

A PRIVATE MATTER Transnational Meeting

In this number

- Transnational Meeting in Madrid.
- DP Una Questione Privata – Italy.
- DP IMPLANTA – Spain.
- DP P.A..R.M.E. – France.
- DP Gender School – Sweden.
- Second Steering Committee

Madrid (Spain), the 25th and 26th May 2006

Address: Hotel Confortel Suites Madrid. López de Hoyos Street, 143. Madrid

25th May

09:30 h.: Coffee Break

10:00 h.: Welcome of transnational partners and short description of the labour situation in the Comunidad de Madrid by Dirección General de la Mujer (Regional Government).

10:15 h.: Presentation of the program and reminder of the work objectives (Technical Coordination).

10:25 – 12:35 h.: Communication frame (with the participation of national experts, 1 person expert by country) about “Strategies to implant equality politics in the enterprises”.

- 10:25 – 10:45 h.: Beatriz Quintanilla “Equality Polices” Spain.
- 10:45 – 11:05 h.: Beatriz Martín Padura “Strategies to implement conciliation measures in companies” Spain.
- 11:05 – 11:20 h.: Carmen Disanto. Italy.
- 11:20 – 11:35 h.: Francesca Malagoli. Italy.
- 11:35 – 12:05 h.: Martine Brun. France.
- 12:05 – 12:35 h.: Victoria Carlbaum. Sweden.

12:35 h.: Discussion. Any other Business.

13:00 h.: Catering.

14:30 h.- 17:00 h.: First Thematic Work Group: Strategies of understanding in implantation of policies of equality in the companies.

- 3 Work Groups:

- Awareness to enterprise weave.
- Training in companies.
- Problems to implement conciliation measures in companies.

- Conclusions.

20:00 h. – 21:00 h.: Tourist Visit to Madrid.

21:00 h.: Dinner

26th May

09:30 to 10:00 h.: Transport by bus.

10:30 h.: -First Study Visit to PUTZMEISTER IBÉRICA, company with conciliation measures.

12:00 h.: - Second Study Visit to a Leisure Centre in Alcalá de Henares, this is a centre of AMPLÍA Program of the Dirección General de la Mujer de Madrid, with the finality to create new employment and childcare services for the familiar and labour life conciliation

13:30 h.: Lunch. Restaurant La Cúpula. Alcalá de Henares. Madrid.

16:00 – 19:00 h.: Second Steering Comité.



Implanta Project public event

A PRIVATE MATTER is composed by de followinga DP

- DP Una Questione Privata. MILAN. Italy
- DP Gender School. FALUN. Sweden
- DP P.A.R.M.E. PARIS. France
- DP Implanta. MADRID. Spain

Proyecto Implanta. España



ENTIDAD REPRESENTANTE



- Comunidad de Madrid, Consejería de Empleo y Mujer, Dirección General de la Mujer.

ENTIDADES ASOCIADAS



- Asociación Española de Mujeres Empresarias de Madrid, ASEME.



- Cámara de Comercio e Industria de Madrid.



- CEIM Confederación Empresarial de Madrid- CEOE



- Comisiones Obreras de Madrid (CCOO-Madrid).



- Unión General de Trabajadores de Madrid (UGT-Madrid).

The Conciliation of the labour and familiar life in the present legal frame

Beatriz Quintanilla Navarro. Titular profesor of Law of the Work and Social Security. Complutense University of Madrid.

In Spain an intense evolution of the labour ordering has taken place, that one has accentuated on the last years, by the exigencies of the European Union. Thus, it is very significant the Law of the Conciliation of the labour and familiar life of the people workers, of November of 1999, that it constitutes a clear example of which the "conflict" between the professional and the familiar it surpasses the strictly private plane, individualized (basically "of women"), in order to take collective protagonism, deserving of legislative attention and performances on the part of the public powers.

SPANISH LABOR ORDERING PREDICTED SITUATION TO CONCILIATE THE FAMILIAR AND LABOUR LIFE

The different formulas that our labor ordering contemplates in order to adapt the working time to the familiar necessities are very diverse, including from repaid permissions, reductions of days, rest by maternity (paternity), permissions for taken care of children, permissions for attention to relatives or dependent people, suspension by risk during the pregnancy or economic incentives for the companies that contract temporary personnel for substitution in case of permission by children well-taken care, permission of maternity and risk during the pregnancy. They are, above together with to the margin other possible measures, like the priority of those who familiar responsibilities have to choose turn, period of vacations or like the possibility of establishing a flexible time table, but that guarantees the cover of the service by the worker.

