

ETSI progress target 2023

ETSI committed to achieve a score of 22 on Indicator 1 following the measures listed below. This target was achieved in 2024 with the score of 23.

- Strictly ensure that people with the same profile and experience who are hired to the same position are paid the same, regardless of their gender.
- Strictly ensure that employees with the same profile and experience and who hold the same position are paid the same, regardless of their gender.
- For engineering positions, prioritize job applications received from the under-represented gender.
- Increase the proportion of women who occupy supervisory and managerial roles.
- Implement a specific training policy for employees of the gender under-represented in supervisory and managerial roles in order to facilitate access to these positions.
- Before the end of each reference period, ensure that employees returning to work after maternity leave receive the applicable pay rises and, if necessary, implement corrective measures.

New actions will be taken in the next few months.