

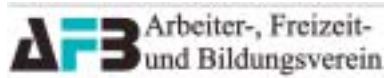


Partners of the project

Germany



South Tirol (Italy)



Portugal



Romania



Belgium



Italy



The project is sponsored by the

European Commission, GD Occupation, social affairs and equal opportunities

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EMPL G-1
equal opportunities between men and women

Initiated by



Internationale Plattform für Chancengleichheit (IPC)

Plataforma Internacional para la Igualdad de Oportunidades (PIIO)

Piattaforma internazionale per le pari opportunità (PIPO)

Project
**Men and fathers
in family and profession –**
*Challenges in practice,
policy and society*



Layout: heladesign@web.de



■ Men and fathers in family and profession – Challenges in practice, policy and society

„Compatibility between family and work“ has become an abstract concept that you find increasingly in politics, economics and society. For a long time this subject was observed from a socio-political point of view and the resulting strong reference to women’s rights left the male point of view oftentimes out of sight.

Today you find that many men prefer to participate more in family life and are not anymore satisfied by a life which is principally focused on occupational career.

The occupational principal guidelines of the European Commission will be focused on the subject „Men and fathers – compatibility between family and work“.

A personnel politics „focused on fathers“ will be a great challenge for the working world, especially for the interoffice communication and legitimation as well as to create a favorable climate of opinion among the employees and the executives.

A balance between the interests of employees and the company has to be respected while family-friendly measures are introduced, creating by this way the condition for loyalty and contentment for employees at work, a fact that will contribute to a higher efficiency of the whole company.

A modern personnel policy and the associated higher compatibility between family and work even for men and fathers enables them to better participate at family’s life and consequently strengthens their relations with the family reducing conflicts and increasing the quality of life.

For recruiting qualified personnel it will be important in the future to implement a family-friendly policy in companies and public administrations.

The project aims

- to illuminate all relevant aspects, perspectives and conditions to the subject of conciliability between family and work
- to identify the role of men concerning the encouragement of the equal opportunities
- to formulate suggestions for workers councils and personnel planners, which can lead by their realisation, in companies and public administrations, to a higher compatibility for fathers, and by that, to a higher compatibility for families
- to make sure that more intensive courses will be frequented by the workers’ participations players concerning social dialogue and the equal opportunities between men and women
- to increase the creation of consciousness aiming to change the general thinking towards a gender democracy and to a better understanding of the gender.

The project with the european dimension

will be organized by a team coming from Belgium, Portugal, Italy, Romania, Germany, Hungary and South Tirol.

It contains the following modules:

- national analysis of literature of the subject
- panels of experts will express themselves about the main subject fields like the different aspects of compatibility between family and work, considering the role of men and fathers
- development and organisation of conferences



The conclusion of the project will be the development of

- company-relevant campaigns and initiatives that contribute to a favourable climate of opinion of the subject in families and at work
- suggestions of actions that take into account the national conditions of companies and employment laws and can be distributed to employees and entrepreneurs.

The duration of the project will be:

01.10.2005 - 31.12.2006

Further questions can be asked at

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