



A Toolkit for Gender Equality in Practice - Initiative

Teledanmark (TDC)

Women in top management, Father's Hug scheme

Summary of the initiative

Teledanmark (TDC) is a provider of communication solutions.

TDC has signed the Danish Ministry for Gender Equality Charter for more women in management. The company has thus defined clear targets for more women in top management and for more female managers in general, with the aim of helping to ensure increased gender equality among managers at TDC.

By the end of 2015, TDC aims at achieving 33% of the top managers across the Group to be women. In 2012 women accounted for 24.3% of the top 250 management group.

TDC also focuses on equal opportunities irrespective of gender in relation to parental leave, for example by means of the 'Fars Kram' (Father's Hug) scheme, which allows all fathers to take up to 13 weeks of leave – an offer that more than 70% of new fathers have happily accepted in recent years. TDC aims to contribute towards greater gender equality in society in general.

Priorities

Promoting women in decision-making, Supporting work-life balance

Sector(s)

Telecommunication

Type

Enterprise initiative

Country

Denmark

Model of social partnership

Unilateral / employer

Number of employees

>250

References

<http://annualreport2012.tdc.dk/menu/csr/focus-areas/employee-well-being-and-diversity>

This initiative was submitted by:

KL, Danish Regions and The Agency for Modernisation of Public Administrations (CEEP) and LO (ETUC)

Website

<http://tdc.dk/>

