

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



Pełnomocnik Rządu
ds. Równego Statusu Kobiet i Mężczyzn

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.**