

# Women in STEM

## Decadal Plan

### Champion response

Final

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# Our commitment to building an inclusive workplace for all



I'm proud to present to you the Nokia Decadal Plan Champion response. Our vision is to build a passionate team invested in championing the Nokia StrongHer program and related initiatives in Oceania to increase gender diversity and inclusion.

We recognise that a significant opportunity remains to improve female representation within our industry and in our region.

Supporting women in STEM is something we are passionate about and as a technology organisation with a well known and respected brand, we have an opportunity to improve gender equality in the technology sector overall.

We are fortunate to work for an Employer that values contributions from our female employees. Through our programs such as StrongHer, UTS Lucy mentoring etc we will continue to work to support women in STEM.

This Decadal Plan Champion response outlines our goals and strategies for enabling women in the workforce and in the community to reach their full potential.

Together, we can really make a difference and build an inclusive and equal workplace for us all.

**Anna Perrin**  
**Managing Director, Australia and New Zealand**

At Nokia, we create technology  
that helps the world act together



# Opportunities for Change

1

## Leadership

To advocate for women in STEM and champion diversity and inclusion at Nokia

2

## Evaluation

We commit to our target of 30% women employed in Oceania by 2026

3

## Workplace Culture

We foster an inclusive workplace that maximises the participation of women in the workplace

4

## Visibility

We actively profile and elevate women in technology and hold ourselves accountable to sharing our progress

5

## Education

We invest in gender diversity offering opportunities to develop and thrive in the technology sector

6

## Industry Education

We partner with universities and Industry associations to lead the way in diversity and inclusion

# Opportunity One: Leadership

- Currently in Nokia Oceania, women comprise only 14% of the overall workforce and only 12.6% of line management personnel. Our aim is to increase female representation in our workforce to 30% by 2026.
- We will look at all positions and in particular, leadership positions by implementing a recruitment panel to actively identify qualified female candidates, ensuring an equitable recruitment process and offer more opportunities for female talent to boost and diversify our workforce.
- We will use our professional networks to reach out to identify potential female talent and aim to have 1-2 appropriate candidates apply.
- We will strive to become an Employer of Choice for Women and continue to monitor key gender diversity metrics.
- We will make commitments around promoting visible female role models through Women in Oceania profiles, building our women's capability and networks with diversity and inclusion programs. We will amplify opportunities for women through StrongHer programs and be a champion of change.
- We understand that leadership support is critical to the success of these initiatives, and our entire Executive Leadership Team are committed to the actions in this Plan. We are fortunate to have Anna Wills as the Executive Sponsor advocating for gender equity and a StrongHer committee that works with the Oceania team to bring events that promote diversity and inclusion to the broader Nokia group.
- We commit to our agreed metrics and reporting on progress each quarter.
- Our purpose as an organisation is to create technology that helps the world act together and together we can build meaningful relationships that support vibrant, connected communities.
- As part of this, we look to form partnerships with organisations where there is an alignment in values and goals to support gender equality in STEM and support our customers with their gender equality programs.

## Opportunity Two: Evaluation

To monitor our progress against our plan, we have identified measures of success to be tracked and reviewed internally on a regular basis.

These metrics will also be shared with our leadership team. These include measures such as:

- Gender diversity: at an overall level, in senior leadership, in promotions/hires/leavers, particularly in our technology functions . Our target for overall female representation is 30% by 2026.
- Measurement of applications per role and placements reported quarterly and annually
- Continued focus on gender pay gap closure with an annual review
- Employee feedback via our culture and engagement surveys twice a year
- Internal engagement survey of the StrongHer program annually
- All leaders involved as a champion of one Diversity and Inclusion program
- Engagement in Diversity and Inclusion training such as Unconscious bias training and Ethics and Compliance training completed by all leaders each year.

We aim to be recognised through:

- Being a Champion of the Women in STEM Decadal Plan with the Australian Academy of Science (AAS)
- External recognition through employer awards
- Attainment of a Workplace Gender Equality Agency Employer of Choice citation

Our annual Workplace Gender Equality Agency compliance reporting will also be publicly available to view on the WGEA website.

## Opportunity Two: Evaluation table

Figures assume an average of 10% female candidates apply for each new role and we hire 2.5 times that rate, we assume we will hire females for 25% of all future roles (therefore by 2028 we would move from 14% to 24%.)

At end Sep 21	2021	2022	2023	2024	2025	2026	2027	2028	
Oceania Full Time Employees - Male 604	688		688	672	657	644	632	622	613
Oceania Full Time Employees - Female 196	112		112	128	143	156	168	178	187
Oceania Full Time Employees - Total 800			800	800	800	800	800	800	800
Female %	14%	16%	18%	19%	21%	22%	23%	24%	

As an alternate, more aspirational view, assume 15% female candidates apply for each role and we hired 2.5 times that rate we would assume we would hire females for 37.5% of all future roles, (therefore we would move from 14% to 24% by 2024)

At end Sep 21	2021	2022	2023	2024	2025	2026	2027	2028	
Oceania Full Time Employees - Male 538	688		688	658	632	609	588	569	553
Oceania Full Time Employees - Female 262	112		112	142	168	191	212	231	247
Oceania Full Time Employees - Total 800			800	800	800	800	800	800	800
Female %	14%	18%	21%	24%	27%	29%	31%	33%	

## Opportunity Three: Workplace Culture

At Nokia, we want to foster an inclusive workplace that maximises the participation of women in the workplace, while supporting them to develop and progress into leadership roles.

Our initiatives focus on attracting and retaining female talent and reducing the gender gap.

