 in France, to manufacture dairy and vegetable products, bottled water, baby food and medical food.

In France, the CEO of Danone promised, in the event of recourse to partial unemployment measures for supply disruption in a factory or in the event of inability of people to move, to cover "the whole of the income." Danone will compensate and ensure that the employees do not lose anything " .

When a company is forced by the health crisis to limit its activity, the State pays up to 85% of wages. Some companies provide the complement. The choice is theirs.

Use of measure

1000 Eur will be paid to 5000 french employees on site.

15000 small enterprises that are related to the group Danone with a recovery plan of 250 millions Euros, taken from the Danone funds.

Actors, target groups and funding

| Actors | Target groups | Funding |
|---------------------|---------------|-----------|
| Company / Companies | Employees | Companies |

Social partners

| | |
|-------------------------|----------------|
| Role of social partners | No involvement |
| Form of involvement | No involvement |

No involvement known from social partners.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 26 March 2020: Danone guarantees employment and salaries for 100000 employees worldwide for 3 months (www.lefigaro.fr)
- 26 March 2020: Danone reinforces its image of social group (www.lesechos.fr)
- 30 March 2020: Danone guarantees jobs and wages for 3 months (www.lsa-conso.fr)