











Multimedia Panorama about project activities

Roma, 27th November 2007



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



Vocational training 1 - GM Methodology

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



Training activities



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



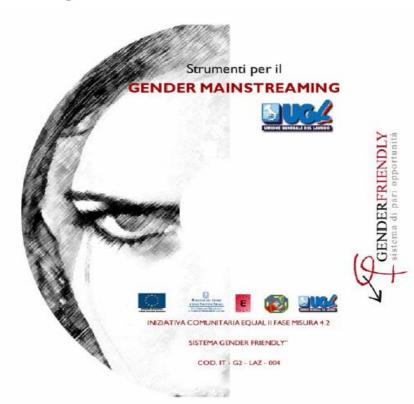
Training Instruments directed to the operators

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

Gender Mainstreaming

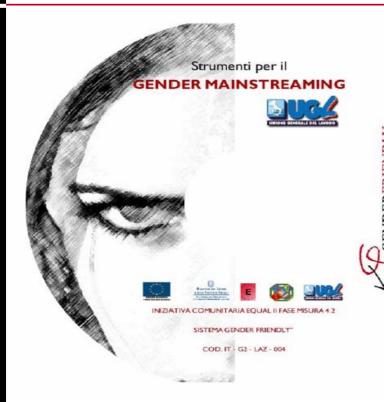
training/informative CD

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

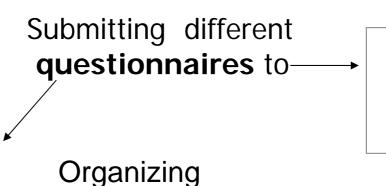
- introducing gender policy in the big public labour organization
- ✓ valuing good and best practices impact and sustainability during the awareness-raising activities
- ✓ Creating new professional roles to support innovative approach to solve problems in labour market

Goals

 organizing very professional informative frontoffices called "Lei-Lui" (She-He)



Big labour Organizations



Small/Medium labour Organizations

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



The Gender Mainstreaming Expert

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

Instruments and Documents

Welcome card

to know needs and expectations of the final beneficiaries (women and men involved)

Questionnaire

aimed at corporations to analyze training needs of their employees

2



Training activities 3 - Documents realized

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 offces, 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.

