



Newsletter

Gender Equality



Reinforce Gender Equality in the Trade Unions and in the Collective Bargaining in the Textile, Clothing and Footwear Industry

The Partnership and the European Project:

Are Project Partners:

- **FESETE**-(Portuguese Trade Union Organization);
- **DISK Tekstil** (Turkish Trade Union Organization);
- **GWU** (Maltese Trade Union Organization).

The Project is dedicated to the theme of Gender Equality in the Textiles, Clothing and Footwear Industries; its duration is one year and is called:

" Reinforce Gender Equality in the Trade Unions and in the Collective Bargaining in the Textile, Clothing and Footwear Industry, minimizing the gender pay gap between men and women and promoting the reconciliation of work and family life"

Main Objective of the Project:

- To Integrate Gender Equality in the sectorial trade unions structure through the: dissemination of information and through measures that eliminate female discrimination in the labour market, minimize the pay gap between men and women, promote a balanced representation of men and women in the decision-making processes and positions;
- Promote work-family balance and equal access to vocational training; as well as review the role and the stereotypes concerning the division of tasks between men and women at home and in family and how women are affected by this;
- To explicitly address to the gender equality through social partners' actions, at the appropriate levels, in accordance with national industrial relations practice, such as social dialogue, collective bargaining, joint statements, recommendations, etc.



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The Project Implementation

1. Contribute to the implementation of measures that breach the traditional gender roles and stereotypes identified as obstacles for achieving gender equality in the labour market and which may influence the reconciliation between men and women in the professional and familiar life.

2. Contribute to raise the awareness and information of union leaders, union delegates and negotiators of collective bargaining in the field of Gender Equality.

3. Contribute to networking, dissemination and sharing of good practices in the field of Gender Equality

3. Promote gender equality at national and international level, through the unions, key actors in this process, and / the workers / the. Also enable the sharing of best practices within the Sector Collective Bargaining in the gender dimension, maternity and paternity rights and identification of persistent situations of discrimination of women in the sectoral labor market, wage discrimination and stereotypes regarding the role of man and women in reconciling family and professional life.

Expected Results:

- A survey on the gender dimension, aimed to ascertain:
 - Collective bargaining achievements in the gender dimension;
 - Maternity and paternity rights;
 - Identified situations of women discrimination in the sectorial labour market;
 - Identified situations of gender pay gap;
 - Identified stereotypes concerning the role of men and women in the professional and familiar life.
- Drafting a document of recommendations for ITVC to ship trade union activity, particularly in collective bargaining at national level with the aim of promoting gender equality; will be published in the three official languages of the partnership, and in English, the official language of the project..
- An online and open community platform dedicated to gender equality, with communication tools between the partnership, connection to social networking, link to studies, white papers and best practices on the topic and alluding to the theme brochures.

ROLES AND RESPONSIBILITIES

The Applicant and Co-applicant will be responsible for the set up of the Steering Committee that will be composed by two members of each partner (2 from FESETE, 2 from GWU and 2 from DISK Tekstil).

This transnational working group is responsible for implementing, and evaluating the necessary boost for the project to achieve the goals and takes place within the period specified measures.

Thus, the project aims with this partnership, to promote an exchange of experiences between the partners, but also opened to the rest of the European organizations trough the on-line platform. All the documents produced during the project will be translated in the official languages of the partners (Portuguese, Turkish, Maltese) plus English to promote the dissemination of the project at national level inside the partnership and in English to assure that is accessible to the community and other European countries.



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The Platform

Open the online community platform has been designed; with implementation of communication tools with the partnership and creating a page devoted to the topic of the rights of parenthood. The Platform will link to studies and technical papers on the subject published by national and international organizations. This activity is coordinated and executed by FESETE with the collaboration of partners.



The platform is available in two languages: English and Portuguese. The Turkish partners, undertook the creation of a page on your website, with direct connection to the platform, dedicated to the theme of Gender Equality; the Maltese partners will briefly available on its website a page devoted to the topic of Gender Equality, with direct connection to the platform, thereby meeting the objectives set out in the Project.

Through the platform can access the English version, Portuguese and Turkish, simply click on the symbol the effect of "flags" of each country. Platform connects directly to the page created in **Facebook** social network dedicated to the theme Gender Equality, simply the effect of clicking on the corresponding icon.

All the documents produced during the project will be translated in the official languages of the partners (Portuguese, Turkish, Maltese) plus English to promote the dissemination of the project at national level inside the partnership and in English to assure that is accessible to the community and other European countries.

Through the platform, we can still access the following items:

- **News** (on the theme: Gender Equality at the national and international);
- **The Project** (Description);
- **Partnership** (Description);
- **Studies:**
 - ✓ developed by FESETE;
 - ✓ technical documents and other dedicated to the theme of motherhood and fatherhood, published by the partnership and by national and international organizations; CITE, OIT, European Commission, CIG, CES, European Institute for Gender Equality, EUR-Lex, other;
 - ✓ informative documents (brochures) depicting the theme of maternity and paternity rights, reconciliation of family and professional life and good practices on gender equality.
- **Multimedia:**
 - ✓ Photos and videos dedicated to Gender Equality

To access the Platform - [Click here](#)



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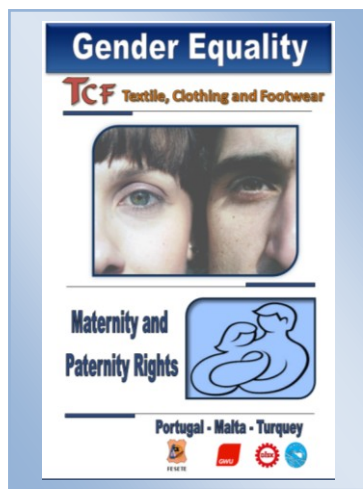
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It's expected that during this time we carry the following activities:

- **Dissemination of the on-line platform** – this activity will also follow the twelve months of the project implementation. It will be asked to each of the partners that disseminate the on-line resources created during the execution of the project by their network of contacts, at national and international level.
- **Partnership meetings**– three meetings of the partnership, at the beginning of the project (held on January 28, Porto); a second to be held on September 19 in Turkey and a third after the Seminar on Gender Equality, which will allow the working group (composed of two members from each partner) monitor and evaluate the implementation of the project and prepare the workshop information.
- **Information Session** - information activities are planned in each country, to union leaders on the European guidelines in Gender Equality
- **Study on the gender dimension** – yeah expected that the working group conduct this activity will conclude in drafting the recommendations document in regard to gender equality;
- **Seminar on Gender Equality** – lasting two days, will also serve, in addition to the issues listed, to present the results of the study on the gender dimension and the document of recommendations on gender equality.

Are in development on three Brochures:

Maternity and
Paternity Rights



Work-Family balance



Good practices in the
gender equality issue



After your edit the brochures will be published in four languages: Portuguese, English, Maltese and Turkish and will be available on online platform for consultation and / or printing.

For more information, see the online platform: click [here](#)

Partnership



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