

3rd International Automotive Workers Conference
November 20-24, 2025 in Pune, India

Country Report France

Dear comrades,

CGT Stellantis France sends you its fraternal greetings and thanks you for organizing this international conference, which is essential for automotive workers.

1. Stellantis' global strategy: reduce volumes, close sites, cut payroll

In France, as in Germany, Italy, Poland, Spain, and elsewhere, Stellantis management is applying the same policy of industrial destruction, under the guise of energy transition or supposed market developments.

In recent weeks, Stellantis has officially announced the end of car production in Poissy, as Filosa declared to all trade unions on November 3.

Poissy now joins the long list of sites within the group that are vulnerable or under threat: Douvrin, Rennes, Sochaux, Mulhouse, Hordain, Madrid, Melfi, Eisenach, Rüsselsheim, Glivice, etc.

At the same time, management is pursuing:

X A massive reduction in volumes in Europe (-6% in 2025).

X Massive job cuts (2,500 in 2025 and 1,800 in 2026 in France alone).

X A transfer of investment to the United States (\$13 billion in thermal power plants), while we in Europe are told that production is "no longer profitable."

X This strategy is solely focused on financial profitability and is destroying jobs, skills, and regions.

2. The situation in France: a major risk of deindustrialization

Sécafi presented a summary at the automotive conference we organized on October 22 in Audincourt for our members, confirming a very serious trend:

X French automotive production will remain low in the long term (1.4 million/year).

X Sochaux has already fallen from 501,000 vehicles in 2018 to 157,000 in 2024.

X Mulhouse is following the same trajectory.

X Several sites have switched to single-line production, halving their capacity.

X The Montbéliard basin, historically linked to the automotive industry, is in decline:

- 10.8% unemployment (well above the national average).

- -5,000 jobs lost in the automotive and temporary employment sectors between 2020 and 2024.

- Collapse of subcontracting (Forvia, Flex'n Gate, SNOP, Trecia, etc.).

- Industrial alternatives are still very weak: hydrogen abandoned, bicycle industry non-existent, photovoltaic projects frozen.

3. We share the same concerns as our German comrades: the closure of Poissy is not an isolated case

Stellantis is secretly discussing a series of factory closures:

X Rüsselsheim

X Eisenach

X Melfi and Termoli

X Madrid

X Glivice

X ... and Poissy.

The fact that these discussions are being held in secret reveals one thing: the group's management fears our collective reaction.

The CGT fully shares the analysis of our German comrades:

- ➔ We must not wait for the closures to be announced.
- ➔ Now is the time to organize an international response.
- ➔ No factory should be left alone to face the group's decisions.

4. The position of CGT Stellantis France

The CGT clearly states:

- ➔ No factory closures within the group.
- ➔ All production must be maintained and developed.
- ➔ Real industrial and human investment for Poissy, Sochaux, Mulhouse, Rennes, Hordain, etc.
- ➔ Massive hiring, an end to precarious employment, and a reduction in work rates.
- ➔ A reduction in working hours (30 hours) with no reduction in pay in order to share jobs.
- ➔ Reindustrialization focused on social and environmental needs.**

We denounce the questioning of the Poissy site, just as we denounced the closure of Douvrin under the pretext of energy transition.

The transition must not be used as a pretext to sabotage jobs and territories.

It must be planned, financed, democratic, and socially protective.

5. For aggressive international coordination

CGT Stellantis France supports the proposals put forward by our German comrades:

- ➔ An international day of action by the group against factory closures.
- ➔ More structured coordination between union teams in each country.
- ➔ Common positions on investment, volumes, and employment.
- ➔ A transnational struggle strategy.

Automotive workers must no longer be subjected to competition between countries.

6. Our message for the international conference in Pune

What is at stake today at Stellantis goes beyond each factory, each country, each model.

It is a global choice by the group: to produce less in Europe, exploit more elsewhere, and divide workers.

The response must be international, coordinated, and offensive.

We affirm:

No factory should close.

No job should be lost.

We will fight for every job and every site.