



With Innovative Tools Against Gender Pay Gap – WITA GPG (2014-2016) Financed by European Commission -  
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## **Inventory of trade union GPG policies and activities in EU-28+1**

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Report

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## ***Introduction***

### ***The legal background***

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The equal rights and opportunities including the struggle for “equal pay for equal work” have been long time on the agenda of trade unions. “Women have historically been paid less than men for doing the same job. Contrary to widespread belief, this struggle for equal pay did not start in the 1960s, but has been taken up by women workers since the late 19th century.... The issue of equal pay was again raised during WWII, and became an increasingly articulated demand by trade unions and women’s organizations from 1950s onwards.”<sup>1</sup> The ILO Convention 100 made reference of the principle of “equal pay for women and men for equal work” (1951) and this principle was incorporated also in the Treaty of Rome (1957). The article 141 of the EU-Treaty provides women and men with the right to equal pay for equal work and work of equal value. The principle was implemented later by the EU Equal Pay Directive in 1975. The Directive referred also to the content of job classification systems. The European Court of Justice had to handle several cases on the pay discrimination and it developed the “key requirements for classifications in collective agreements: transparency and gender-neutral selection of factors, application of factors and composition of the entire system” (Weiler, Anne (2013), p. 37). Also, the Court of Justice has established that, in certain circumstances, the principle of equal pay is not limited to situations in which men and women work for the same employer – says the Directive 2006/54/EC. This Directive has the objective to “simplify, modernise and improve Community legislation in the area of equal treatment for men and women in employment.” The Directive makes the difference between direct and indirect discrimination.<sup>2</sup> Its Article 4 deals with

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<sup>1</sup> Striking Women: Gender pay gap and the struggle for equal pay

<http://www.striking-women.org/module/workplace-issues-past-and-present/gender-pay-gap-and-struggle-equal-pay>

<sup>2</sup> Direct discrimination: where one person is treated less favourably on grounds of sex than another is, has been or would be treated in a comparable situation. Indirect discrimination: where an apparently neutral provision, criterion or practice would put persons of one sex at a particular disadvantage compared with persons of the other sex, unless that provision, criterion or practice is objectively justified by a legitimate aim, and the means of achieving that aim are appropriate and necessary.

Directive 2006/54/EC, <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:c10940>



the equal pay. According to it „For the same work or for work to which equal value is attributed, direct and indirect discrimination on grounds of sex with regard to all aspects and conditions of remuneration shall be eliminated. In particular, where a job classification system is used for determining pay, it shall be based on the same criteria for both men and women and so drawn up as to exclude any discrimination on grounds of sex.” (Directive 2006/54/EC, Article 4.)

### ***Gender equality and gender pay gap at the agenda of day of the European social dialogue***

One of the four priorities of Framework of Actions on Gender Equality proposed by the European social partners in 2005 - CEEP, UNICE/UEAPME and ETUC - tackles the gender pay gap. The other three priorities are the addressing gender roles, promoting women in decision-making and supporting work-life balance. It is important to mention that the Framework emphasizes that “these priorities are interconnected and of equal importance”. According to the Framework EU Member States social partners have to ensure pay systems which do not lead to gender pay discrimination. *The national or sectoral collective agreements or framework agreements are among the proposed practical tools to tackle gender pay gap.* (CEEP, UNICE/UEAPME, ETUC (2005) p. 10)

The Framework of Action on Gender Equality influenced the EU equal opportunity policy; see for example the targets of 2006-2010 Road Map on Gender Equality, the Communication on “Tackling the pay gap between women and men” in 2008 or the two-stage consultation on reconciliation of work, family and private life launched by the Commission in 2007.

According to the European social partners’ (final) evaluation report (2009) on the realisation of Framework of Actions on Gender Equality “Despite the persistent inequalities across countries, sectors and professions, the reports show that Member States and the social partners have been active in this field.” (p.11). The report among others identified social partners’ activities like round table debates to exchange practices with the aim to understand better the gender pay gap contributing factors and the elimination; collection of gender-specific pay statistics; sectoral surveys on the pay gap; equal pay training for negotiators; organisation of national equal pay action days and also collective bargaining.



*The macro-level* specific examples of activities included social partners' involvement in the implementation of legislation concerning equal pay (Cyprus); tripartite cooperation structures (e.g. equal pay programmes, Equal Pay Day) and involvement of social partners in setting targets at national level (Finland, Germany); issuing leaflets, brochures, guides, organising campaigns and conferences to raise awareness of pay differentials (Austria, Belgium, Cyprus, Germany, Netherlands); preparing research and surveys on causes of gender pay gap (Denmark, Finland, Netherlands, Portugal, UK); improving statistical monitoring of pay differentials (Finland, France, Iceland, Ireland, Slovenia, UK).

*At the micro level* we can find examples like toolbox to increase knowledge of different pay structures (Austria); review of job classification systems to make them non-discriminatory (Belgium, Finland, Sweden); corporate wage policies in companies (Germany); checklists to assess pay systems on gender equality at work-place level (Belgium, the Netherlands, Finland). (CEEP, UNICE/UEAPME and ETUC (2009), p.12).

