

Disneyland Paris signs Intergenerational Agreement with trade unions

Disneyland Paris® becomes the tourism industry's first major business to sign the agreement, while committing to hiring 600 'under 26s' and 75 'over 50s' by 30 September 2016.

Marne-la-Vallée, 11 December 2013 – Disneyland Paris and the trade unions (CFDT, CFE-CGC, CFTC, CGT and Unsa) have just signed an intergenerational agreement comprising three important objectives. The agreement aims to establish lasting professional integration for young job-seekers; ensure older workers are hired and kept in their jobs; and perpetuate the sharing of skills and know-how.

By signing this agreement, Disneyland Paris becomes part of a national battle against the unemployment faced by young people and seniors. Disneyland Paris also becomes unique in its industry as **the first major business to sign the contract.**

Four measures for professional integration

By signing this agreement, Disneyland Paris commits to offering full-time, open-ended work contracts to 600 young people under 26-years old (by 30 September 2016). During their first steps with Disneyland Paris these youngsters will follow the traditional induction process while enjoying specific accompaniment from leaders.

By the same deadline, the company also commits to having hired **75 employees at least 50-years old**. Those in this age group will consistently represent **10.6% of the total workforce**. The agreement reinforces measures concerning professional growth and the accompaniment for those in the latter part of their careers. It foresees, for example, an interview during the second half of each employee's career (from their 45th birthday onwards) and the possibility to reduce workweeks to 80%¹.

Disneyland Paris will continue to strengthen measures for those on *alternance* contracts who combine work and study. Employees on these contracts will represent **5% of the workforce** by 31 December 2015. The company also commits to welcoming **1,000 interns per year**, half of which will be on paid placements.

In addition to all of this, the tutoring premium that was previously only available to accompanying Tutors and Masters can now be claimed by all employees regardless of their status. This measure is being taken to accompany and assist in the integration of apprentices while encouraging employees to share their know-how.

'It's a fact that today's youngsters find it increasingly difficult to get a foot on the career ladder while seniors find it more difficult to stay there. It's essential that we make a formal commitment in this area because ever since Disneyland Paris opened we've been dedicated to professional integration for the young and the young-at-heart, regardless of their backgrounds and professional qualifications,' states Daniel Dreux, Vice President of Human Resources at Disneyland Paris.

¹ Up to 80% of the basic and complementary retirement fees covered by the company in the case of employees at least 57-years old, with more than 21 years seniority

PRESS CONTACT

Elisabetta Marigliano

elisabetta.marigliano@disney.com

Tel: 01 64 74 59 50 / 06 76 85 97 94

About Disneyland Paris

Disneyland Paris is Europe's leading tourist destination, with more than 275 million visits since its opening in 1992, and over 15,000 Cast Members working onsite. Its employees perform more than 500 different roles positions and professions, represent more than 100 nationalities and speak 20 languages. Disneyland Paris is the number one private employer of its home region (Seine-et-Marne) and the number one single-site employer in the whole of France. In addition to its direct jobs, Disneyland Paris has a significant economic impact with its activity generating 56,000 direct and indirect jobs in France.

For more information, please visit: <http://corporate.disneylandparis.com>

Discover www.disneylandparis-generations.com



www.facebook.com/disneylandparis



www.youtube.com/disneylandparis



[http://twitter.com/Disney_Paris EN](http://twitter.com/Disney_Paris_EN)