

# GENDER INDEX

Theme 4 G

Equal Opportunities - Reconciling family and professional life

Sectoral DP

within the framework of  
Community Initiative EQUAL  
Poland



# Gender Index Development Partnership



**United Nations Development Programme**



Pełnomocnik Rządu  
ds. Równego Statusu Kobiet i Mężczyzn

**Government Plenipotentiary  
for Equal Status for Women  
and Men**



**Warsaw School of Economics**



**Polish Confederation of Private Employers  
– Lewiatan**

**Nordea** 

**Nordea Poland – Life Insurance Company**

# Gender Index Development Partnership



**Derm-Service Pologne**



**Ośrodek Informacji Feminoteka**



**International Forum for Women**

# GENDER INDEX – DP Structure

## 1. Academia



## 2. Business



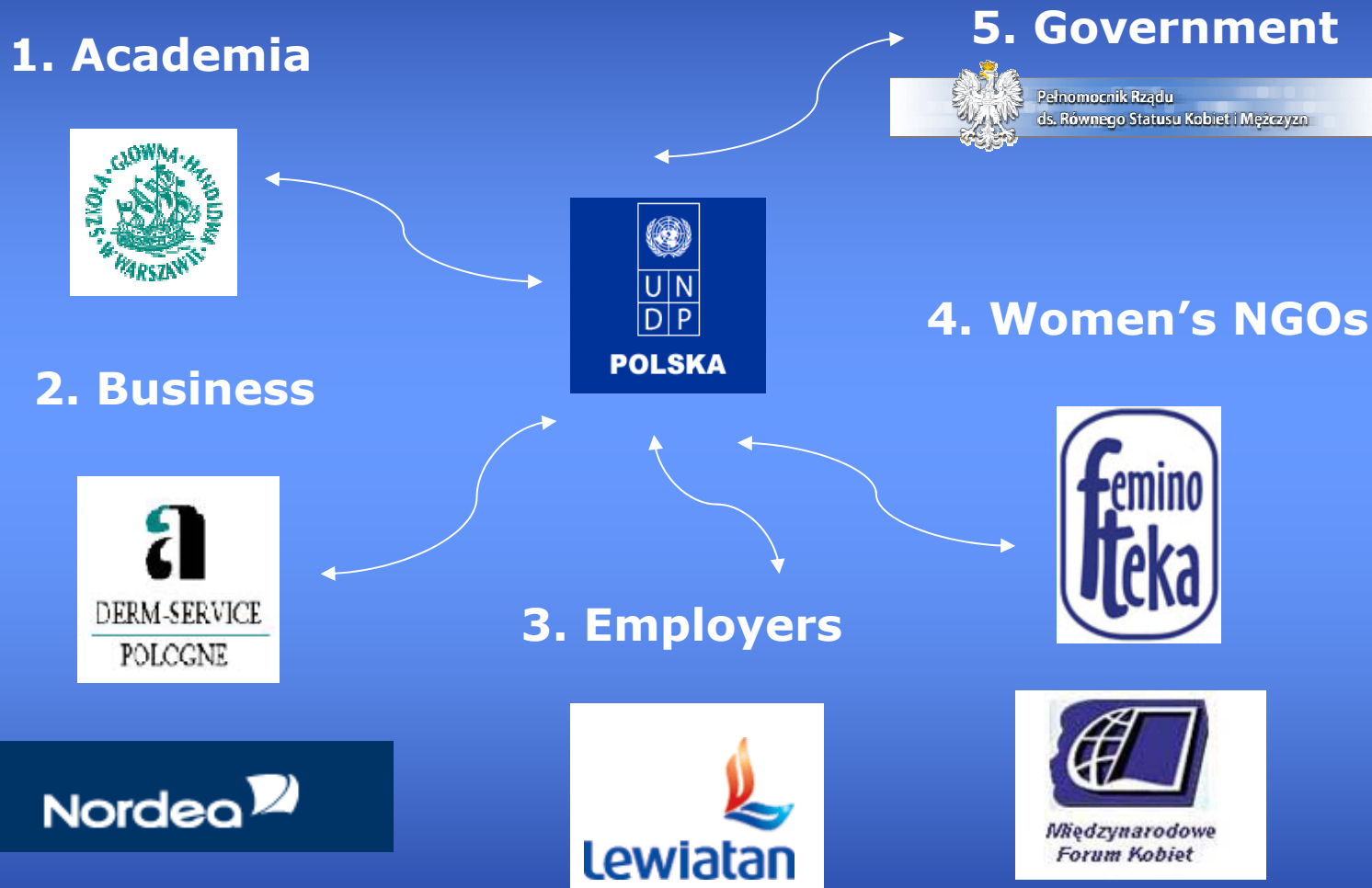
## 3. Employers



## 5. Government



## 4. Women's NGOs



# GENDER INDEX – Rationale

- Women face discrimination on the labour market,
- Women face discrimination in the workplace,
- Labour code is all right,
- But it is little known and little respected,
- Employers are key actors in the phenomenon of women's discrimination,
- Employers do not think it is important to improve women's situation in the workplace,
- Employers do not know how practically improve women's situation in the workplace.

# **GENDER INDEX - Objectives**

**Combat women's discrimination on the labour market by creating a management model of gender sensitive company**

- **Increase the level of labour law observance by employers from the private sector concerning gender equality**
- **Increase the level of activities promoting women in the workplace by focusing on employers knowledge and interest in good practices in the field.**

# GENDER INDEX - Activities

- **Expert work** aiming at the creation of research tool concerning the situation of women in a company / in the workplace,
- Organisation of **national competition** for a company with the best policy promoting women and gender equality in the workplace,
- **Public campaign** on gender equality in the workplace and targeted campaign on the same subject directed to employers and business,
- **Collecting good practices** concerning gender equality and the workplace in a form of a guide to employers,
- Building up a **training model** concerning gender equality and the workplace for employers and other groups involved.

# **GENDER INDEX - Products**

- **Gender Index - practical instrument of analysis and control concerning the situation of women in companies,**
- **Good practice guide prepared for employers,**
- **Comprehensive training model concerning gender equality and the workplace for employers and other groups involved,**
- **Public debate on the situation of women in companies and its wider social context.**