

Multimedia Panorama about project activities

Roma, 27th November 2007



INIZIATIVA COMUNITARIA EQUAL II FASE MISURA 4.2

SISTEMA GENDER FRIENDLY™

COD. IT - G2 - LAZ - 004

Gender Mainstreaming in favour of Trade Union

**This project was born answering to
a very insufficient Gender Perspective
in the collective bargaining frame
and promotes the following**

OBJECTIVES:

- **identifying instruments to insert Gender approach
in the labour market**
- **supporting
Gender Mainstreaming
good practices
considered in the UGL documents
program**

**Training course
to become
Responsible for Gender
Collective Bargaining
Beneficiaries: UGL Unionists**

***MAINSTREAMING* of human resources**

Creation of an *ad hoc*

professional figure



“Unionist Responsible of GM”

to coordinate Trade Union GM process

promoting GM plan

GUIDELINES

IN FAVOUR OF THE GENDER MAINSTREAMING APPROACH

Developing:

- ✓ sensibility, information
- ✓ knowledge of the structural organization of the labour market

Involving:

- ✓ women participation in the decisional process
- ✓ gender approach in the labour organization

Learning:

- ✓ the ways to access and to obtain public funds..



Workshop

directed to the Trade Unionists

RESPONSIBLES OF GENDER COLLECTIVE BARGAINING

In order to create a permanent working group



Source: Welfare Ministry
"Speedy Guide"
(EASY TO READ)
to present flexible
projects to realize gender cooperation
law n. 53/2000 ex art. 9

Point 6. Trade Union agreement (*abstract*)

Necessary Element

To obtain funding is necessary that projects are connected
by

Trade union protocol agreement

- or agreement with employers –
to guarantee female and male workers flexibility rather
than employers requirements

Creation of a permanent working group

PURPOSES

- valuing employers setting
- supervising GM activities
- studying legislation about
- exchanging information about

**PRESENTATION OF CALLS FUNDED BY NATIONAL
LAW ON EQUAL OPPORTUNITIES**

Training Instruments directed to the operators

Editing of a very practical job instrument
to know the fundamental rules about the
implementation of
Gender Mainstreaming

training/informative
CD

To be used by UGL
trade Unionists



Training Instruments directed to operators



Gender Budgeting: Best practices and instruments about:

- ✓ PRIVATE SECTOR
- ✓ PUBLIC SECTOR

FUNDING ex lege 53/2000: system to access funds for

- ✓ Trade Unions
- ✓ Firm and Labour Organizations
- ✓ local Authorities

Implementation of the *Gender mainstreaming* in Italian labour market

Implementation of human resources

In a competitive and global labour market

where

there are still a lot of problem to be solved

to develop innovative instruments



**It is essential
to focus attention to the**

Human resources

Specific Objectives

- ✓ introducing gender policy in the big public labour organization
- ✓ valuing good and best practices impact and sustainability during the awareness-raising activities
- ✓ Creating new professional roles to support innovative approach to solve problems in labour market

Goals

- organizing very professional informative front-offices called “Lei-Lui” (She-He)

**Big labour
Organizations**

Submitting different
questionnaires to →

**Small/Medium
labour
Organizations**

Organizing

Meetings and events

- **Interviews to chartered testimonials**
- ***Focus groups about*** gender inequalities:
which opportunities for the labour organizations
in order to benefit of the possibilities offered
by the laws that sustain innovative projects in favour
of Gender Equality in the labour market ?”

Training course

to become

Gender Mainstreaming Expert

Beneficiaries: Young unemployed

Competences

**Supporting and simplifying
operative programs guarantying the cooperation
among territorial networks working on gender
equality in the labour market**

Which knowledge and competences?

knowledge

Laws

Gender analysis instruments

In which way women and men are inserted in the labour market

Institutional and private Good practices

Competences

Self-promotion of own-profile

Planning and evaluation of good practices

Implementation of gender equality policy

Communication and dissemination of information

Training course

to become

Responsible of the
front-offices called “Lei - Lui” (She-He)

Beneficiaries: trade Unionists

Objectives

Operators,
in order to facilitate
work and life conciliation:

- Helping to know the opportunities given by the national and local laws
- Informing
- Providing counselling

1

Instruments
and
Documents

- **Welcome card**
to know needs and expectations
of the final beneficiaries
(women and men involved)

2

- **Questionnaire**
aimed at corporations to analyze
training needs of their employees

3

GUIDE about Gender Equality:

Complex of national and local laws
in favour of work-life conciliation
and promoting women business initiatives
in the labour market.

Use: It is distributed and explained
by operators in the front offices called Lei/Lui
opened in different areas in Rome and in Terracina
(municipal offices, UGL front-office)

*During this very important project,
we have always believed that
without a very real cooperation between women and men
there is no possibility to change
our social organization in the gender prospective.
Moreover, if the private and public employers
are informed about the several advantages
implementing a work-life conciliation policy,
throughout a bigger integration between
people and working organization,
the results will arrive soon.*

