



A Toolkit for Gender Equality in Practice - Initiative

IBM CZ

Initiatives on gender equality

Summary of the initiative

IBM (International Business Machines Corporation) is a multinational technology and consulting corporation with fifteen locations in Europe, of which Czech Republic is one.

Flexible Work Week/ Individualised Work Schedule: The flexible work week option allows regular full-time employees to schedule their 40-hour work week in various ways, the Individualised Work Schedule (IWS) allows IBM employees to begin their workday before or after their location's normal start time, and then adjust their standard work day accordingly. This provides employees with flexibility in their daily work schedules and helps them to manage their business activities and attend to personal and/or family responsibilities.

Part-Time Reduced Work Schedule: This employment category provides IBM managers with additional flexibility in staffing their workforce by offering a regular employment option that requires less than a full-time schedule. It also provides employees who want to work a reduced schedule to better manage work-life demands an opportunity to apply for these positions. Salary and many benefits are based on the reduced work schedule.

Mobile: Mobile environments allow employees to spend a majority of their time away from the office. This option enhances their effectiveness by providing tools that let them work at any location, be it a customer's office, airport, hotel, or an IBM facility.

Work-At-Home: The employee using this option performs their regular work schedule from home. Work-At-Home provides a way for employees on a regular schedule to work the major portion of their work at home.

Quality and creativity around the globe: IBM technological and scientific expertise is brought in to create educational programmes that are both effective and fun. Here is a sample of the continuously growing scope of projects: computer literacy programmes, childcare centres equipped with IBM computers, online and consultative work-life resource and referral services, after-school and holiday programmes,) kindergarten access programme, cultural immersion programmes, elderly care seminars,.

Mentoring: Every employee is encouraged to choose a mentor to discuss work and out-of work issues. The mentor is not in direct reporting line and is available for the mentee on a suggested timescale; mentor helps the mentee decide about the future career path and development.

Programme Elevate: Talented female employees are enrolled for the week-long programme on skills and talent development, leading to the promotion in their career. The programme strengthens the leadership skills of women by helping them develop a more confident, persuasive presence, and provides an environment that enables women to have structured discussions, network, build relationships, and change corporate culture.

Evaluation and Assessment: Gender audit: Assessment of internal processes and policy-making in terms of gender equality is regularly implemented within IBM. An independent gender audit was made to identify niches and possible gaps.



Priorities

Addressing gender roles, Promoting women in decision-making, Tackling the gender pay gap

Sector(s)

Installation of industrial machinery and equipment

Type

Enterprise initiative

Country

Czech Republic

Model of social partnership

Unilateral / employer

Number of employees

>250

This initiative was submitted by:

SPCR (BUSINESSEUROPE)

Website

<http://www.ibm.com/cz/cs/>