

EEEEA

Ericsson European Equal Opportunities Award

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Ericsson European Equal Opportunities Award

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- Focus Areas
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Objectives

- **EEEEA will promote and encourage the work place that has taken a concrete initiative to improve women's working conditions, and that has brought forward and developed the female resources. This is valid on all levels of the company hierarchy.**
 - **Many women in management and a good program to recruit more**
 - **Collaboration with the local university, managerial planning and various development programs.**
 - **Ericsson is actively working on these issues.**
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Strategies & Goals

- To provide Ericsson employees with the opportunity of combining work and home life in a satisfactory manner.
 - Extra parental pay in Sweden,
 - Flexible work hours,
 - Telecommuting.
 - Ericsson shall seek out and retain both talented women and men:
 - increasing the number of women by at least one-half percent per year,
 - appointing more female managers, experts and internal board members,
 - increasing the number of women on international assignments.
 - To entice women to choose technical education and technical jobs.
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Focus Areas

- **Recruitment of top talents**
 - **Increase diversity within the company**
 - **Facilitate and change the conditions for men and women with small children**
 - **Enhance the company's attraction from a woman's perspective**
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Increase diversity within the company

To use diversity as an asset, so that positive energy emerges out of it.

- **To build up teams with a mix of men, women, ages, backgrounds and make that different issues are noticed in discussions to get different aspects.**
 - **To find opportunities of rotating or shared leadership / management.**
 - **To give opportunities to a "diverse person" to test a management position during a leave of its "holder".**
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Facilitate and change the conditions for men and women with small children

- **Initiate to find balance for employees between family, recreation and work.**
 - **Provide different ways of using existing technology to be able to work more geographically independently.**
 - **Find ways of handling leave or absence for parenting.**
 - **Offer day-care help for employees. This would increase the possibilities for young parents to work more hours.**
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Enhance the company's attraction from a woman's perspective

- **Possibilities for non-planned and planned distance work**
 - **Flexible working hours**
 - **Benefits in case of maternity leave, sick child, etc.**
 - **Other benefits such as cleaning, babysitting/picking up**
 - **Development of education: days/years, inter-active, etc.**
 - **Flexibility and openness for different working methods**
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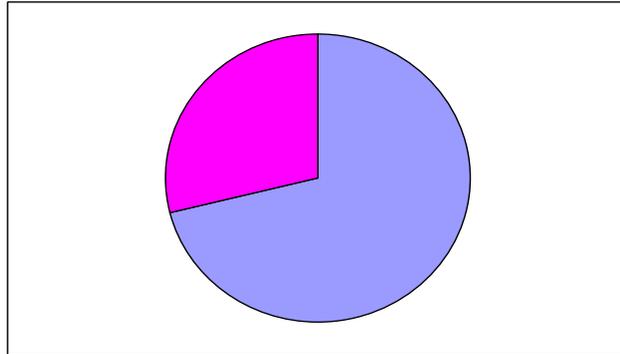
The winners of EEEA: “Men have to make way for the women”

- **Women are ready to assume major responsibilities**
 - **There is still some form of glass ceiling for women aspiring to reach the very highest management positions.**
 - **Still there is some doubt and hesitation when it comes to appointments of women to the very highest management positions.**
 - **There is serious shortage of female engineers and scientists, which has naturally weakened the recruitment base. But changes are also under way in this area.**
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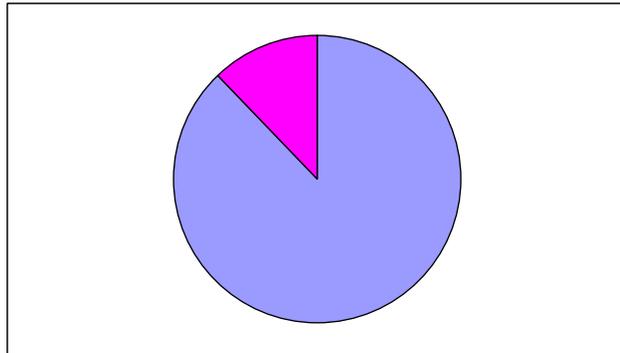
The winners of EEEA: “Better results with gender balance”

