



Gender Equality Promotion – Focused on Social Partners Adopting Equal Treatment on Workplace

**Prosazování rovnosti žen a mužů zaměřené na sociální partnery
- zavádění rovného zacházení na pracovišti**

PHARE Twinning Light Project

Project duration:

The project was launched in May, 2006 and will last till January, 2007.

The Twinning Light Project Partners

The Czech Ministry of Labour and Social Affairs, Gender Equality Unit (hereandafter „MoLSA“) and the German Federal Ministry of Economics and Technology (BMWi) are partners of the project. The implementing organisation is the Gesellschaft für Versicherungswissenschaft und –gestaltung e.V. (GVG) Köln.

Purpose of the Project

The project should support the Czech Republic to comply with its obligations under international and Community Law.

The main aim of the project is to encourage social partners to promote equal opportunities and gender equality on the workplace.

The objective of the project is also to enhance the social partners awareness of their responsibility for implementing gender equality.

The task of the German experts is to propose appropriate arrangements, which should in a planned and systematic way encourage employers to promote equal treatment for men and women on the workplace.

Activities of the project

- To undertake comparative studies of EU Member States' practice in promoting gender equality directed at social partners,
- to carry out analyses regarding gender equality in the Czech Republic,
- to design a methodology for optimal procedure in the issue of gender equality promotion,
- to carry out a study visit of Czech experts from the social partners and MoLSA in Germany to get to know the most suitable practice in promoting gender equality (exchange, discussions, study of legislation),

- to offer specialized trainings for professional representatives of social partners as well as for civil servants of MoLSA. The main objective of the workshops is to promote gender equality and equal treatment on the workplace; following workshops will be organized:
 - Workshop 1: 3rd October 2006 (target group: leadership persons from social partner organizations, civil servants from MoLSA, leadership persons from NGOs)
 - Workshop 2: 17th October 2006 (target group: undertakers, trade union activists)
 - Workshop 3: 20th October (target group: undertakers, trade union activists)
 - Workshop 4: 24th or 25th October (target group: employer representatives),
- to hold a National Interactive Conference for 100 different employers and employees representatives on the need and utility of gender equality policy,
- to create a manual, which will serve as a guideline for promoting gender equality policy for social partners. It will be delivered to the professionals attending the trainings and upon request. It will be also disposable on the MoLSA web pages,
- to propose and recommend a public campaign, which will inform public about the need of gender equality on the workplace,
- to compile a basic information package which can be used for media contacts,
- to implement PR training for ministerial personnel & all partners involved.

In the framework of activities mentioned above the social partners will be informed about the importance and priorities of the EU in the field of equal treatment and about the responsibilities of employers as well as about the rights of employees in the field of equal treatment. They will also be acquainted with good practice from other EU Member States.

German experts participating in the realization of the Project:

- Dr. Heidemarie Wünsche-Piétzka – Project leader/DE (GVG)
- Joachim Hülsmann – GVG expert (GVG)
- Gundel Köbke – PR and media expert (GVG)
- Judith Kerschbaumer – expert of German United Trade Union ver.di
- Susanne Schütt - expert of German Employers' Associations, BDA

Financing the Project

The total cost of the Project is estimated at 183 000 EUR. The European Union undertakes to finance a maximum of 170 000 EUR. The Czech Republic will co-finance the Project to a maximum of 13 800 EUR.

All the current information about the realization of the Project will be available on this page.