

GDF Suez

Sector
Electric and Gas
Utilities



Highlights

Equality & Diversity Performance

3rd in sector (87/100)

Key Related Sector Challenges

Women are significantly underrepresented in the industry, at all levels; in the workforce, through the middle-management, to the top-management (Executive and Board Level). Women are largely concentrated in clerical and administrative positions.

Gender Balance



Gender Equality



By 2015, 1 of 3 executive will be a woman, 25% of executives women, 35% of high potential managers will be women. By 2013/14, 30% of new recruitments will be women.



40 Members from the French perimeter form the 'Diversity Committee' that oversee the Group's commitments.



An awareness campaign for managers and HR departments was rolled out in 2012 to develop understanding on discrimination. External training is also available.



Share of women in management has increased steadily from 17.8% (2007) to 21,3% (2012 CSR Report).

Best Practices

... Creating Female Opportunity & Leadership

- **Partnership:** with 'Diversity Management Chair at Paris Dauphine' to give group managers external training on diversity.
- **'Women On The Move' network:** was established in 2009 and promotes technical and scientific education among female students to inspire more curiosity and ambition in their career choices.
- **'Women in Networking' Network:** As of 2013, this internal network includes over 900 employees who meet regularly to discuss and reflect on professional challenges and Group strategy.
- **'Employees with Children':** For employees in France, day care is available at some locations and an 'E-Famili' website was established to provide further support to employees on parenthood.
- **'Label Diversité':** In March 2012, GDF received the Label Diversité from the French Ministry of the Interior.

The Company did not appear to face any visible allegations linked to gender discrimination