- A constructive corporate culture with gender balanced teams
 - In many cases female employees have been more constructive and less focused on prestige than men, and they are more receptive to new ways of thinking.
 - Employees are rewarded on their skills and competence, not gender. It's a matter of creating equal opportunities for all employees
 - Naturally, some men feel threatened by the competition from qualified women, but a little opposition is actually quite stimulating.
 - To concentrate on recruiting, retaining and developing qualified employees; everything else will take care of itself
 - Comprehensive efforts to create gender equality over a broad spectrum ranging from leadership planning and training programs to cooperation with different universities
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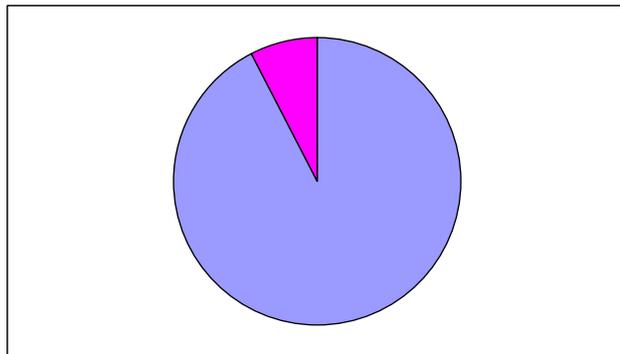
Gender Statistics in Ericsson Worldwide



- Out of 65.000 Ericsson employees, 29% are women.

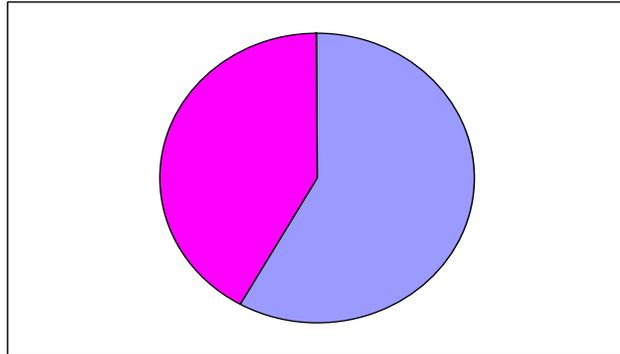


- Out of Ericsson's 12.000 managers, 1.680 are women.

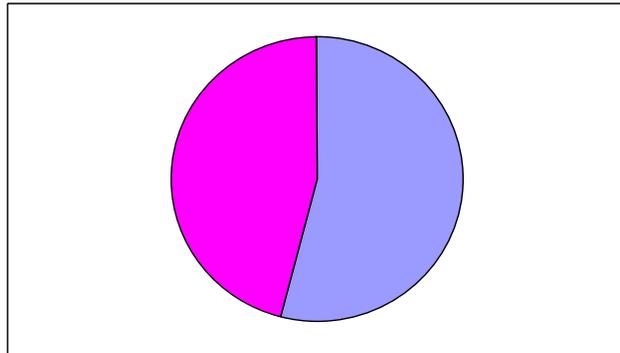


- Out of 3.561 Ericsson employees on international assignments, 284 are women.

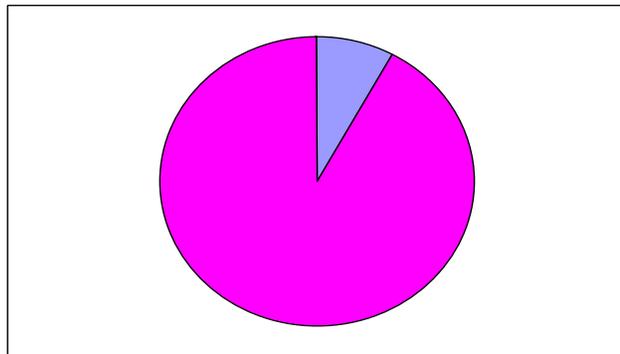
Gender Statistics in Ericsson Yugoslavia



- 42% of the employees are women.



- 46% of the line managers are women.



- Out of 60 expert months on international assignments, 92% are women.

Ericsson Yugoslavia

- **Equal opportunities for education regardless of gender are present in Yugoslavia for more than fifty years.**
 - **The result is that the number of women having technical education is high and is increasing.**
 - **Ericsson Yugoslavia has strong focus on creating equal opportunities for all employees starting from recruitment and continuing through various training and management development programs.**
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Ericsson Yugoslavia – Winner of EEEA in 2002

- **Ericsson Yugoslavia has been awarded the Ericsson European Equal Opportunity Award 2001 for its proactive efforts to make Ericsson Yugoslavia an equal workplace achieving outstanding business results.**
- **Ericsson Yugoslavia has an extensive and well thought equality strategy. The results of this have provided Ericsson Yugoslavia with splendid equal gender distribution all through the company, 42% of the employees are women and 46% of the line managers are women.**
- **Ericsson Yugoslavia has also actively promoted equality outside Ericsson in the Yugoslavian university community, political arena and in different international and national symposiums which has positively strengthen the Ericsson brand.**

Equal opportunities is an important issue which Ericsson is trying to improve. This is a vital part of our work with diversity in the work force, as we are striving to become the Employer of Choice.

