



European Sectoral Social Dialogue Committee on Telecom

ETNO-UNI Europa Joint Declaration on gender equality

As European social partners in the telecom sector, UNI Europa and ETNO, would like to underline the importance of an active gender equality policy. The Joint Declaration is a contribution of the social partners in the telecom sector to the gender equality dimension and the employment aspects of the EU 2020 strategy. ETNO and UNI Europa call upon employers and employee organizations in the telecommunications sector to pro-actively address this issue.

With regard to the EU Digital Agenda, one of the key actions for the telecommunications sector is to increase the participation of women in the ICT Workforce. Indeed, women are under-represented at all levels in the ICT sector, especially in decision-making positions.

Moreover, the telecommunications sector will face a shortage of qualified staff because the number of young people studying and choosing careers in ICT is decreasing. Attracting more women to the telecom sector is one of the key issues in addressing this problem that risks damaging the whole economy.

UNI Europa and ETNO are convinced of the positive impact of gender equality for customers, employees and business (as has already been highlighted in their report "Diversity at work", published in 2007) and are committed to support and promote positive measures to ensure gender equality.

The Social Partners consider that equal opportunities and equal treatment must be given in order to allow men and women to receive equal treatment in accessing jobs and employment, but also access to vocational training, qualification, career development including access to top management and management positions, equal pay and working conditions.

It is based on two principles:

- equal rights between men and women, involving non-discrimination between employees due to gender either directly or indirectly;
- equal opportunities aiming to address, by concrete measures, inequalities that may be encountered by women in the professional sphere



UNI Europa and ETNO encourage all stakeholders in the sector to engage in activities promoting gender balance and to focus on these main axes of action in telecommunication companies:

- **Work life balance** by ensuring an adequate balance between business and private lives for women and men and a stronger promotion of a positive attitude towards maternity/paternity leave, while enabling flexible work arrangements for mothers and fathers in the work place (telework, part time work) and through a facilitated return to work by training or retraining opportunities as well as keep in touch programs
- **Employment and Recruitment** by promoting balanced representation of women and men in all areas, in particular the increase in presence of women in technical professions (strengthen the gender balance in internal and external recruitment, ensure equal treatment of applicants, act towards the school system)
- **Pay and compensation** by eliminating the pay gap between women and men (based on statistics and pay audits, consideration of parenting in the evolution of compensation)
- **Career development** by facilitating women's access to positions of responsibility and ensuring that women progress in their career according to their skills and merit (initiatives to support women who wish to evaluate: competence development programs, long term training, career planning, network of women, feminization of management bodies, etc.)

This joint statement aims to reaffirm the position of the sector on gender equality and its belief that diversity in all functions and at all levels of the company is a guarantee of success for its dynamism, creativity and economic performance.

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