

GENDER PERSPECTIVES IN WORKING LIFE PRIVATE AND PUBLIC SECTOR; FROM KNOWLEDGE TO REALIZATION

Newsletter n° 4

May 2007

"A PRIVATE MATTER"

Transnational meeting programme

In this number

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National policies :

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A PRIVATE MATTER is composed by the following DP :

- DP UNA QUESTIONE PRIVATA
Milan. Italy

- DP IMPLANTA
Madrid. Spain

- DP GENDER SCHOOL
Falun. Sweden

10th of May 2007

- | | |
|---------------|---|
| 09 00 | Coffee break |
| 09 30 | Welcome speech to the transnational partners and a short presentation of the labour situation in the Region of Dalarna, with gender and European perspectives. Jan Sundkvist, Director of County Employment Board |
| 10 00 | Presentation of results from DP Gender School, Marianne Lundberg, coordinator |
| 10 30 | Short coffee break |
| 10 40 | The Equal project Gender Force – a question of survival
Göran Lindberg County Commissionaire, Swedish Police Force |
| 11 20 | Female managers and leaders with disabilities
Veronica Hedenmark, president of Vhassistans |
| 12 00 – 13 00 | Lunch |
| 13 00 – 14 30 | Speakers from Italy and Spain |
| 14 30 | Coffee + entertainment |
| 15 00 – 17 30 | Forth Thematic Work Group
Local Networking including both public and private actors |
| 19 15 | Transportation with bus to Sundborn |
| 19 30 | Carl Larssongården, sightseeing in the famous painter Carl Larssons home |
| 21 00 | Dinner in Restaurant Hyttstugan on behalf of DP Gender School |
| 23 00 | Transportation back to Falun |





11th of May 2007

08 30 Bus transportation to Borlänge

Three study visits with gender perspectives:

09 00

1. SSAB steel industry.

www.ssabtunnplat.com

2. ITU Education for engineering technicians

11 30 Bus transportation to Tällberg

12 00 Lunch Restaurant Åkerblads Gästgiveri, Tällberg
Traditional Swedish Smörgåsbord

13 00 Bus transportation to Leksand

13 30

3. Study visit to day care centre PELIKANEN.

14 30 Bus transportation to Falun

A warm welcome to

DP Una Questione Privata from Italy

DP Implanta from Spain

DP Gender School from Sweden

Implanta - Spain



REPRESENTATIVE ENTITY



Madrid Regional Government, Regional Employment and Women's Department, General Women's Board.

ASSOCIATED ENTITIES



- Spanish Association of Businesswomen of Madrid, ASEME.



- Madrid Chamber of Commerce and Industry.



- CEIM Business Confederation of Madrid- CEOE



- Comisiones Obreras trade union, Madrid (CCOO-Madrid).



- Unión General de Trabajadores trade union, Madrid (UGT-Madrid).

GENDER PERSPECTIVE IN THE LABOUR FIELD IN THE COMUNIDAD DE MADRID. PUBLIC AND PRIVATE SECTORS

In the Comunidad de Madrid the employment indicators are as follows:

- ✚ The rate of activity for women in the Comunidad de Madrid is 60.9 % as opposed to that for men which is 84.7 %
- ✚ The rate of employment is 60.6 % for women and 81.5 % for men
- ✚ The rate of part time employed is 4.87% for men and 18.5% for women.
- ✚ The rate of temporary employment for men is 26.7% and 31.8% for women

*Data EPA Fourth Quarter of 2006

PRIVATE SECTOR

The companies are increasingly more aware of the fact that introducing the criteria for Equality of Opportunities in decisions taken offers many benefits, and encourages the incorporation, permanence, training and development of women, which enables them to develop potential and skills of the staff in general.

The different areas of the company which are fundamental for Equality are:

- ✚ Equality of access to employment and hiring is fundamental in avoiding discrimination in selection of staff, as is training of persons who occupy managerial posts in order that they may communicate the culture of Equality
- ✚ Professional classification, development and training, stimulating continuous training for people, by means of specific plans to allow women access to posts of greater responsibility in Equality of Opportunities
- ✚ Equal pay, the organisation system of payment should not take into account the different roles that men and women still play today
- ✚ Ordering of work time, in the company, flexibility in time and space become solutions to balance the times of life

PUBLIC SECTOR

By means of the Integral Plan for Conciliation of personal and working life in the Administration, a series of measures has been offered regarding flexibility of working hours, and the conciliation of personal and working life of public employees.

