



Women in the Renewable Energy Sector

The Enel Green Power business case

Milan – July 16th 2010

Enel Green Power

H.R. Department

Industrial Relations

National Joint Commission for Equal Opportunities in Enel



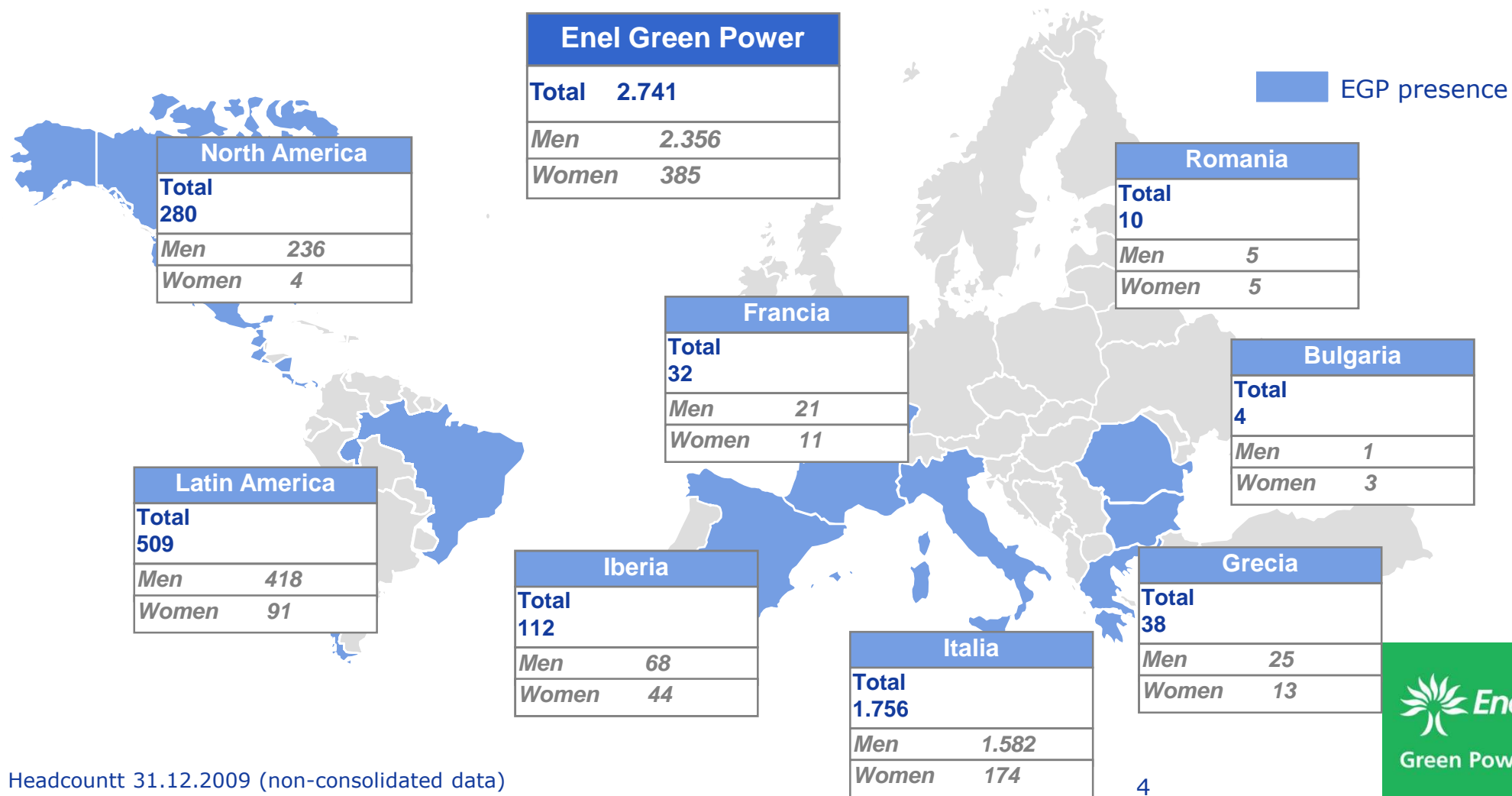
- Enel was the first Italian Company to transpose and implement the European guidelines about “Equal Opportunities” within a productive enterprise
- In agreement with the Unions, the Enel Top Management had concretely supported the idea of a Commission, focused on organizational issues of gender
- The collective agreement of 1989 establishes and regulates the activities and operations of a National Joint (6 members by Company - 6 members by Unions) Commission for Equal Opportunities, as a good example of bilateralism in the landscape of Industrial Relations, in Italy and in the European electricity sector

