Projects and Products Portal for Leonardo da Vinci

SDOLM: Sex Discrimination on the Labour Market (Egalité professionnelle hommes-femmes)

2008-1-PL1-LEO05-02082

http://www.adam-europe.eu/adam/project/view.htm?prj=4567

Information sur le projet

Titre:	SDOLM: Sex Discrimination on the Labour Market (Egalité professionnelle hommes-femmes)
Code Projet:	2008-1-PL1-LEO05-02082
Année:	2008
Type de Projet:	Projets de transfert d'innovation
Statut:	Clôturé
Pays:	PL-Pologne
Accroche marketing:	L'égalité professionnelle est un problème récurrent dans tous les pays européens. Les objectifs principaux du projet sont d'améliorer la situation des femmes sur le marché du travail et de modifier l'attitude des PME à leur égard par un guide de bonnes pratiques et des ateliers d'échange.
Résumé:	Des études sur l'égalité professionnelle femmes / hommes montrent que les employeurs ont tendance à avoir une image négative des femmes : certains d'entre eux pensent que leur niveau d'éducation est inférieur, qu'elles manquent de compétences professionnelles et qu'elles ne sont pas très performantes. Certains employeurs pensent que les femmes sont plus souvent en arrêt maladie que les hommes et justifient ainsi le fait de les payer moins. Dans certains cas, les employeurs ne veulent pas former les femmes aux postes clés de l'entreprise car ils craignent une éventuelle grossesse, mais ils n'emploient pas pour autant les femmes qui ne prévoient pas d'avoir d'enfant. De plus, dans certains pays, l'éducation et les schémas de pensée stéréotypés influencent la façon dont les femmes se positionnent sur le marché du travail. Certaines femmes restent à la maison ou ne postulent que sur des emplois à faibles responsabilités. D'autres souhaiteraient postuler sur des emplois dits « masculins » ou des emplois à responsabilités élevées mais n'osent pas le faire.
Description:	
Thèmes:	*** Marché du travail *** Égalité des chances ** Formation tout au long de la vie
Sectors:	
Types de Produit:	Modules Site Internet Autres
Information sur le produit:	
Page Web du projet:	http://www.sdolm.eu

Contractant du projet

Nom:	University of Economics in Katowice
Ville:	Katowice
Pays/Région:	Slaskie
Pays:	PL-Pologne
Type d'organisation:	Université/école supérieure spécialisée/academie
Site Internet:	http://english.ue.katowice.pl

Personne de contact

Nom:	Borys Budka
Adresse:	1 Maja 50
Ville:	Katowice
Pays:	PL-Pologne
Téléphone:	+48 32 2577505
Fax:	
E-mail:	borys.budka@ue.katowice.pl
Site internet:	

Coordinateur

Nom:	University of Economics in Katowice
Ville:	Katowice
Pays/Région:	Slaskie
Pays:	PL-Pologne
Type d'organisation:	Université/école supérieure spécialisée/academie
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Téléphone:	+48 32 2577505
Fax:	
E-mail:	borys.budka@ue.katowice.pl
Site internet:	

Partenaire

Partner 1

Nom:	Associazione SEND
Ville:	Palermo
Pays/Région:	Sicilia
Pays:	IT-Italie
Type d'organisation:	Association/organisation non gouvermentale
Site Internet:	http://www.sendsicilia.it

Partner 2

Nom:	Wisamar GmbH i.Gr.
Ville:	Leipzig
Pays/Région:	Leipzig
Pays:	DE-Allemagne
Type d'organisation:	Association/organisation non gouvermentale
Site Internet:	http://www.wisamar.de

Partner 3

Nom:	GIPFAR
Ville:	Rennes
Pays/Région:	Bretagne
Pays:	FR-France
Type d'organisation:	Institution de formation continue
Site Internet:	http://www.ac-rennes.fr

Partner 4

Nom:	Alvit - Innovation and Education Ltd.
Ville:	Ostrava
Pays/Région:	Moravskoslezsko
Pays:	CZ-Tchéquie
Type d'organisation:	Entreprise de petite et de moyenne taille (jusqu'à 250 employés)
Site Internet:	http://www.alvit.cz

Partenaire

Partner 5

Nom:	ASSOCIAZIONE NET Networking Education & Training
Ville:	Roncaglia - Ponte San Nicolò
Pays/Région:	Veneto
Pays:	IT-Italie
Type d'organisation:	Association/organisation non gouvermentale
Site Internet:	http://www.associazionenet.it

