

GDF/SUEZ GROUP EUROPEAN WORKS COUNCIL **AGREES IN-DEPTH STUDY ON EQUALITY AND** **DIVERSITY**

02 March 2009

On 26 February 2009, the GDF/SUEZ European Works Council (EWC) agreed that Aleteya, French equality consultancy group, and Jane Pillinger, UK independent expert will carry out a major study on equality and diversity on behalf of the EWC.

The study is a central follow-up to the Suez Group agreement on equality and diversity adopted by the EWC in June 2007.

It will ascertain whether and how workers' right to equal treatment regardless of gender, age, disability and ethnic origin translates into practice at the workplace, and help identify obstacles and good practices to make further progress.

It will be based on quantitative and qualitative surveys of thousands of staff, trade union representatives and management in 7 Suez subsidiaries in 5 European countries as follows:

- France: Lyonnaise des Eaux
- Belgium: Electrabel and CES
- Germany: Eurawasser
- Spain: Agbar
- The Netherland: Sita

- Norway: Fabricom

Issues to be examined will include:

- remuneration (including bonuses),
- career development,
- recruitment policy,
- types of contract,
- training,
- work/life balance including working time,
- health and safety and
- role of social dialogue

EPSU deputy general secretary and Suez EWC coordinator, Jan Willem Goudriaan says “ *We are pleased with this mutual decision. It is the very first joint study to be done in the area of equality and diversity in Suez. It will provide a detailed picture of the situation at the workplace based on first hand experiences of employee from all social and occupational categories. It will help go further and deeper in making Suez a better workplace for all workers*”.

The study will be finalised before summer.

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