

CHAPTER 5: STRONG DIVERSITY AT THE WORKPLACE

31. Diversity, equality and inclusion (DEI) and their enhancement are fundamental EU values and objectives that shall be guaranteed in the Just Transition in the Gas sector. DEI in the workplace shall follow the principle of non-discrimination, equal treatment and equal opportunities. Direct and indirect discrimination is not permitted and both the Unions and the companies agree to work to in order to prevent it and eliminate it from the workplace in cooperation with the workers representatives.

32. DEI concern the following categories but are not limited to those characteristics: gender, physical appearance, family name, place of residence or birth, age, disability, political or religious beliefs, sexual orientation and gender identity, or membership of a trade union.

33. In order to reach a balanced representation among the total workforce and/or in the above-mentioned specific occupational categories, companies should in cooperation with the workers representatives identify the main barriers and shall develop, implement and monitor, within the Social Just Transition Plans, an equality and inclusion strategy to be defined by companies' boards in conjunction with workers representatives. This plan shall clarify the objectives, timeline, measures including preventive and educational - and best practices, assignment of responsibilities, monitoring and evaluation and reporting, aimed at promoting inclusion and respect of diversity, equity and inclusion at the workplace throughout the transition.

34. Companies shall aim to reach a balanced genderdiverse representation at all levels throughout the transition, namely by increasing the proportion of the under-represented groups gender when there is a strong imbalance. Diverse leadership can set the tone for the rest of the company. and provide role models for employees.~~Companies shall aim to reach a balanced gender representation throughout the transition, namely by increasing the proportion of the under-represented gender when there is a strong imbalance.~~

34bis. The development and emergence of new professions related to the energy transition is an opportunity to promote diversity. Companies should promote DEI in all functions, especially in the technical areas, and at all levels including in leadership positions.

Companies and the workers representatives shall promote perceived feminised professions and make them attractive for men as they are for women. ConverselyAt the same time, they shall promote perceived masculine professions and make them attractive for women as they are for men. Attractiveness is firstly linked to good working conditions, fair wages and continuous professional development. Moreover companies must provide for an attractive and flexible working environment to support women and men with care responsibilities to develop in the sector.

~~Diverse leadership can set the tone for the rest of the company and provide role models for employees. Companies shall aim to reach a balanced gender representation throughout the transition, namely by increasing the proportion of the under-represented gender when there is a strong imbalance.~~

35. In order to attract young candidatesworkers, including young women-people to the gas sector, companies should in cooperation with the workers representatives develop a number of further internal and external activities. External activities could~~These can~~ include, but not be limited to, campaigns and initiatives with schools and universities to promote new energy professions, and in particular, technical professions for women. Internally, this should involve the implementation of awareness programs and other related policies.

Okomentoal(a): [SG1]: ?

Okomentoal(a): [SG2]: Ask Eurogas: Irrespective SJTP

Okomentoal(a): [SG3]: To be redraft / Stereotypes – attract more women in male dominated professions
Add something on education – reference to education and training
Make sure that more women can come to the sector – WorkLifeBalance

Okomentoal(a): [SG4]: TO BE REWORDED

36. In order to retain senior employees, companies should [in cooperation with the workers representatives](#) promote upskilling trainings for new energy professions, develop mentorship programs aimed to foster knowledge sharing and transmission, and offer career development opportunities. [Moreover, companies must provide senior employees with adapted working conditions to allow a healthy work environment throughout the career.](#)

37. Companies shall review job descriptions to eliminate stereotype-based criteria and establish a procedure to ensure that new job profiles are inclusive [and merit-based](#). Job descriptions shall not be based on stereotypes over the specificity of a job or their supposed features (availability, mobility).

38. Companies should identify and monitor the non-discriminatory character of the recruitment process and implement, if necessary, corrective measures. Recruitment shall be based on competences, qualifications, and professional experience. A person shall not be excluded from the recruitment process because of their [protected characteristics including but not limiting to](#) gender, physical appearance, family name, place of residence or birth, age, disability, political or religious beliefs, sexual orientation [and gender identity](#), or membership of a trade union.

39. Employers ~~should~~ [shall ensure that make](#) flexible working arrangements ~~depending on the individual needs of the employee and shall assure that flexible working arrangements~~ do not have a negative impact on the development of vocational, work-related competences or promotion possibilities of the individual.

40. Social Partners agree that training, upskilling and reskilling are vital for better employability and for career development that is attractive to all workers in an inclusive socially just transition. Training opportunities are important vectors towards a strong diversity at the workplace. Companies and workers representatives shall therefore ensure equal access to all development trainings and qualifications for all levels, including top positions, and especially in jobs affected by the transition. This applies also for those who are not in full-time employment.

41. Companies shall make sure that no discrimination based on [these protected characteristics including but not limiting to](#) gender, physical appearance, family name, place of residence or birth, age, disability, political or religious beliefs, sexual orientation [and gender identity](#), or membership of a trade union happens when it comes to remuneration levels, salary increases and awarding of bonuses ~~especially in the transition phase~~.

42. Employers shall monitor the level of wages for men and women in comparable positions [and provide for transparent comparable information about pay ranges as required by the Pay transparency directive to be transposed into national legislation](#). They should assess and compare the value of work on objective criteria to prevent or identify and tackle possible pay discrimination based on biased payment, such as: educational, professional and training requirements, skills, effort and responsibility, work undertaken and the nature of tasks. In order to close any identified gender pay gap, companies and workers representatives should present specific indicators and a list of measures to close the gender pay gap and should make available to employees the rules and criteria (e.g. national laws; collective agreements; sectoral or company rules) used to determine the variable components of remunerations, such as payments in kind and bonuses.

43. Companies shall make sure that maternity leave is not an element that will affect salary increases, promotions and awarding bonuses. Such consideration should be applied to paternity leave as well.

44. A preventive policy against sexual harassment, harassment and sexism (SHHS) and bias, and discriminations shall be put in place in all companies in cooperation with the workers representatives. Such a policy should: - Clearly state what is considered inappropriate behaviour in a working collective; - Explain that such behaviour, ~~in certain circumstances~~, may be unlawful; - States that all forms of inappropriate behaviour should be discouraged and sanctioned in the field of work and also in law and that such behaviours will not be permitted or condoned; - Contains clear, proportionate/progressive and properly enforced disciplinary procedures. In order to protect victims when reporting ~~an incident~~, any of the aforementioned unlawful behaviour –they must be granted privacy to avoid any discriminatory measures. Companies shall promote awareness campaigns through training, communication, and e-learning.