

SOCIAL INDICATORS 2008

Social data, along with the complete methodology and specifics of the respective reporting scopes, are detailed in the separate document *Sociographics - Environmental Policy - 2008*, page 4. These figures are from companies in which Vivendi owns a greater than 50% interest, as well as companies held at less than 50% over which Vivendi has financial and

	NRE Act	GRI	Group *			
			Group *	Activision Blizzard	UMG	
Total headcount	•	LA 1	43,208 (France ★ 15,717)	7,408 (17%)	7,720 (18%)	
Total headcount, men	•	LA 1	28,492 (France ★ 8,949)	5,941	4,165	
Total headcount, women	•	LA 1	14,716 (France ★ 6,768)	1,467	3,555	
Total headcount, permanent contract	•	LA 1	39,292 (France ★ 14,914)	5,071	6,967	
Total headcount, fixed-term contract	•	LA 1	3,916 (France ★ 803)	2,337	753	
New Hires						
Hires	•	LA 1	5,891	1,719 (29%)	1,247 (21%)	
Temporary hirings	•	LA 1	51%	36%	35%	
Permanent hirings	•	LA 1	49%	64%	65%	
Temporary hirings France	•	LA 1	51%	9%	30%	
Permanent hirings France	•	LA 1	49%	91%	70%	
Recruiting difficulties	•		No subsidiary has reported any particular difficulty with			
Headcount reductions						
Layoffs and departures	•	LA 2	7,180	1,486 (21%)	2,037 (28%)	
Departures excluding economic layoffs	•	LA 2	5,364	1,050 (20%)	1,474 (27%)	
Economic layoffs	•	LA 2	1,816	436 (24%)	563 (31%)	
Aids in job transitions and related programs related to redundancy plans	•		In France, the reclassification and accompaniment measures offered to employees included the following: internal job mobility through posting of internal vacancies on the intranet throughout the group, reclassification leave, training leave to enable employees to increase their qualification level,			
Working hours						
Average weekly duration - full time	•		37.5	39	38.5	
Annual yearly duration - full time⁽¹⁾	•		1,727	1,893	1,799	
Average weekly duration - part-time	•		29	21.7	26	
Annual yearly duration - part-time⁽¹⁾	•		1,323	1,260	1,173	
Days of absence by reason in the group⁽²⁾	•		Sickness (group average)	3.75	4.20	2.50
			Family reasons (group average)	2.19	0.61	1.05
			Accident (group average)	0.26	0.02	0.05
			Other reasons (group average)	0.48	0.15	0.45
Overtime hours	•		761,139	230,904 (30%)	223,489 (29%)	

* Only the details for the five business units are shown here; the delta corresponds to "Corporate" (Paris and New York) and "Other" data.

operational control and are consolidated as of December 31 of the reference year. For further information, see also "Social issues" in the Sustainable development section of Vivendi's Web site (www.vivendi.com).

Indicators identified by the sign ★ have been specifically verified by Salustro Reydel, a member of KPMG International, one of Vivendi's Auditors.

2008 Data			2007 Data	
SFR	Maroc Telecom	Canal+	Group	
10,086 (23%)	13,411 (31%)	4,252 (10%)	37,223	
5,944	10,231	2,052	-	
4,142	3,180	2,200	-	
9,631	13,378	3,929	-	
455	33	323	-	
1,359 (23%)	506 (9%)	1,000 (17%)	5,797	
48%	3%	66%	47%	
52%	97%	34%	53%	
48%	0%	69%	52%	
52%	100%	31%	48%	
recruiting during the last three business years.				
1,509 (21%)	1,170 (16%)	931 (13%)	6,189	
1,494 (28%)	410 (8%)	892 (17%)	5,336	
15 (1%)	760 (42%)	39 (2%)	853	
assistance for employees starting their own businesses, and outplacement services. Vivendi also established reclassification measures for employees outside of France where such measures do not exist, in conformity with the rules of conduct of the group's Compliance Program.				
35	38.7	35.8	37.8	
1,604	1,750	1,631	1,737	
29	-	30.7	29.1	
1,331	-	1,381	1,328	
6.86	1.11	7.39	-	
3.84	1.43	4.58	-	
0.34	0.41	0.21	-	
0.53	0.65	0.26	-	
28,021 (4%)	270,663 (36%)	7,884 (1%)	585,831	