Enel Green Power, our resources



- **Enel Green Power, is the company of the Enel Group involved in the development and management of Renewables at national and international level**
- **It was founded in December 2008, combining:**
 - **the historical Italian hydro and geothermal experiences and the most advanced technologies based on wind, solar and biomass;**
 - **the resources with a great and unique technical know-how and young project managers and business developers with transversal skills;**
 - **the male and female workforce from 2 different continents and almost from 20 different countries, with different languages, cultures and life style...**

Enel Green Power, our country...our people



** Headcountt 31.12.2009 (non-consolidated data)

Enel Group, our way

**Corporate Social
Responsibility**

**Code of
Ethics**



**Welfare system
& People care**

**Equal Opportunity
Committee**

Enel Group - our industrial relations system

Industrial Relations in Enel: overview

70% employees unionized

- Two out of three of our employees are members of the Union

"High quality " relations

- our people always remember that Enel is a public service provider
- the Union's representatives usually come from the company itself and so they have sound knowledge of the business and the organization

Union like an "asset"

- the Union expresses ideas, assessments and proposals with regard to corporate strategies and their impact on the people
- they are able to aggregate people in difficult situations and propose viable solutions

Enel Group - some important agreements

Industrial Relations in Enel: some important agreements

Industrial Relations System

- allowing the Union to express ideas, assessments and proposals with regard to corporate strategies to guarantee every possible convergence between the social partners

European Working Council

- an agreement to define and regulate the activity of EWC inside the Enel Group, improving on the Unions' rights to be informed and consulted (not bargaining)

Social Responsibility

- Social Partners share the principles related to the fundamental rights of workers and the commitment to respect, promote and implement them in all the States where Enel has and promotes its' business
- setting up the role and the activity of the "Joint body on training and employability", so as to enhance the "bilateral approach" to training initiatives

Observatory Board on the Industrial, Ambiental and Occupational Policies

- it sets up an Observatory board on the Industrial, Environmental and Occupational Policies, in a form of joint body consisting of Enel and Trade Unions representatives.

New challenges for the social dialogue

The situation

- people all over the world
- trans-national integration

The way

- respect and compliance with different regulations and cultures
- respect to all our stakeholders
- promote a true dialogue with each of them, first of all with our workers and their representatives
- manage changes and the consequent impact on the employees
- share the same company values (Code of Ethic, Corporate Social Responsibility,...)

Some questions about social dialogue and the "green employment"

Some questions regarding the Wires Project.

What role does social dialogue play in promoting gender equality?

- the propulsive role of social dialogue in every countryes and in every company is undeniable
- the s.d. brings to the social partners the task of translating the intentions of the European Institutions and Governments into action

Do green jobs mean employment opportunities?

- the EU's climate change package
- some forecasts about the employment in the renewable sector
- the present activity in the sector and the industrial plans issued by the different green companies justify a positive answer to this question

...encourage us to think positive...

Are green jobs pink jobs?

- the renewables energy sector needs qualified staff in the emerging green technologies and not only those with traditional and established technical knowledge

... many young women have the most appropriate capabilities.....

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Why Enel Green Power is a good case study ?

- the Renewables is an important sector where investments continued and growth increased even a year of crisis like 2009
- from now to 2020 the total capacity installed in the Renewables sector is expected to double...it's strong growth where an operator, as Enel Green Power, has room to play a leading role
- Enel strongly believes in long lasting dialogue partnership with the unions
- today in Enel Green Power women are well qualified and have high expectations about professional development, they are deployed in our organization, and mostly at the starting phase of our value chain.