



A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

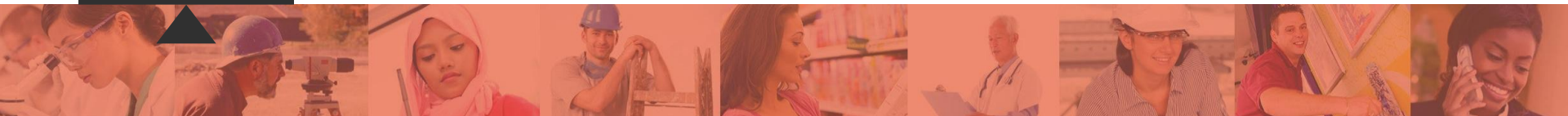
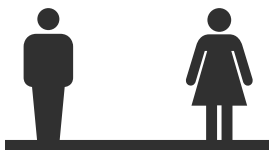
100 initiatives by social partners and in the workplace across Europe



ROUND TABLE

Initiatives by social partners and in the workplace across Europe

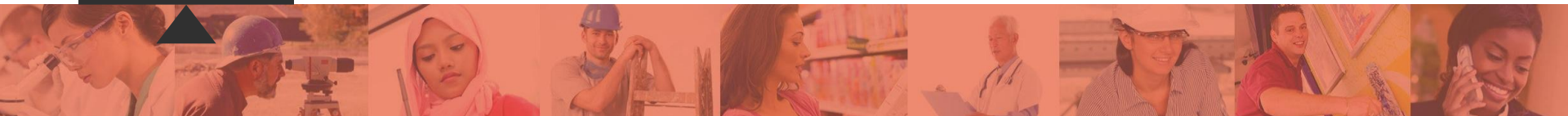
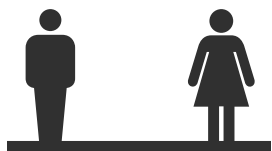
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IN PRACTICE



INITIATIVES BY SOCIAL PARTNERS AND IN THE WORKPLACE



Natalja Mickevica
Policy advisor, LBAS, JSC
Latvia



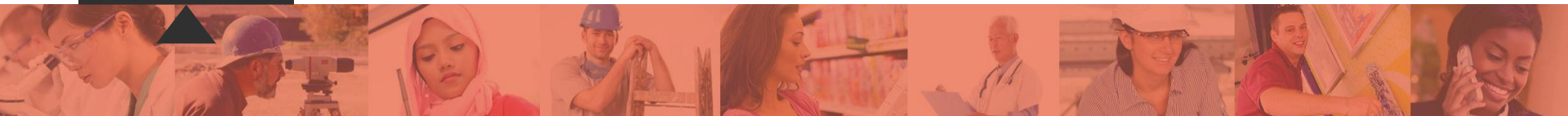
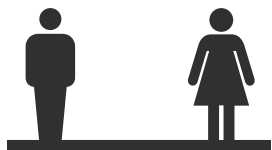


GENDER EQUALITY INITIATIVES IN THE WORKPLACE



JSC "VALMIERAS STIKLA ŠKIEDRA"

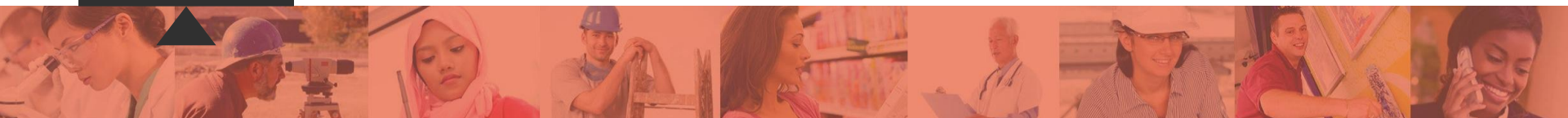
Natalja Mickevica, LBAS, Latvia



JSC "VALMIERAS STIKLA ŠKIEDRA"



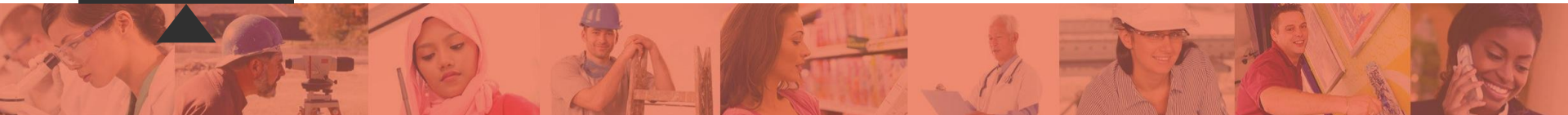
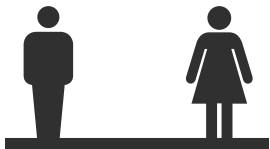
- Glass fibre research, development, manufacturing and sales
- Employee friendly company award 2012, 2013
- 800 employees
- 45% - women
- New technologies and youth
- Shift work