	NRE Act	GRI	Group*	Activision Blizzard	UMG
Gender equality					
Percentage of women in the group	•	LA 13	34%	20%	46%
Percentage of women in managerial positions	•	LA 13	32%	21%	40%
Number of disabled workers ⁽³⁾	•		233	5	29
Industrial Relationships and Collective Bargaining Agreements					
Collective agreements	•	LA 4	92	6	34
Breakdown of collective agreements by topic ⁽⁴⁾	•	LA 4	Remunerations	48%	
			Restructurings	13%	
			Other topics	39%	
Number of personnel representatives			1,597		
Health and safety					
Frequency rate of workplace accidents with days lost	•	LA 7	2.99	2.08	2.44
Severity rate of workplace accidents with days lost	•	LA 7	0.09	-	0.02
Employees trained in safety during the year	•		3,699	399	881
Training					
Training expenditures/payroll	•	LA 11	2.6 %	0.9 %	0.7 %
Average training duration per employee	•	LA 10	28.3 hours	25.9 hours	11.7 hours
Average training duration per employee trained in France	•	LA 10	34.6 hours	35.2 hours	18.3 hours
Breakdown of training per employee trained by training objective		LA 11	Adapting to the work station	42%	72%
			Changes to the work station	32%	-
			Development of skills	26%	28%
Social and Cultural Activities					
Social and Cultural Activities ⁽⁵⁾	•		10.27 million euros		
External resources					
Number of missions of temporary workers	•		4,846	1,023	975
Subcontracting ⁽⁶⁾	•		5,956	52	98
Territorial impact⁽⁷⁾					
Partnerships and projects	•		3,611	54	850
Breakdown of partnerships and projects			Hiring of the disabled	40 (1%)	18
			Education	3,526 (98%)	830
			Environment	11 (0%)	1
			Consumers	24 (1%)	-
			Residents	10 (0%)	1
Contribution to job creation in France ⁽⁸⁾	•		863 jobs created in the two call centers related to the group's business activities. 2,535 jobs created in the employment areas.		

* Only the details for the five business units are shown here; the delta corresponds to "Corporate" (Paris and New York) and "Other" data.

(1) Approaches in terms of working hours diverge from one country to another; consequently the number of hours worked varies. The variations in the weekly and annual duration of work between 2007 and 2008 are due to better understanding of the reality of work in certain countries, in particular in emerging countries where the concept of annual duration is nonexistent.

(2) In 2008, a methodological change was adopted in order to better account for the nature of absences in the group. Among the reasons for absences listed are absences for illness, for family-related reasons (maternity, paternity, and adoption leave), for workplace accidents (and accidents during travel to work in countries where that concept exists), and absences for other reasons.

(3) See also "Social issues" in the Sustainable development section of Vivendi's Web site www.vivendi.com for more information on SFR's actions regarding hiring of disabled workers.

2008 Data			2007 Data	
SFR	Maroc Telecom	Canal+	Group	
41%	24%	52%	34%	
31%	27%	47%	34%	
157	5	36	249	
27	4	14	69	
			-	
			1,251	
3.17	3.49	3.63	2.72	
0.08	0.20	0.05	0.13	
1,857	254	262	2,835	
3.3%	7%	3.6%	1.9%	
36.1 hours	34 hours	32 hours	20.8 hours	
36.1 hours	-	33 hours	30.7 hours	
30%	38%	54%	31%	
59%	22%	4%	36%	
11%	40%	42%	33%	
			6.65 million euros	
1,921	4	913	4,763	
4,918	-	888	98	
1,090	718	831	911	
9	1	3	35	
1,052	716	819	840	
9	1	-	15	
15	-	9	17	
5	-	-	4	
			749 jobs created at both of the call centers related to the group's business activities. 1,624 jobs created in the employment areas.	

(4) See section 9 of the separate document *Sociographics - Environmental Policy - 2008* (page 14) for the other topics dealt with by collective agreements.

(5) In France, the notion of "œuvre sociale" includes social and cultural activities established at the company level mainly for the benefit of employees or their family. This notion is difficult to formulate at a global level.

(6) See the explanations of changes in methodology in section 14 of the separate document *Sociographics - Environmental Policy - 2008* (page 21).

(7) The territorial impact of Vivendi's activities is difficult to measure due to the large number of countries where the group operates. A methodological clarification implemented in 2008 defines each trainee in the company as a "project" under Education. Thus the data show the number of institutions, individuals, or associations with whom Vivendi has established relations, created partnerships, or participated in projects in various sectors of the local or regional economy where the group is present.

(8) In 2004, Vivendi made a commitment to the Public Authorities to contribute to the creation of jobs in areas impacted by unemployment and industrial restructurings.