



## 2010 March 8<sup>th</sup> - The International Day of Women's Rights

To Alcatel-Lucent Corporate management,

In this time of all sorts of labels (green label, social responsibility label), we, female Alcatel-Lucent employees, expect concrete action for an equal treatment of gender.

We demand a detailed explanation on the allocation of stock-options, special pay packages, premiums, bonus and others rewards, which are distributed to Alcatel-Lucent employees with no transparency. Our average salaries are still inferior to those of our male colleagues.

“Where is my special package? “

We demand the opening of negotiations at the highest possible Corporate level aiming to implement corrective measures ensuring similar career opportunities to men and women.

We demand that the negotiated measures are followed in specific Committees through indicators relevant enough to measure how the differences in gender treatment are gradually eradicated.

We demand that the rights of each and every person are respected.

Please implement these rights in all subsidiaries without any exception:

- International directives on labour regulations;
- European directives on employment and equality at the workplace;
- National laws on professional equality between men and women.

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Break the glass ceiling!

First Name: ... ..

I demand solutions put in place to fight the gender gap in my Company.

Signature:

*International Women's Day is celebrated in many countries around the world. It is a day when women are recognized for their achievements without regard to divisions, whether national, ethnic, linguistic, cultural, economic or political. It is an occasion for looking back on past struggles and accomplishments, and more importantly, for looking ahead to the untapped potential and opportunities that await future generations of women. Struggle celebration for equality, justice, peace and development.*