Données du projet

EQUAL_TREATMENT-SDOLM.doc

http://www.adam-europe.eu/prj/4567/prj/EQUAL_TREATMENT-SDOLM.doc

Info brochure Germany_companies.pdf

http://www.adam-europe.eu/prj/4567/prj/Info%20brochure%20Germany_companies.pdf

Info brochure Germany_LMR.pdf

http://www.adam-europe.eu/prj/4567/prj/Info%20brochure%20Germany_LMR.pdf

SDOLM_TV_Gliwice_interview.flv

http://www.adam-europe.eu/prj/4567/prj/SDOLM_TV_Gliwice_interview.flv

Produits

1 Newsletters

2 Postcards

3 Training modules

4 Good Practice Handbook

5 Questionnaire

Produit 'Newsletters'

Titre:	Newsletters
Type de Produit:	Autres
Texte marketing:	Newsletters to disseminate information about the project, its activities and outcomes
Description:	Four newsletters in each language have been produced to disseminate information about the project, its activities and outcomes
Cible:	SMEs, women, employment offices, students
Résultat:	informing the target groups of the project activities
Domaine d'application:	SMEs, women, employment offices, students
Adresse du site Internet:	www.sdolm.eu
Langues de produit:	allemand français polonais italien tchèque

product files

Newsletter1_Czech.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter1_Czech.pdf

Newsletter1_French.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter1_French.pdf

Newsletter1_German.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter1_German.pdf

Newsletter1_Italian.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter1_Italian.pdf

Newsletter1_Polish.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter1_Polish.pdf

Newsletter2_Czech.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter2_Czech.pdf

Newsletter2_French.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter2_French.pdf

Newsletter2_German.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter2_German.pdf

Newsletter2_Italian.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter2_Italian.pdf

product files

Newsletter2_Polish.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter2_Polish.pdf

Newsletter3_Czech.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter3_Czech.pdf

Newsletter3_French.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter3_French.pdf

Newsletter3_German.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter3_German.pdf

Newsletter3_Italian.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter3_Italian.pdf

Newsletter3_Polish.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter3_Polish.pdf

Newsletter4_Czech.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter4_Czech.pdf

Newsletter4_French.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter4_French.pdf

Newsletter4_German.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter4_German.pdf

Newsletter4_Italian.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter4_Italian.pdf

Newsletter4_Polish.pdf
http://www.adam-europe.eu/prj/4567/prd/1/1/Newsletter4_Polish.pdf

Produit 'Postcards'

Titre:	Postcards
Type de Produit:	Autres
Texte marketing:	The postcards are meant to disseminate the idea of gender equality at work in an interesting and eye-catching way, and to encourage potential beneficiaries to visit the project website for more information.
Description:	Postcards with cartoons in all project languages have been produced, to disseminate the idea of gender equality at work in an interesting and eye-catching way, and to encourage potential beneficiaries to visit the project website for more information
Cible:	SMEs, women, men, labour offices, training centres
Résultat:	dissemination of the project results
Domaine d'application:	SMEs, women, men, labour offices, training centres
Adresse du site Internet:	www.sdolm.eu
Langues de produit:	anglais français allemand italien tchèque polonais

product files

Postcard_Balance_between_life_and_work.pdf
http://www.adam-europe.eu/prj/4567/prd/2/1/Postcard_Balance_between_life_and_work.pdf

Postcard_Career_development.pdf
http://www.adam-europe.eu/prj/4567/prd/2/1/Postcard_Career_development.pdf

Postcard_Communication.pdf
http://www.adam-europe.eu/prj/4567/prd/2/1/Postcard_Communication.pdf

Postcard_Equal_access_to_training.pdf
http://www.adam-europe.eu/prj/4567/prd/2/1/Postcard_Equal_access_to_training.pdf

Postcard_Equality_in_all_jobs.pdf
http://www.adam-europe.eu/prj/4567/prd/2/1/Postcard_Equality_in_all_jobs.pdf

Postcard_Equal_pay.pdf
http://www.adam-europe.eu/prj/4567/prd/2/1/Postcard_Equal_pay.pdf

Postcard_Organization_of_working_time.pdf
http://www.adam-europe.eu/prj/4567/prd/2/1/Postcard_Organization_of_working_time.pdf