The measures established within this framework are:

- ✚ Maximum working hours up until 18:00 hours
- ✚ Flexible Hours: the number of hours per week worked is to be maintained, allowing the employees a greater margin to decide their own work schedule
- ✚ Paternity leave, paternal leave of 10 days, for birth, fostering or adoption, aimed at allowing parents taking full part in the care of the children and in the same conditions.
- ✚ Four weeks longer maternity leave, mothers may voluntarily substitute breast feeding leave for four weeks' leave which will be accumulated to maternity leave
- ✚ Integral Protection for Victims of Gender Violence, creating a new situation for leave of absence, without any time limit.
- ✚ More flexible hours for single parent families. Modification of fixed schedule by two hours
- ✚ Care of children, dependants and relatives with serious illnesses
- ✚ Leave for assisted fertility and international adoptions
- ✚ Professional training

During the first year of coming into effect, over 10,000 public servants from State General Administration benefited from the Concilia Plan.

In the Comunidad de Madrid, the specific legislation was established by the Agreement of 11th March, 2005, the Sectorial Board for Negotiation of Working Conditions for Civil Servants from the General Administration of the Comunidad de Madrid and its Autonomous Organisms, by which different measures were adopted such as: Days of leave for own private affairs, special leave and work conditions in the event of maternity and paternity,

Una questione privata - Italy



LEADING PARTNER:

CE.SVI.P soc. cooperativa sociale

RESPONSIBLE FOR TRANSNATIONAL ACTIVITIES

CdIE 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 in this number

Una Questione Privata – Italy

Gender Perspectives in working-life. Private Sector

One of the most important parts of our Equal project is the implementation of work life balance measures inside private companies. The reason is that in Emilia Romagna working women are already more than 60%, that's the higher rate in Italy, and through this project we aim to improve their working conditions and especially to help them to keep their jobs, and to stay longer in the labour market. Private companies often consider the work-life balance problems of their employees as a loss of time and money, as a thread not as an opportunity. We are trying to change this vision, to change this culture, making companies aware of the advantages of implementing work-life balance measures, even from the economic point of view. We are willing to improve, not only working conditions for both men and women, but life quality in general. We are willing to let them try and realize that caring about their employees problems and helping them in finding solutions could really improve working conditions, employees satisfaction and company image. Besides it could reduce costs due to absenteeism and turnover rate, increasing performance and profits.

Therefore we are offering them the opportunity of testing new measures, financed by the project, in order to evaluate the results and to be able to make a balance in terms of costs and advantages.

Cesvip is the training agency of Cooperative League in Emilia Romagna, so far we tested new measures and tools inside cooperatives in the territory of Piacenza, Parma, Reggio Emilia and Modena. We are mainly involving middle or big cooperative companies working in the third sector, providing care services or cleaning, or communication services or distribution. The female presence is over 50% and often the managing director or HR Manager are women. (Unfortunately, this often means a deeper awareness and attention towards these themes). The first step is an organisational analysis inside the company, through focus groups, interviews and questionnaires, and then we decide which kind of measures are necessary and we work to implement them. We already started some processes like:

- ✓ Care vouchers for employees (or shopping / laundry vouchers...)
- ✓ Baby sitting service during shareholders meetings
- ✓ Monitoring, mapping and diffusion of existing good practices: giving visibility through a web site
- ✓ Time Banking (time-based-currency): supporting employees in exchanging services during their spare time

Promotion and diffusion of art. 9 Law 53.

The women employment market: an overview in Emilia Romagna Region

The increasing offer of women employment represents the most important phenomenon in the last 30 – 40 years, in Italy and in all developed countries. In Emilia Romagna Region a positive situation of the employment market presents also values especially remarkable for the women: the rate of activity and employment are stable, as well as the rate of unemployment.

The regional declination of the rates of activity and employment shows us the existent gap between the South and the North Italy. Central Italy seems to be more assimilated in North-East but excluding the results represented from Lazio Region: high rates of activity and unemployment. The Region in which the rate of activity and this of women employment reach more validity is Emilia Romagna Region (respectively 63,8% and 60,2%) that are lower with other 10 percentage points respectively these of the men.

It's important to acknowledge that the rates of employment in Emilia Romagna Region have already reached the scope established from the community strategy for the employment of 60%.

The Region of Emilia Romagna is one of the Italian Regions with lowest unemployment rate (3,7%) against the national media of 8%. The rate of unemployment is also higher than the media of the geographical North area, where the Region situates (4,9%) (schedule N. 1.15). However the schedule shows off, the rate of women unemployment is circa twice as much as this of the men, confirming a situation of important disparity between the two genders in the employment market.

