



A Toolkit for Gender Equality in Practice - Initiative

Valmieras stikla šķiedra (JSC)

Reconciliation of work and family life

Summary of the initiative

Valmieras stikla šķiedra (JSC) is a company operating on glass fibre research, development, manufacturing and sales.

As a result of the social dialogue between the company and the trade union an agreement was concluded, which includes topics such as wages, benefits, working environment, social guarantees, etc. The company has good provisions for employees (majority women) on reconciliation of work and family life. The company is implementing personnel social policy, therefore in addition to the statutory rules of Latvia, the company allocates significant funds to granting of benefits, additional vacation payments, additional health protection, accident and health insurance.

JSC is interested in employees' life quality, therefore it gives the opportunity to do sports, provides health insurance and other benefits. JSC also supports employees' studies in institutions of higher education. A good work environment and safety of workplace takes an important role in the company. JSC is open to flexible working hours, successfully coordinating work and family life. Special support is offered to families in both monetary terms and in the form of events, e.g. in the run-up to Christmas. During summer a showcase event is sports festival, where employees and their families do sports and relax at the same time, etc.

Priorities

Supporting work-life balance

Sector(s)

Manufacture of glass fibres

Type

Enterprise initiative

Country

Latvia

Model of social partnership

Bipartite

Launch date

N/A

Number of employees

>250





This initiative was submitted by:

LBAS (ETUC)

Website

<http://www.vss.lv/en/one-leading-glass-fibre-manufacturers-europe>