Postcard_Recruitment.pdf
http://www.adam-europe.eu/prj/4567/prd/2/1/Postcard_Recruitment.pdf

product files

Produit 'Training modules'

Titre:	Training modules
Type de Produit:	Modules
Texte marketing:	The training modules developed during the project lifetime serve to educate representatives of small and medium enterprises about gender equality, and to help women strenghten their situation in the labour market.
Description:	Session one covers the topic on creating equal opportunity working environment and managing diversity in the enterprises. Section two handles the advantages of women as employees and the benefits of employing women. Following the expert presentations, enterprise representatives and targeted women interact in small working groups and are confronted with different gender related problems prevail on the labour market. The second training module is aimed at women in different life-phase. The main focuses are on educating women about their rights and possibilities in different gender related discriminating situations, e.g. rights and remedies granted by legal system to victim of discrimination or women's rights and protection in labour law.
Cible:	SMEs Women Training organizations
Résultat:	curricula of future training programmes
Domaine d'application:	Training organizations can use the modules for their activities among SMEs and women employees
Adresse du site Internet:	www.sdolm.eu
Langues de produit:	italien polonais français allemand tchèque anglais

product files

Czech_module_1.doc
http://www.adam-europe.eu/prj/4567/prd/3/1/Czech_module_1.doc

Czech_module_2.doc
http://www.adam-europe.eu/prj/4567/prd/3/1/Czech_module_2.doc

English_module_1.doc
http://www.adam-europe.eu/prj/4567/prd/3/1/English_module_1.doc

English_module_2.doc
http://www.adam-europe.eu/prj/4567/prd/3/1/English_module_2.doc

French_module_1.doc
http://www.adam-europe.eu/prj/4567/prd/3/1/French_module_1.doc

product files

French_module_2.doc
http://www.adam-europe.eu/prj/4567/prd/3/1/French_module_2.doc

German_module_1.doc
http://www.adam-europe.eu/prj/4567/prd/3/1/German_module_1.doc

German_module_2.doc
http://www.adam-europe.eu/prj/4567/prd/3/1/German_module_2.doc

Italian_module_1.doc
http://www.adam-europe.eu/prj/4567/prd/3/1/Italian_module_1.doc

Italian_module_2.doc
http://www.adam-europe.eu/prj/4567/prd/3/1/Italian_module_2.doc

Polish_module_1.doc
http://www.adam-europe.eu/prj/4567/prd/3/1/Polish_module_1.doc

Polish_module_2.doc
http://www.adam-europe.eu/prj/4567/prd/3/1/Polish_module_2.doc

Produit 'Good Practice Handbook'

Titre:	Good Practice Handbook
Type de Produit:	Autres
Texte marketing:	The main gain of the handbook are good practice examples related to the activities of enterprises in the field of gender equality. These practices should offer the possibility for enterprises, which are not yet active in this field, to see the engagements of other competitors and to gain more reputation in the society. Furthermore the aim of the Good Practice Handbook is to set an agenda in the society and discuss the challenges by implementing of gender friendly measures in enterprises.
Description:	The first part of the handbook covers the international and national regulations and laws for gender equality and gives a short overview for further use. The second part describes the situation on the labour market in each particular partner country and introduces a selected number of regional and local enterprises which already implemented some gender related measures in their organization. The structure and the aims of the workshops carried out in the different partner countries are also summarized in the handbook which should serve as a proposal for actors interested in organizing similar kind of workshops. The related training manual is also available in the handbook. Furthermore the handbook includes useful internet links for further use.
Cible:	SMEs, training organizations, individuals
Résultat:	distributing the collection of good practice examples
Domaine d'application:	Inspiration for SMEs, training organizations and individulals to act for gender equality
Adresse du site Internet:	www.sdolm.eu
Langues de produit:	italien polonais tchèque anglais français allemand

product files

Good_Practice_Handbook_Czech.pdf
http://www.adam-europe.eu/prj/4567/prd/4/1/Good_Practice_Handbook_Czech.pdf

Good_Practice_Handbook_English.pdf
http://www.adam-europe.eu/prj/4567/prd/4/1/Good_Practice_Handbook_English.pdf

good practice handbook-french.pdf
http://www.adam-europe.eu/prj/4567/prd/4/1/good%20practice%20handbook-french.pdf