- Our recent initiatives include addressing the gender pay gaps for comparative roles, unconscious bias training and ethics and compliance training for all our Line Managers, developing inclusive recruitment guidelines to support our Talent Acquisition team and Hiring Managers and reviewing recruitment ads for inclusive and de-gendered language.

We're also focussing on :

- Flexibility – To support a better work-life balance for all, we provide flexible working arrangements such as varied hours of working. We also provide various leave options including additional purchased leave, compassionate leave, study leave and career break leave.
- Regular pay equity reviews – We conduct an annual analysis to ensure all employees are remunerated appropriately based on merit and experience without gender bias, and that there are no unexplained differences in pay.
- Parental leave – We offer unpaid absence of 104 weeks, paid parental leave of 13 weeks to primary care giver and paternity leave up to 3 weeks (1 week paid and 2 weeks unpaid), note that adoption leave is included in all 3 types.
- Family and domestic violence initiatives, e.g. Personal Support Services(PSS) available, webinars to support our staff.
- We also want to
  - Conduct employee listening via surveys, focus groups and exit interview data, to identify specific areas for action to improve gender equality
  - Conduct a mentoring program for our women



## Opportunity Four: Visibility

We recognise the importance of visible female role models in STEM, not only for their impact for our own people but also girls and women in the community.

Our activities to support our female stars to build their brand internally and externally include:

- Incorporating regular profiles of our Women in Oceania on Yammer monthly
- Promoting our women externally on Nokia LinkedIn
- Providing networking opportunities via our STEM Decadal Plan industry event – annual event
- Providing our women mentoring opportunities as part of our educational partnerships (e.g. UTS Lucy Mentoring, StrongHer mentoring )

In future, we also look to explore:

- Additional industry events and external networking opportunities for our women
- Opportunities for our female stars and their male allies to advocate externally via speaking engagements and conferences

## Opportunity Five: Education

In order to influence and build the future talent pipeline for STEM, we know we need to start with education.

We want to attract and inspire young people in the community to see a future at Nokia. We have a proud tradition of investing in young people and want to continue to foster talent in STEM, particularly in Technology.

Our partnerships to date include:

- UTS Lucy Mentoring

Additionally, we will offer the Nuala Ward UTS Scholarship Prize

- In recognition of both the memory and the legacy of Nuala Ward, and Nokia's commitment to increasing female participation within the business, we have partnered with UTS to launch the Nokia Nuala Ward Prize for outstanding graduates. We will do this through the Nokia/UTS Female Lucy mentoring program and provide a prize of 5000 euro.
- Opportunities for internships at Nokia in partnership with Microsoft and the Office of Women in SA.

In future, we also look to explore:

- Additional partnerships with associations and universities to connect students with Nokia mentors e.g. Young Engineers Australia

## Opportunity Six: Industry Action

We have a strong , recognisable brand that has an excellent technology pedigree. As an industry leader we take our responsibility seriously to advocate within the sector and drive a more diverse and inclusive workforce.

Our activities to work with industry include:

- Incorporating external speakers into our StrongHer webinar program including high profile women leaders in technology
- Women's table at Industry events e.g. Comms Day and ACOMM
- International Women's Day event with our partners
- Partnering with the Office of Women in SA to drive initiatives that amplify tech events for women e.g. Lunch and Learn, Hackathon

In future, we also look to explore:

- Additional industry events and external networking opportunities for our women with our customers and partners
- Opportunities for our female stars and their male allies to advocate externally via speaking engagements and conferences

“Our aim is to bring people with diverse experiences, education, expertise and backgrounds together for the benefit and well-being of the individual and our company.”

Anneli Karlstedt  
Head of Inclusion & Diversity, Nokia



**NOKIA**

# Initiative: Recruitment Panel

Objective: Strive to include more female candidates in the talent pool for open roles

- Currently in Nokia Oceania, women comprise only 14% of the overall workforce and only 12.6% of line management personnel. Our aim is to increase female representation in our workforce to 30% by 2026.
- The recruitment panel will work with managers to actively identify qualified female candidates, ensuring an equitable recruitment process and offer more opportunities for female talent to boost and diversify our workforce.
- The job roles are being amplified on a weekly basis at the leadership weekly meeting to ensure that all roles are known and shared with a wide audience.
- We will also use our professional networks to reach out to identify potential female talent and aim to have 1-2 appropriate candidates apply to all roles
- The panel is made up of senior leaders (2-3) who will challenge respectfully, the shortlisted candidates for a role.
- The manager is empowered to appoint the candidate that is the best fit for the role.
  
- This initiative is complimented by the Job Ads and revised referral program.

## Initiative: Job Ads

Objective: Strive to include to more inclusive in job ads and have more females apply for open roles

- The job ads template has been revised to provide a template for managers that is more inclusive
- The benefits of working for Nokia have been highlighted e.g. flexible work practices, paternity leave
- A job ads checklist has been developed to guide the manager to write a more inclusive job ad.
- Each ad is reviewed against this checklist by the HR representative to ensure it meets the recommended format
- The HR lead in Oceania has shared the new format, checklist and intent with recruitment agencies.
  
- This initiative is complimented by the recruitment panel and revised referral program.

## Initiative: Revised referral program

Objective: Strive to get more staff referring female candidates for job roles

- Currently the referral program provides a monetary reward for referral. Additional leave is a powerful motivator for staff
- The revised referral program means that if an internal Nokia employee recommends a suitably qualified female candidate to a role and that candidate is selected, the referring employee would be credited with an additional 1 week non cashable leave. Specifically this means that the leave would not be able to be cashed out upon exit
- To be credited the selected female candidate must pass two gates – these being – 1) 3 months probation 2) 6 months continuous service
- This initiative is complimented by the recruitment panel and job ads initiative.