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

A TOOLKIT FOR GENDER EQUALITY IN PRACTICE
INITIATIVES BY SOCIAL PARTNERS AND IN THE WORKPLACE

Natalja Mickevica
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Latvia
GENDER EQUALITY INITIATIVES IN THE WORKPLACE
JSC "VALMIERAS STIKLA ŠĶIEDRA"

Natalja Mickevica, LBAS, Latvia
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

This greeting card was made with help of company’s employees’ children:
Aksels, 6 years
Anna, 3 years
Karlis, 8 years
Kristina Ann, 6 years
Kristina, 7 years
Markuss, 7 years
Patraja, 8 years
Ruslana, 10 years

VALMIERA GLASS®
THANK YOU!
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Thank you!