

Collective bargaining in promoting equality between men and women at work

European Social Partner's Perspective

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What is BUSINESSEUROPE?

- The European Confederation of Business
- Established 1958
- 41 member federations
- In 35 countries
- Representing more than 20 million small, medium and large companies
- Cross-industry social partner



Outline

- **Collective bargaining**
- **Framework of Actions on gender equality**
- **Gender pay gap**
- **Gender roles**



Collective bargaining

- **Employers and employer organizations are engaged in collective bargaining principles and practice**
- **One of the most significant expressions of social dialogue**
- **Can be a useful and empowering tool for engagement between employers and workers**
- **Process/outcomes: no obligation to reach an agreement if no mutual interest**



Collective bargaining

- Large differences across Member States (EU15 - EU12) in the role, coverage and effectiveness
- 2/3 of workers in Europe covered but cross-national variations: 100 % in Austria, less than 20 % in Lithuania
- In no country does bargaining take place exclusively at one level
- Different types



Framework of Actions on gender equality

- Signed in 2005
- Content remains valid in 2012:
 - Social partners' approach
 - Challenges
 - Priorities for action
 - Addressing gender roles
 - Promoting women in decision-making
 - Supporting work-life balance
 - Tackling the gender pay gap



Framework of Actions on gender equality

Final report

- Joint measures; unilateral initiatives; focus on good practices
- National, sectoral; enterprise
- Gender pay gap: national reports refer to joint efforts via collective bargaining; examples outline how the issue has been taken on board in collective agreements
- Gender roles: national frameworks of action and cooperation platforms between social partners, and in some cases public authorities, to improve the situation of women on the labour market



Tackling the gender pay gap

Elements jointly identified as key to eliminate the pay gap between women and men:

- **Informing about existing legislation on equal pay**
- **Developing clear up to date statistics at sector and/or national level**
- **Ensuring that pay systems are transparent and gender neutral. Pay attention to the secondary elements of pay**



Tacking the gender pay gap

- ❖ **Involvement in implementing legislation (CY); consultative national commissions (FI, DE) dealing with equal pay and engagement in projects promoted in the framework of the work of these bodies**
- ❖ **Toolkits aimed at tackling the gender pay gap in negotiations and in collective bargaining**
- ❖ **Developing and monitoring statistical monitoring of pay differentials (FI, FR, IS, IE, SL, UK)**
- ❖ **Equal pay training for negotiators (FR, LT, ES)**



Tacking the gender pay gap

- ❖ **National equal pay action days** (BE, DE, ES)
- ❖ **Review of job classification systems to make them non-discriminatory** (BE, FI, SW)
- ❖ **Checklists to assess pay systems on gender equality at workplace level** (BE, NL, FI)
- ❖ **Studies and surveys** (DK, FI, NL, PT, UK)
- ❖ **Publications, campaigns and conferences** (AT, BE, DE, CY, DE, NL)



Addressing gender roles

Elements jointly identified to fight stereotyped gender roles on the labour market:

- **Promoting non-gender biased education in schools, universities, careers advice service, for students and those already at work**
- **Attracting girls/young women into technical/scientific professions**
- **Promoting the recruitment and retention of women and men in sectors where they are under-represented**
- **Raising awareness of middle managers on promoting equal opportunities**
- **Encouraging competence development for adults**



Addressing gender roles

- ❖ **Cooperation with government authorities; formulation and revision of relevant legislation, discussions on the labour code (AT, ES, FI, PL, UK)**
- ❖ **Integration of the principle of gender equality and gender mainstreaming across different national policy areas or considerations integrated into collective agreements (BE, FR)**
- ❖ **National frameworks of action and cooperation platforms (AT, BE, FI, LV, PT, UK)**



Addressing gender roles

- ❖ **Transnational and national platforms with multiple stakeholders and / or civil society (AT, CZ, LU)**
- ❖ **Guidance and orientation programmes through partnerships (AT, BE, NL)**
- ❖ **Sectoral actions through partnership structures (BE, IT, NL)**
- ❖ **Social partners focus on education and training themes (AT, BE, CY, DK, FI, DE, PT, UK)**
- ❖ **Women's participation in entrepreneurship programmes (AT, CY)**
- ❖ **Recruitment procedures and transparency of job classification schemes (BE, CZ, DK, ES)**



Conclusions

- **Encouraging progress in terms of gender equality on EU labour markets, but a number of challenges persist**
- **Joint work programme 2012-2014: the European social partners will look into the issue based on the 2009 evaluation report of their Framework of Actions**
- **There are many tools available for employers and workers to jointly address gender equality, collective bargaining is one of them**
- **New context: rapidly evolving nature of global labour markets; globalization; opportunities and challenges**



Thank you

Mr Guillaume Cravero
BUSINESSEUROPE

Contact:

Tel: +32 2237 6592

g.cravero@businessseurope.eu

