


“Equal opportunity” training



Aim 4: Develop our employees' skills and promote equal opportunity

> Action 4.7: Apply equal opportunity to the hiring process

 **Entity:** Bouygues Construction

 **Operational unit:** All

Overview of the Initiative

> **Objective:** to sensitize recruitment managers to equal opportunities principles.

> **Description:**



In the context of the launch of the Actitudes process and a perfect fit with Bouygues Construction's Diversity Policy, an awareness and training day is being held for HR Managers, Campus Managers and operational Managers, the objective of which is to prevent possible discrimination and encourage diversity throughout the company.

The objective of the day is to enable the participants to better understand:

- The social, legal and managerial challenges posed by diversity,
- The legal issues linked with discrimination and the changes to the law and jurisprudence in this area,
- The principal actors in the fight against discrimination,
- The means available to combat stereotyping and overcome managers' objections,
- The means available to encourage diversity when recruiting.

Even if the principles and methods presented during the day are more directly applicable to recruitment, they can nevertheless be replicated at all stages during the life of an employee in the company.

Equal Opportunity training forms an integral part of the training on offer at the Bouygues Construction University.

Potential partner(s):

Start date: 2007

Cost of the initiative: not given

Indicators: 11 sessions have been organized since the beginning in May 2007:

- . 100 human resources managers trained
- . 40 operational managers trained

Objective 2009: 6 sessions have been planed (4 for operational managers and 2 for human resources managers):

- . January 27, 2009 (for operational managers)
 - . March 24, 2009 (for human resources managers)
 - . May 28, 2009(for operational managers)
 - . June 17, 2009 (for operational managers)
 - . September 23, 2009 (for human resources managers)
 - . October 22, 2009 (for operational managers)
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