

Gender Equality European Standard



Roberto Boscia
Direttore HR Sud Est Europa

The Company



Business Services

HR Services Europe
Southern and Eastern Europe
CIS-Baltics and Turkey

International presence that supports businesses around the world

- **3,700** multinational customers
- the world's largest seamless voice and data network, with local support in **166** countries and territories
- **117** million Orange mobile customers including 8 million business mobile users
- more than **325,000** IP VPN connections in **151** countries
- more than **1,200 000** Business Everywhere customers

best global operator

2006
2007
2008
2009



our range of services caters to responsible growth in networks, telephony, mobility, collaboration, IT services and large projects

The GEES

the **goals** behind this initiative

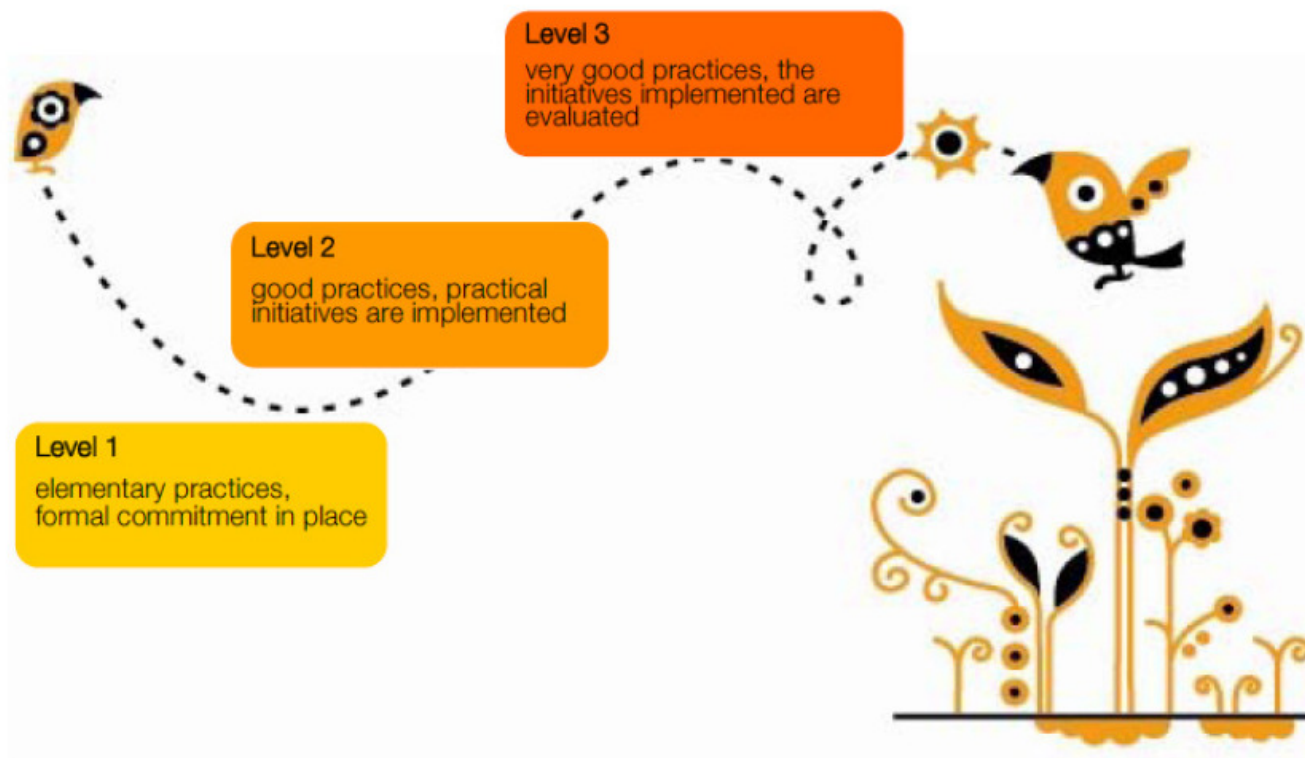
- 1 offer companies **international evaluation** and **recognition** for promoting professional equality
- 2 create a **common European culture** of gender equality at work
- 3 **encourage** companies to implement controls and **evaluation tools** in order to **manage the gender equality strategy**
- 4 help companies in **identifying and sharing of best practices**, as well as in the **deployment** of such practices

what happened so far?



the rating system

3 levels of performance



the rating system

evaluation criteria

evaluation is conducted at **two levels** : Group level and/or Subsidiary level

- 4 **common criteria** for Group and Subsidiaries
- 3 **criteria are analyzed exclusively** at **Group** level and 2 **criteria exclusively** at **Subsidiaries** level

No	GE-ES Criteria	Group	Subsidiary
1	general policy on gender equality	X	
2	instigation of specific country-level initiatives		X
3	organizational structure and quality of European/international social dialogue within the EWC (European Works Council) or equivalent in subsidiary companies	X	X
4	HR and management awareness and/or training initiatives	X	X
5	initiatives to encourage a fair gender balance within job profiles and/or levels of responsibility	X	X
6	pay practices	X	X
7	measures designed to ensure a healthy work/life balance		X
8	implementation of harmonized initiatives to encourage the emergence of a common culture within the group	X	
9	evaluation of the gender equality policy	X	

Thank you