Ericsson Equal Opportunities European Award as an Inspiration of YU Gender ICT Activities

- ***ITU Task Force on Gender Issues-TFGI/WGGI initiated establishment of national team for Gender Issues in ICT (Maj 2001)***
 - **Gender Expert group for ICT (Nov 2001)**
 - **NGO “EQUAL OPPORTUNITIES” in ICT (Jun 2002)**
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Why ICT?

- Information technology can significantly contribute in building of more gender-sensitive society, with the advancement of women as a primary goal, that will lead towards the equal opportunities of women and men in accessing information and knowledge. Countries that will not get the ICT momentum will become permanently marginalized. Non-equal access to these technologies may further isolate women, especially in developing countries and poor communities, like most countries in SEE region, from economic, cultural and political opportunity.
 - NGO “Equal Opportunities” is gathering ICT experts that are able to lead the development of ICT knowledge that will enable creation of equal opportunities in ICT use both for women and men.
 - Due to the similarities in language and culture between Yugoslavia and surrounding countries (Bosnia and Herzegovina, Macedonia, Croatia, Slovenia), cross-boarder activities could be implemented, enabling the multiple use of the developed methods.
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Projects

- Info Communication for Schools
 - Web Site

 - Women ICT Training Center
 - ICT Support for Primary Health Care System
 - Round Table – Preparation for WSIS

 - Partnership: NGO, Private Sector, Government...
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Women ICT Training Center

- “Women Training Center” Project will enable and facilitate women through organized training courses to learn how to use information communication technologies (ICT technologies) and obtain the skills necessary for the following:
 - Use of e-services as a normal part of everyday life (e-government, e-banking, e-education, etc.)
 - Development of information communication base for entrepreneurship
 - Information literacy as a base for prequalification / finding a new job
 - Reducing the digital divide
 - Establishing equal position of women
 - Achievement of human rights and enhancement of economic position
 - Partnership/Looking for Partners: NGO Equal Opportunities, Ericsson (donation of computers), Operators, ISPs, ...
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TARGET GROUPS

Trained trainers	Target training group	Age
Women teachers	Women in rural areas	18-
Medical doctors	Staff in rural ambulance	
Defectologists	Slightly handicapped women	15-
Unemployed women with University degree	1. Women politicians 2. Women that lost their jobs in transition process, 3. Refugees and displaced persons	30-50

<http://www.ericsson.co.yu/eeee>

www.e-jednakost.org.yu



YU Gender - Netscape

File Edit View Go Communicator Help

Location: <http://ericsson.webteam.yu.net/eeee/>

Instant Message WebMail Radio People Yellow Pages Download Calendar Channels

Back Forward Reload Home Search Netscape Print Security Shop Stop

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YU Gender

Ravnopravnost polova u oblasti telekomunikacija

Naslovna
Diskusije
Manifestacije
ITU TFGI
Projekat "Komunikacija za škole"

YU tim za pitanja ravnopravnost polova

Rezolucijom 7. Svetske konferencije o razvoju, održane u Valeti 1998. Godine, formiran je Radni tim za pitanja ravnopravnosti polova (Task Force on Gender Issues - TFGI). Rezolucijom 70 sa Konferencije opunomoćenika zvanično je potvrđeno uključivanje pitanja ravnopravnosti polova u ukupan rad ITU-a. Osnovna misija TFGI je osiguravanje da i žene i muškarci na ravnopravnoj osnovi iskoriste sve prednosti dolazećeg informatičkog društva smanjujući postojeći jaz i u učešću i u korišćenju.

Prateći rad ITU-a Savezno ministarstvo saobraćaja i telekomunikacija je prepoznalo problem i u cilju njegovog sagledavanja formiralo **Nacionalni radni tim za pitanja ravnopravnosti polova -YU-TFGI**. Otvaranje ovog site-a nema za cilj samo sagledavanje aktivnosti YU-TFGI već i mogućnost svakog posetioca da predloži dalje pravce razmatranja ovog problema ili da prikaže pozitivne/ negativne primere.

Zahvaljujemo se kompaniji Ericsson Jugoslavija na ustupanju prostora u okviru njihove web stranice.

YU RADNI TIM

Poziv na saradnju

Pozivamo sve zainteresovane kompanije i partnere da se priključe i daju svoj doprinos ovom komunicacionom aktivnosti.

EEEE

- Kompaniji Ericsson Jugoslavija dodeljena nagrada
- Ericsson European Equal Opportunities Award (Power Point Show, ZIP 97,3Kb)
- Žene i studije elektrotehnike
- Sastav radnog tima
- Postanite član udruženja "Jednake mogućnosti"