Towards a Responsible Familiarment Company RFC

Beatriz Martín Padura. Centre the International Work an Family. IESE Business School.

What is happening in Spain

- Low natality: Spain: 1.32 children by woman in 2004 European average versus 1.52.
- **Age average maternity: Spain 30.7 years, Europe: 29.**
- Rate of feminine use in Spain 53.02% versus. average European of 57.4%.
- Only a 4% of the armchairs of the Councils of Administration are occupied by women.
- Separations and Divorces (a familiar rupture every 3 minutes - 135,000 in 2004).
- 11.6% of the Spanish homes is monoparentales, of which 81% are to the front women.
- Problems of health (stress, depression).
- The pairs of double entrance grow (70% of the families).

So that and How the companies undertake the improvement way

- ➔ Because it is a strategic necessity
- ➔ Because every time more is demanded by the employees.
- ➔ Because it positively hits in the account of results, reducing the absenteeism and the rotation.
- ➔ Incorporating Political of Flexibility.
- ➔ Making flexible direction styles.
- ➔ Associating flexibility to productivity, retention of talent and work with guarantees.
- ➔ Supporting from the Administration with reforms, center and support.
- ➔ Integrating to men and women in this task.

More frequent policies of conciliation in sectors: Industry, Foods and Drinks and Bank and Insurances

Absence by familiar emergency 96%

Flexibility days of permission 93%

Surely of life 89%

Free time for training 82%

Courses of management of time 78%

Familiar well-taken care of permissions 74%

Purchases with discount 72%

Reduced day 71%

Flexible time table 70%

Videoconferencias 69%

Surely accidents were work 66%

Work partial time 65%

Doctor surely familiar 62%

Advising professional trajectory 62%

Maternity + Law 58%

Reintegration post permission 57%

Retirement plan 57%

Legal advising 52%

A 22% of the companies have measures of conciliation already implanted, used and evaluated. A 11% of them have them little implanted but used. A 36% in the implanted agenda and some policies. And a 31% are not in the agenda.

To become a Responsible Familiarment Company supposes a continued process of change and adaptation and is strategic a competitive advantage.



Una Questione Privata. Italy

The Equal project from strategies regarding enterprises point of view

Articulation of times in Italy is still a “private” matter, a women concerning matter because articulation of time is in conflict with the culture of performance, which is still based on organisational models wanting the time of workers.

- In Emilia Romagna working women are more than 60% but they work more hours per day than men
- Even if we have very good Laws in Italy, they are not well exploited by workers (women and man) because of cultural factors
- Some enterprises (ex. cooperatives) experienced very good practices to support articulation of times, but these practices lie quite unknown and “informal”
- There are still many gender discriminations:
 - family care responsibilities not equally shared at home;
 - less career opportunities (because of scarce time availability);
 - salary differences;
 - flexible and self-employed workers (women and men) are not sufficiently granted

Articulation of times is NOT a gender (and private/ women concerning) matter, but a SOCIAL one, involving women, men, children....

Therefore, **strategies regarding enterprises** within our project aim to:

- validate practices (supporting articulation of times) experienced by local enterprises and to disseminate them in order to transfer them;
- test new tools for a better articulation of life/working times within enterprises

Trough the following activities:

- Identification and analysis of organisational solutions
- Testing new tools, practices, measures, etc.
- Testing care vouchers
- Drafting of an ethic code for enterprises
- Analysis of results
- Analysis of limits and conditions

LEADING PARTNER:



RESPONSIBLE FOR TRANSNATIONAL ACTIVITIES



Centro di Iniziativa Europea

OTHER PARTNERS:

- Provincia di Modena
- Provincia di Parma
- Provincia di Piacenza
- CAPP Centro di Analisi delle Politiche Pubbliche
- CDD Centro Documentazione Donna
- CNI Ecipar
- IRIDE Formazione srl

Italian policy for re-conciliation of times for Enterprises: The Law 53/2000

Women participation at the labour market in Italy is still low (national average in 2004 is 45,1%) respect to the Lisbon criteria on of 60% for female employment. In addition, it is quite high the number of women getting out from the labour market in coincidence with maternity leave. The part-time job is low respect European average (25% against 35.2%).

