



## **Keeping Women in the Business pipeline**

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# WELCOME TO A WOMEN'S REAL LIFE

- Women's lives are intense and caring for their career is just one of many challenges that women face every day



- At GDF SUEZ, we CARE and have developed since 2008 a policy that supports women in all aspects of their lives, not just with their career

# **GENDER DIVERSITY @GDF SUEZ**

## **360° GLOBAL TOOLS**

- **Women In Networking, an international network to help women to strengthen themselves collectively**
  - 80 WIN groups
  - over 1,300 members
  - In France, the network is rolled out at the heart of the regions
  - WIN groups around the world: in Europe, North America, Latin America, Morocco, Middle East and AsPac soon in 2014
  
- **A strong women network with huge collective strength and capacity to engage on key issues**
  - “WIN business Initiative : over 140 projects were identified and 6 presented to GDF SUEZ CEO in February 2014 to suggest new business opportunities

# *GENDER DIVERSITY @GDF SUEZ*

## 360° GLOBAL TOOLS

### ■ **Global leadership development programs**

- **Taking the Stage** – for members of the WIN network.  
An awareness-raising program to help women enhance their leadership
- **Mentoring by GDF SUEZ** – for high potential women and top executives as mentors  
A formal and structured program to support the career development of women
- **Women In Leadership** – for GDF SUEZ's female managers and experts  
A program to boost women's confidence and assertiveness

### ■ **Next steps: a specific program for women employees and technicians**

- A test with women from one of GDF SUEZ subsidiary in France showed high expectations from non executives, and helped designed a specific program

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## HELPING WITH WOMEN SPECIFIC CHALLENGES

- **Parenting policy:**  
**a key success factor to keep women in the workplace**



- TBabies: a day care for 60 children whose parents work at GDF SUEZ HQ in Paris
- Day care places can be booked nationwide
- Internet site providing information, tools and advice, open to all workers : E-Famili
- GDF SUEZ has signed the national charter supporting single parents

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## HELPING WITH WOMEN SPECIFIC CHALLENGES

### ■ A policy of committed partnerships



- Institut Curie and research against breast cancer: “*GDF SUEZ Women Race*” a charity run to raise funds for their program towards women
- “*Toutes les femmes chantent contre le cancer*”: sponsorship
- *Force Femmes*: association aiming to support women aged 45 and over who are returning to work

# *GENDER DIVERSITY @GDF SUEZ*

## FIGHTING STEREOTYPES AND RAISING AWARENESS

### ■ **Dedicated informative material**

- An extranet site dedicated to gender diversity at GDF SUEZ: [WINTogether](#)
- A monthly summary of articles from national **media in France**, a quarterly summary of articles from **international press**, and newsletters

### ■ **Events for exchange and boosting visibility**

- The first [WIN'S DAY](#) was organized in July 2012, giving the Group's female employees the opportunity to focus on GDF SUEZ's current challenges and to spotlight their 'specific suggestions' on these topics

# ***GENDER DIVERSITY @GDF SUEZ***

## **AMBITIOUS GENDER EQUALITY AIMS**

- **Four Quantitative goals by 2015 :**
  - One executive in 3 appointed will be a woman
  - 25% women managers
  - 30% women recruits
  - 35% women in “High Potential”
  
- **A group steering committee for gender diversity**
  - Steers strategic indicators
  - Monitors the Group’s action plans
  
- **Business line steering committees for gender diversity**