

A Toolkit for Gender Equality in Practice - Initiative

IG Metall with Wert.Arbeit GmbH Berlin

Work-oriented innovation policy to support and promote the employment of women in industrial sectors

Summary of the initiative

IG Metall (Industriegewerkschaft Metall) is the dominant metalworkers' union in Germany.

Wert.Arbeit GmbH Berlin is a consulting company specialized in social and structural change that advises organizations, businesses, administrations and operational actors and stakeholders.

IG Metall developed with Wert.Arbeit GmbH Berlin the countrywide project „Arbeitsorientierte Innovationspolitik zur Sicherung und Förderung der Frauenbeschäftigung in industriellen Branchen“ (in English: "Work-oriented innovation policy to support and promote the employment of women in industrial sectors") in the framework of the federal initiative for equality of women in business (with support from ESF and BMAS, the German Federal Ministry of Labour and Social Affairs).

The project focuses on four sectors: carmakers, automotive suppliers, electrical engineering and IT industry. Together they employ 1.6 million female workers who pay social contributions. The central objective of the project was to strengthen the capacity of business players to act for implementation of equality policy measures. Good practice to promote female employment was developed in a total of 25 businesses or undertakings. The methodological approach in company-level project work was intensive orientation on participation in implementation in social partnership. Common participation methods included company-level project steering groups, employee surveys, interviews and workshops. Depending on the situation of the particular company, different business action areas/themes were addressed.

Good practice was essentially implemented on the following themes/action areas:

- Development and career possibilities/personnel development for women;
- Compatibility of family and profession/work and private life (including working time, childcare, care of family members);
- Support for women in commercial/technical areas/STEM;
- Work situation and perspectives for women in commercial/technical areas;
- Vocational training/qualification – proper involvement of women;
- Forward-looking assessment – equality practice and perspectives in companies;
- Company-level equality policy – raising awareness among actors of both sexes.

Measures were taken to create more transparency in equality policy at sector level and to identify innovative approaches for action to support and secure female employment.



Priorities

Addressing gender roles, Promoting women in decision-making, Supporting work-life balance

Type

Social Partners

Country

Germany

Model of social partnership

Unilateral (Trade Unions)

Launch date

N/A

This initiative was submitted by:

BDA (BUSINESSEUROPE), ZDH (UEAPME), bvö (CEEP) and DGB (ETUC)

Website

<http://www.gleichstellen-igmetall.de>