In order to tackle these problems and needs of re-conciliation of times, Italian parliament, in 2000, has proclaimed a special law - n.53 - for reconciliation of times of personal life and working life who likes to face at three important aspects:

- regulating parental and professional training leave,
- providing guidelines for regulation of city timings,
- benefit to Enterprises for time flexibility and innovative work organization forms with 20.000.000 € par year.

The law n.53/2000 offers a concrete and an interesting chance to provide funding for companies which, in implementation of contractual agreements, undertake actions to favour the re-conciliation of work and family responsibilities.

Companies can have access to funds every year, by applying for projects that aim at a new organizational structure, supporting the reconciliation of work and private life of their employees.

Particularly, the Article n. 9 recognizes the financial opportunity to companies to experiment and strengthen action of:

- ☉ time flexibility and innovative work organization forms (such as part-time, telework, hours bank...),
- ☉ training programs for the reinstatements of workers after leave (Law 53 encourages training programmes, in order to promote reintegration at work after maternity or parental leave. The training programmes must be carried out during working hours and, where possible, distance training should be also used).

Moreover, the Law 53/2000 applies also to company owners and self-employed workers, who could be replaced during their parental leave.

Private companies and companies with public shareholding and public capital can benefit of it, however the 50% of funding goes to companies employing up to 50 workers.

In addition, the law recognise a priority to all actions of re-conciliation whom target are workers (men and women) having children aged up 8 years old. Each project can last maximum 24 months and cost maximum 1.000.000 €.

In order to protect workers needs and interests, the funding is subject to an formal agreement with union organisations.

Despite most Italian enterprises are not aware of it, the law importantly supports companies in their reconciliation problems and enhances financial opportunities to experiment different forms of flexibility and innovative organisation.

P.A.R.M.E. France

Equal PARME website will be soon online :

www.equal-parme.fr

Contact :

equalparme@club-internet.fr

P A R M E

infrep

Institut National de
Formation et de
Recherche sur
l'Education Permanente

retravailler

Centre de formation

AEFTI
75

Association
d'Enseignement et de
Formation pour les
Populations Immigrées

RATP

Régie Autonome des
Transports Parisiens

IEPC

Institut d'Education et
des Pratiques Citoyennes

French practice in privacy and professional life conciliation

Companies must be flexible enough to adapt themselves in order to remain competitive. Furthermore, some corporations have change their working rythme so as to fit with customers needs.

That is especially true in professional sector where the working time is extend (transport, sale, distribution, profession).

In order to conform to this new economic situation workers have had some trouble to conciliate their personal and working life. In this way, the night, weekend and public holidays-work, one year scheduled of the working time make emerge problems of conciliation with a private life already rated by the guard of children.

Many companies started to act by offering part time shift. Trade union encourage organisation to allow flexible working time.

But even if the law of 35h working time had positive consequence on the harmonization between private and working life and even if PAJE (childcare benefit) can balance the reduction or the interruption of professional activity to bring up a child, childcare is culturally a "woman" matter.

These laws have no real effect on man and woman equality in professional life without an awareness of the network in the organisations.

RATP (Parisian public transport service) via Espace Pimprenelle propose search help for childcare for its employees.

The creation of a nursery within the companies is growing fast and is encouraged by the State (reduction of tax, etc.).

Plan of assistance for the return of mothers to employment

The aim is to help women who want working to accede to a job within childcare matter.

Diagnosis

We launched an opinion poll among our trainees in order to understand the key points of the problem they meet in their childcare research.

We aimed to highlight what they encountered and put them in categories such as * identify the person * his job situation * his partner 's job situation * the average income in the family * the number of children * the existing social help * the knowledge of structure which can help for childcare * the level of satisfaction regarding the choice made * the cost of the selected choice.

List of authorized childcare structure in a selected area

A childcare center's database was made. Firstly, it will help people in need of training or who are looking for a job. Secondly, the choice of a beneficiary depends on data we have collected from the survey. The defined criteria will allow us to identify people in heavy demands.

This database is combined to a well-structured public partnership such as La Caisse d'Allocations Familiale (CAF), the Paris council, public and private nurseries, associations...

