



social indicators

Social data refer to the Group's worldwide scope and are from companies in which Vivendi holds more than a 50% share, or less than 50% provided that Vivendi has control of financial and operational policy. Social data by business sector are detailed in a separate document, *2007 Statutory Financial Statements - Sociographics - Environmental Policy*, page 37. Data are consolidated at December 31 of the reference year.

	2007 data	2006 data	NRE Act	GRI
Total headcount	37,223	34,694	●	LA 1
Incoming employees				
Hirings	5,797	5,056	●	LA 1
Temporary hirings	47%	49.7%	●	LA 1
Permanent hirings	53%	50.3%	●	LA 1
Temporary hirings France	52%	52%	●	LA 1
Permanent hirings France	48%	48%	●	LA 1
Recruiting difficulties	none	none	●	
Outgoing employees				
Staff reductions and departures	6,189	4,557	●	
Staff reductions on economic grounds	853	301	●	LA 2
Departures excluding staff reductions on economic grounds	5,336	4,256	●	LA 2
Staff reduction and employment preservation plans	See box page 33 and paragraph opposite.	In France, measures for reclassification and assistance offered to employees affected by restructuring were of several types: internal job mobility through posting of internal vacancies on the Corporate intranet, reclassification leave, training leave to enable employees to increase their qualification level, assistance for employees starting their own businesses, and outplacement services. Vivendi also established reclassification measures for employees outside France where such measures do not exist.	●	
Working week (in hours)				
Average weekly duration - full time	37.8	37.5	●	
Annual yearly duration - full time	1,737	1,742	●	
Average weekly duration - part-time	29.1	27.1	●	
Annual yearly duration - part-time	1,328	1,320	●	
Absenteeism (in days/employee) France	9.9	9.3 ⁽¹⁾	●	LA 7
Reasons for absence	Disease (54%), family reasons (34%) such as maternity and paternity leave, marriage, moving, and death	Disease (51%), family reasons (31%)	●	
Overtime hours	585,831	434,999	●	

(1) Data previously published in 2006 took SFR Customer Service into account (see paragraph 5.4.2, page 44 of the separate publication *2007 Statutory Financial Statements - Sociographics - Environmental Policy*).



In 2007, Vivendi employed a total of 37,223 employees (compared to 34,694 employees in 2006 and 34,031 employees in 2005). The increase in the number of employees in 2007 is the result of changes in the group's scope of consolidation (integration of BMG Music Publishing, TPS, Onatel and Gabon Telecom), increased recruiting at Vivendi Games to support the development of new games and technical developments of social reporting which have allowed for an extension of the reporting scope. A breakdown of headcount by business unit and by geographical area is given on the cover fold.



The number of economic layoffs rose in 2007, compared to 2006. However, the number of economic layoffs did not reach the 2005 level when major restructurings were completed.

There are various reasons for economic layoffs within the group: at UMG, they are the result of previous restructurings; at Vivendi Games, they are due to staff downsizing to keep up with market changes and at Canal+ Group they are the result of the TPS staff integration. Layoffs in this instance were carried out on a voluntary basis. Layoffs at UMG (69% out of the total staff layoffs in 2007), are a consequence of the group's restructurings especially in Brazil and in Germany (45 employees), the United States (252 employees) and the UK (182 employees).



social indicators (continued)

	2007 data	2006 data	NRE Act	GRI
Gender equality				
Percentage of women in the group	34%	38%	●	LA 13
Percentage of women in managerial positions	34%	34%	●	LA 13
Disabled persons employed	249	211 employees	●	
Labor relations				
Collective agreements				
Number of personnel representatives	1,251 ⁽²⁾	779	●	LA 4
Health and safety				
Frequency rate of workplace accidents with lost days	2.72	3.21	●	LA 7
Severity rate of workplace accidents with lost days	0.13	0.13	●	LA 7
Employees trained in safety	2,835	5,818	●	
Training				
Training expenditure/payroll	1.9%	2%	●	
Average training duration/number of employees trained				
Average training duration/number of employees trained	20.8 hours	24 hours	●	LA 11
Average training duration/number of employees trained in France	30.7 hours	29,6 hours	●	LA 11
Social activities				
Social activities	6.65 million euros	7.15 million euros	●	
External resources				
Interim employees	4,763	5,635	●	
Subcontracting	98	138 ⁽³⁾	●	
Territorial impact				
Partnerships and projects	911	462	●	
Actions to aid development of employment	749 jobs created in the two call centers related to the group's business activities. 1,624 jobs created in the employment bases (see page 36).	Creation of jobs related to Vivendi's business activities: 449 jobs. Contribution to creating jobs not related to Vivendi's business activities: 806 jobs.	●	

(2) Including Maroc Telecom.

(3) The figures previously published in 2006 corresponded to the number of missions of at least one week by service providers under contract, and not to the number of subcontracting missions (see section 14, page 53 of the separate document *2007 Statutory Financial Statements - Sociographics - Environmental Policy*).



In 2007, an MOA defining gender equality in the work place was signed at the Vivendi headquarters with the following objectives:

- help to change mentalities by raising the awareness of all concerned employees by the implementation of the agreement and by informing the staff of the importance of gender equality at work, through hiring and career developments at all levels;
- facilitate women's access to vocational training;
- adaptation of organization, working conditions and time constraints;
- increase the percentage of women in executive positions in order to equalize the percentage at all levels in the group;
- equalize compensation between men and women;
- implementation of procedures for taking paternity leave.

SFR, which also signed an agreement on gender parity, exceeded objectives by achieving a recruitment rate of 40% women from engineering schools, whereas the percentage of women graduates in this field is only 17%.



Agreements entered into in 2007 primarily cover three issues: working conditions (16%), labor and management dialogue (20%) and compensation (45%).

Other listed agreements include: an agreement on compensation and vocational development (Onatel, telecommunications operator in Burkina Faso), an agreement on gender equality (headquarters), an agreement on the planned transfer of the customer relations site (SFR), an MOA (an agreement in principle) on career development (Mauritel, telecommunications operator in Mauritania) and an indefinite-term agreement introducing a system of collective agreements for the refund of medical and death expenses, incapacity and invalidity (SFR).



The average training time is calculated by taking the total number of hours spent in training and dividing it by the number of (individual) employees trained during the year. In this calculation, each trained employee counts as one, no matter how many training sessions he or she attended.