

Economic landscape: change management in times of crisis, the alternative to economic redundancies.

The wave of business failures announced several months ago is now well under way.

At the end of 2024, more than 160,000 jobs in France were threatened by a collective procedure. Restructuring and the increasing number of social plans could affect at least as many employees.

These figures illustrate the challenges which companies of all sizes are facing today.

Businesses must adapt to the economic climate. The first instinct of a company experiencing a decline in its activity is often to reduce staff costs by making employees redundant.

In many cases these procedures are not avoidable. But they can be carried out successfully with appropriate legal and HR support

However, they can potentially lead to a loss of confidence in the company as well as a loss of talent and expertise that could slow the recovery down once the economic situation improves.

There are a number of alternative measures to redundancies that allow companies facing difficulties to adapt to the economic situation by reducing and optimising their staff costs, at a lower expense both financially and in terms of human resources.

Coffra group is at your disposal to discuss the challenges you are facing, to present the range of legal possibilities and to help you identify the most appropriate measures for your situation.

Our legal, human resources, tax and change management experts provide pragmatic and operational support for your transformation projects.

Do not hesitate to contact us to identify the best solutions for your situation.



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