Trainers training

Interviews have been made in a sample of adviser and trainers in order to build a questionnaire for the personal advisers

Subprojects in Gender School

- Analysis of BRYT projects
- Leadership from a gender perspective
- Recruitment without discrimination
- Career development and gender
- Age and employability
- Female leaders with disabilities
- Trade union work and gender



Gender School. Sweden

Equality and gender work in organisations and companies

In Sweden men continue to dominate leading positions in large organisations – especially in the private sector. At the same time there has been a trend towards an increased proportion of women in leading positions. Organisations are engaged in efforts to bring about change, aiming to create a more even representation of the sexes. If we compare the latest studies and reports with reports from 1993 it has emerged that gender and equality work in organisations has grown in scope and has also, in some extent, changed in character. Half of the organisations in an official report indicate that they regard the skewed sex distribution at managerial level as a problem, compared with just a third in 1993. In other words, there are indications of an increased awareness of the problem. On the other hand, the proportion of women among young managers is low.

As it has been the case historically, the legislation continues to play a major role in the work of establishing gender equality for women and men in working life. The number of targeted projects taking place within organisations and aimed explicitly at increasing the proportion of women in senior positions has declined. Looking at the overall attitude to the issue in society, it appears as if support for change and resistance to change have both increased. Both in society and at organisation level, there is a feeling that though there is more "talk" about the issue, it is not necessarily linked to "action".



Awareness of the importance of gender equality work in enterprises

Methods from the National Labor Agency

- Vocational education towards the underrepresented sex in different branches
- Discussions with employers and unions about quality, benefits and work environment in companies with an even representation of men and women in the workforce
- Start actions for awareness among employers about what they miss in competence by choosing the traditional division of roles on the labor market
- Legislation as a support for awareness about equality gender work

Training in companies and methods to reach equality goals

- Networking with the gender perspective
- Seminars/Lectures in gender knowledge
- Leadership development programmes, mentoring and coaching with gender perspective,
- Recruitment with methods and tools that ensure no gender discrimination
- Career development incentives that respect gender

Main difficulties/problems to implement gender equality efforts in companies

- Lack of willingness for change
- Lack of actions for change
- Men's unwillingness to change
- Gender equality is taken for granted and seen as a no-problem
- Discrepancy between talk and action
- Declining engagement in specific work in the organisations

Transnacional Partners

ITALY
IT-G2-EMI-0031

DP
Una Questione Privata

Project
Una Questione Privata.non tenere al proprio tempo è un problema dispaizio.



FRANCE
FR-IDF-2004-43626

DP
P.A.R.M.E.

Project
Plan d'Aide au Retour des Mères à l'Emploi.

SWEDEN
SE-84

DP
Gender School

Project
Gender School.



SPAIN
ES-2004-0593

DP
Por el diálogo social y la conciliación en la Comunidad de Madrid

Project
IMPLANTA



A Private Matter

Second Steering Committee Meeting

Madrid (Spain), the 25th and 26th May 2006

Address: Hotel Confortel Suites Madrid. C/ López de Hoyos, 143. Madrid

AGENDA

Friday 26h May 2006

Time frame: 16.00 - 19.00

- Welcome of delegates (by the DP Implanta).
- Appointment and presentation of the eventual new members of the SC.
- Approving of Agenda.
- 4 thematic working groups: definition of permanent members for each group and working programme:
 1. First evaluation activities of the working group n. 1 " by the DP of Implanta.
 2. Agenda and the proposal for Thematic Working Group n. 2 "Strategies for training and orientation supporting professional inclusion of women within conciliation policies" by the DP of "PARME".
 3. Agenda and the proposal for Thematic Working Group n. 3. "Local and national policies supporting re-conciliation (child care and welfare services, information centres, etc.)" by the DP of "Una Questione Privata".
 4. Agenda and the proposal for Thematic Working Group n. 4. "Local networking including both public and private actors" by the PD of "Gender School".
- Presentation of the Project of Activity n.5 "Analysis and mapping (benchmarking) of best practices supporting reconciliation of family and professional lives set up by Entreprises in Europe". In charge the DP of Implanta.
- Presentation of activity n.7 "Exchange of trainers and staff" by the DP of "Gender School".
- The Monitoring and Evaluation plan: presentation of a final proposal-ref. Activity n. 8 "Monitoring and Evaluation".
- Presentation by the DP "Gender School" of the summary of the evaluation report on the Equal- 1st round evaluation actions by the European Commission, including examples of good practices.
- Working plan and timing (Validation of up-dated Time Sheet of activities).
- Conclusions and summary of decision made.

INFORMATION OF MEETING ORGANIZATION

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