Schedule N. 1.15 – Rate of unemployment in Emilia Romagna region and in Italy explicit in percent

Unemployment rates Geographic Areas	Years	
	1995	2004
Emilia - Romagna	5,7	3,7
- North-West	7,8	4,5
- North-East	6,1	3,9
- Centre	9,7	6,5
- North central	7,8	4,9
- South	17,8	15,0
Italy	11,1	8,0

It seems not to be any problem of rights or deficit of opportunities. We do not suggest so. The relation with the work is still more difficult, departing from the increase of the uneasy contacts in which are more interested the women. The shakiness, for the women, is often an obligatory choice and it often protracts since beyond the age of 40.

Gender School - Sweden



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www.genderschool.se

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Break the gender segregated labour market

The Swedish labour market is one of the most gender segregated in the world. The 30 most common professions are dominated either by women or by men. 95 percent of all assistant nurses are women and 85 percent of all computer programmers are men. The segregation is also vertical where women are underrepresented in leading position.

This results in unequal conditions and opportunities in working life. Women are concentrated in areas with low wages and low prestige, especially in the Public sector. A gender segregated labour market also has socio-economic consequences. A customary gender division of work complicates the match between employers and employees, which affects the efficiency and the stimulus for economic growth.

Today there are no direct obstacles for women to work in male dominated occupations and vice versa, but social (gender based) norms and attitudes still have a huge impact on choice of career. Moreover, stereotypical perceptions have an impact on discrimination at entry in the labour market.

Since 1993 the Swedish National Labour Board (AMS) has pursued attempts to reduce the imbalance between women and men at the labour market through so-called "Break-projects". The projects are essentially designed to encourage women and men to make untraditional occupational choices. For example vocational training for women in construction, industry and technology and occupational orientation for men in health-care and child-care.

Gender School have analyzed 500 Break-projects to build on knowledge on how to reduce gender segregation. Gender equality policy in Sweden has often been characterized by becoming side-railed, and the Break-projects are no exception. Unemployed individuals have been offered to participate in these projects and by that fact in a way made responsible for solving structural problems on the labour market. The results have been disheartening. To be able to change the segregated labour market in different actions, strongly motivated people should be encouraged to brake the culture and educate themselves in professions where the opposite sex is dominating.

And further more it is time to realize that gender equality policy objectives require that all sectors at all levels of society take their responsibility.

Research about how young peoples decisions concerning future occupation and career:

- The number one issue is the identification with their biological sex and social gender- man or woman
- The second is the social position and status in the family
- The third is their own interest in the future occupation, career and working life

Ref. Gottfredson Theory "Circumscription and Compromise" (2002).

Fifth steering committee meeting

Transnational Partners :

ITALY IT-G2-EMI-0031

DP

Una Questione Privata

Project

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



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



EQUAL- 2nd round

Transnational Cooperation Agreement

"A Private Matter" (Id. 3982)

Fifth Steering Committee Meeting Falun (Sweden)

Place: Minerva Foundation, Kyrkbacksvägen 8, Falun

AGENDA

Wednesday 9 May 2007

The Chair of the SC meeting is taken by DP "Gender School" (S)

The Minutes produced by the DP "Questione Privata" (IT)

Time frame: 14.30 - 17.30

- Welcome of delegates (by the DP "Gender School").
- Approving of Agenda.
- Up-dating about the conclusion of the new TCA process.
- Discussion on the prosecution about Activity n. 8 "Monitoring and Evaluation" (eventual results, tools...) (by the DP "Gender School").
- Up dating information about the development of the 4 thematic work groups.
- Up dating information about Activity n.5 "Analysis and mapping (benchmarking) of best practices supporting reconciliation of family and professional lives set up by Enterprises in Europe". (In charge the DP of Implanta.)
- Up dating information about activity n.7 "Exchange of trainers and staff", DP of "Gender School"
- Up dating information about Common agenda and Final Seminar (definition of date) by Implanta.
- Up-dating about the presentation of joint result to the European Commission during the Employment Week in June 2007 by Gender School. Evaluation the possibility of participation of Implanta and Questione Privata the 5th June as a speakers. Up dating about the possibility to meet Margot Veistromm, wise chairwomen of the Commission. By gender School.
- Other eventual aspects.
- Working plan and timing (Validation of up-dated Time Sheet of activities).
Conclusions and summary of decision made.

INFORMATION OF MEETING ORGANISATION

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