SOCIAL DIALOGUE



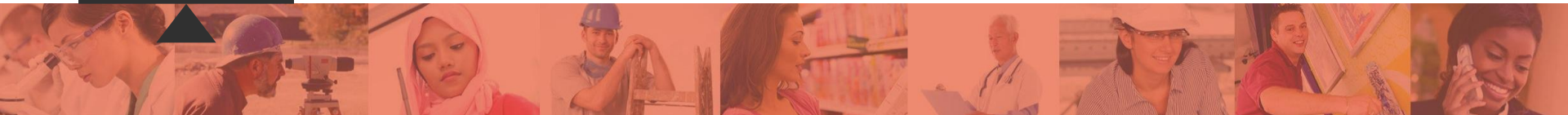
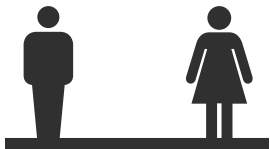
- Trade union with more than 50 years experience
- 67 % of workers in trade union
- Collective agreement
- Social dialogue during the economic crisis, agreement with trade union



COLLECTIVE AGREEMENT

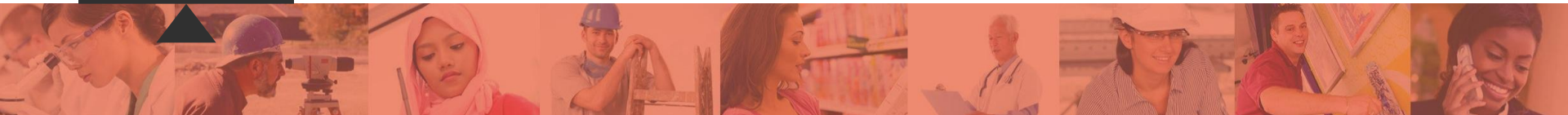


- Additional 3 days paid annual leave for parents with 3 and more children
- Additional benefits for each child born
- Benefits for parents whose children start attending school financed by both employer and trade union
- Christmas presents for children



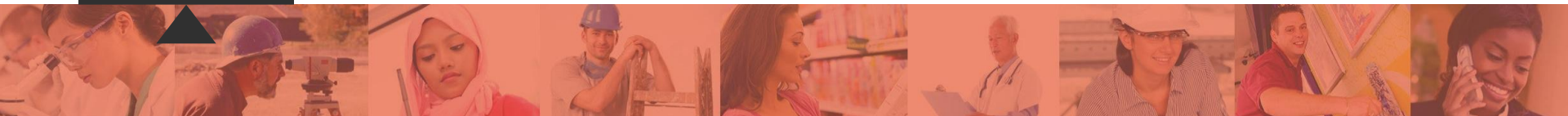
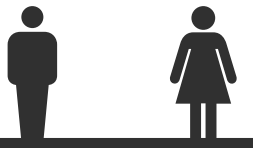
WORKING TIME ARRANGEMENTS

- Flexible working time
- Morning working time arrangements for parents
- Shift work arrangements



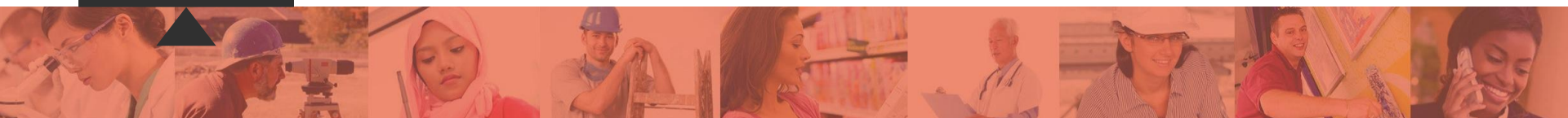
INITIATIVES

- Health insurance for employees and their family members



INITIATIVES

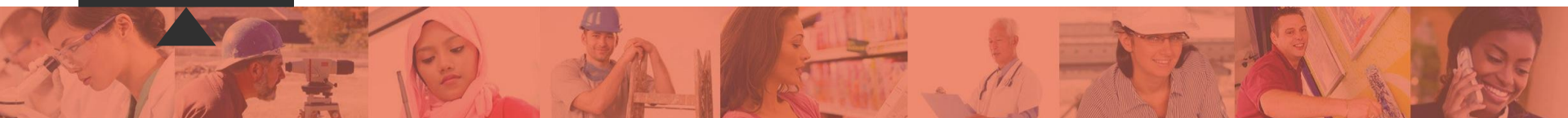
- Family sports events
- Summer camps for children
- Summer child care facilities
- Socialising events



INITIATIVES

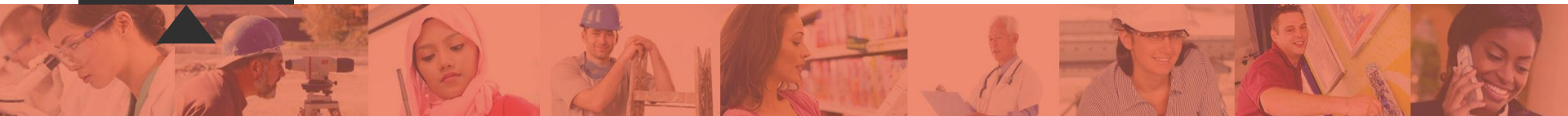


Open doors day:
learn about your
parents
profession!



INITIATIVES

Christmas cards competition





THANK YOU!





Thank you!



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