

Diversity Clauses in UNI Global Agreements

Examples of provisions in Global Agreements concerning Diversity Clauses:

- Compliance with ILO Standards, e.g. Convention 100 on Equal Remuneration, Convention 111 on Discrimination in Employment and Occupation, and Convention 190 on Violence and Harassment at work (see page 64).
- Company commitments on women's employment conditions, e.g. measures to ensure equal pay rises for part-time workers, equal pay in case of maternity leave, preventing and combating physical and sexual harassment at work, reasonable working hours.
- Global Agreement between BNP Paribas and UNI Finance:
 - Gender-neutral job postings and active fight of discrimination of certain age groups in recruitment processes (e.g. pregnancy not taken into account).
 - Equal access to training and specific training for managers and senior representatives on diversity and inclusion.
 - Actively identifying in-house potential for upskilling and promotion of workers into senior roles.
- Global Agreement between Orange and UNI Telecommunications:
 - Pay equality plan between 2019-2025.
 - Provisions on the right to disconnect, work-life balance and teleworking.
 - Clauses on sub-contractors.

Contact: Mark Bergfeld, Director Property Services, UNI Europa