Handbook_German.pdf
http://www.adam-europe.eu/prj/4567/prd/4/1/Handbook_German.pdf

product files

Handbook_Italian.pdf

http://www.adam-europe.eu/prj/4567/prd/4/1/Handbook_Italian.pdf

Handbook_Polish.pdf

http://www.adam-europe.eu/prj/4567/prd/4/1/Handbook_Polish.pdf

Produit 'Questionnaire'

Titre:	Questionnaire
Type de Produit:	Autres
Texte marketing:	Distributing the questionnaires was a way to inform about our project, to get to know the needs of women and enterprises in order to prepare our workshops.
Description:	Two kinds of questionnaires were used: 1. For women - to learn about their experiences in the aspect of equality at work, and to learn about their expectations in terms of the planned workshops and find some good practice examples 2. For small and medium enterprises - to research the gender equality situation in the company, and to find out about good practice examples
Cible:	women, SMEs
Résultat:	collecting information for the project purposes
Domaine d'application:	information used for producing the good practice handbook and workshops
Adresse du site Internet:	www.sdolm.eu
Langues de produit:	tchèque italien polonais français allemand

product files

Questionnaire_companies_Czech.doc
http://www.adam-europe.eu/prj/4567/prd/5/1/Questionnaire_companies_Czech.doc

Questionnaire_companies_ English.doc
http://www.adam-europe.eu/prj/4567/prd/5/1/Questionnaire_companies_%20English.doc

Questionnaire_companies_French.doc
http://www.adam-europe.eu/prj/4567/prd/5/1/Questionnaire_companies_French.doc

Questionnaire_companies_German.doc
http://www.adam-europe.eu/prj/4567/prd/5/1/Questionnaire_companies_German.doc

questionnaire_companies_ Italian2.doc
http://www.adam-europe.eu/prj/4567/prd/5/1/questionnaire_companies_%20Italian2.doc

questionnaire_companies_ Italian.doc
http://www.adam-europe.eu/prj/4567/prd/5/1/questionnaire_companies_%20Italian.doc

Questionnaire_companies_Polish.doc
http://www.adam-europe.eu/prj/4567/prd/5/1/Questionnaire_companies_Polish.doc

product files

Questionnaire_women_Czech.doc
http://www.adam-europe.eu/prj/4567/prd/5/1/Questionnaire_women_Czech.doc

Questionnaire_women_English.xls
http://www.adam-europe.eu/prj/4567/prd/5/1/Questionnaire_women_English.xls

Questionnaire_women_French.doc
http://www.adam-europe.eu/prj/4567/prd/5/1/Questionnaire_women_French.doc

Questionnaire_women_German.doc
http://www.adam-europe.eu/prj/4567/prd/5/1/Questionnaire_women_German.doc

Questionnaire_women_Italian2.doc
http://www.adam-europe.eu/prj/4567/prd/5/1/Questionnaire_women_Italian2.doc

Questionnaire_women_Italian.doc
http://www.adam-europe.eu/prj/4567/prd/5/1/Questionnaire_women_Italian.doc

Questionnaire_women_Polish.xls
http://www.adam-europe.eu/prj/4567/prd/5/1/Questionnaire_women_Polish.xls

Événements

5th project meeting and dissemination conference

Date	07.12.2010
Description	Closing meeting and conference - presentation of project results
Cible	Representatives of local authorities, employment offices, students, media
Public	Événement public
Informations de contact	borys.budka@ue.katowice.pl
Date et lieu	7 December 2010, University of Economics in Katowice

4th project meeting

Date	03.06.2010
Description	Refine the strategic recommendations, good practice guides and training modules
Cible	project partners
Public	Événement non public
Informations de contact	borys.budka@ue.katowice.pl
Date et lieu	3-4 June 2010, Prague

3rd project meeting

Date	26.11.2009
Description	Summary of the second work package to determine the form and content of the workshops
Cible	project partners
Public	Événement non public
Informations de contact	borys.budka@ue.katowice.pl
Date et lieu	26-27 November 2009

Événements

2nd project meeting

Date	24.06.2009
Description	Summary 1 work package, the launch of the second work package, mobilization of partners and finding solution for communication problems
Cible	project partners
Public	Événement non public
Informations de contact	borys.budka@ue.katowice.pl
Date et lieu	24-26 June 2009, Padua, Italy

1st project meeting

Date	29.01.2009
Description	The inaugural meeting of the project activities - detailing action to establish, methods of communication and coordination in the project
Cible	project partners
Public	Événement non public
Informations de contact	borys.budka@ue.katowice.pl
Date et lieu	29-30 January 2009, Leipzig, Germany