*At global/EU level* we can find good initiative like the WageIndicator database including 300,000 individual self-reported surveys in 24 countries; or Equal Pay Days which are regularly organised in several countries with the participation of social partners (Austria, Belgium, the Czech Republic, Denmark, Estonia, Hungary and the Netherlands); campaigns like the campaign run by ITUC-CSI IGB to promote decent work for women, including pay equity and calling for gender equality in trade union structures, policies and activities with the participation of 90 national unions in 61 countries; reports like ITUC report „Gender (in)equality in the labour market: an overview of global trends and developments” (2009).

### ***Patterns of social partner organisation to reduce gender inequality***

The International Labour Conference (2009) reaffirmed that ‘Gender equality is at the heart of decent work’ and ‘social dialogue and tripartism are essential policy tools for advancing gender equality in the world of work. It was underlined that gender equality issues on the agenda of social dialogue should include collective bargaining as well. The project WITA-GPG target is to look for the innovative tools to be implemented by social partners against gender pay gap emphasizing too on clauses in collective agreements to help to close the gender pay gap.



In the EU the intensity and the variety of measures promoting gender equality varies from country to country. Eurofound makes difference among three groups. In the 1<sup>st</sup> group of countries the social partners, both trade unions and employers' organisations have and implement policies to promote gender equality. In Austria, Finland, Ireland, Sweden and the United Kingdom gender issues are tackled all partners. In *Belgium, Croatia, Cyprus, Denmark, France, Germany, Greece, Ireland, Italy, Luxembourg, Malta, Norway, Portugal, Spain* "equality issues feature in the strategic objectives of at least one of each side of industry within the Member State". In the 2<sup>nd</sup> group of countries social partners – mainly only the trade unions - have unilateral activities on gender equality. It happens in the *Czech Republic, Hungary, Lithuania, the Netherlands, Romania, Slovakia and Slovenia*. In the 3<sup>rd</sup> group of countries - *Bulgaria, Estonia, Latvia and Poland* - social partners have not developed policies to address gender equality. (Eurofound (2014), p.13)

### ***Tools to reduce gender pay gap***

According to the results of ETUC survey<sup>3</sup> carried out in 2013 within the framework of „Bargaining for Equality project” among the ETUC affiliates „Trade union strategies, policies and actions to reduce pay inequalities between women and men points to a wide range of union strategies, policies and actions that have been implemented to enhance the potential and impact of collective bargaining to reduce gender pay inequalities. Over half of the unions responding to the survey had put in place strategies and policies to reduce pay inequalities, and a larger number had engaged in joint initiatives with employers and/or governments to address these inequalities. Nearly one-half of unions had introduced gender equality and gender mainstreaming training for bargaining teams, 40% had introduced guidelines for negotiators and a similar number had put in place measures to improve the representation of women on collective bargaining teams.” (Pilinger (2014, p. 5.) According to the experiences, the most used tools further to include gender neutrality in collective agreements, are the job classification and pay reviews and the monitoring the gender pay gap at workplace or in sectors. Also the projects aiming to identify the causes of gender pay gap and looking for means to tackle gender pay gap are used. There is also awareness raising campaigns. Also in the different level tripartite and bipartite social dialogue bodies the issue can be put at the agenda of the day. Training programmes are considered important; they enhance the skills of activists and works council representatives in relation to equality in employment (see the French CGT, the Irish ICTU, the

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<sup>3</sup> The survey is based on 47 questionnaires returned from 34 confederations in 25 countries, and 13 from trade union federations in 11 countries.



Slovakian KOZ SR, the Italian trade unions). The British TUC implemented a project aimed at improving national officers' ability to bargain over equality issues. (Eurofound (2010), p. 21)

### Focusing in a male dominated sector

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The initiative of 'Women in Male Dominated Occupations & Industries' (WIMDOI)<sup>4</sup> – that is the special network of female trade unionists - is worth for attention as it specifically concerns the male dominated sectors and it became already a tradition. The WIMDOI network operates since 1992 as a 'network of union women in male dominated occupations and industries'. According to its self-definition in the Facebook 'Going for over 20 years now this group has helped inspire hundreds of women and given them tools to last through their working careers. Some have gone onto become leaders of our unions but all have been successful in their own right by working and thriving everyday as a minority in some of the toughest workplaces around.'

According to WIMDOI vision 'Women to be active Unionists and equal participants in male dominated occupations and industries and to enjoy the deserved wages and conditions achieved through collective action.' According to WIMDOI statement 'WIMDOI is an affirmative action initiative of the Trade Union Movement designed to encourage the recruitment and retention of women into male dominated occupations and industries and promote our activism in our Unions.'<sup>5</sup>

WIMDOI holds regularly its conference. In June 2010 WIMDOI Conference was held in Brisbane at the Australasian Meat Industry Employees Union (AMIEU) offices. It looked for strategies to encourage and support women entering traditionally male careers, for strategies to build the influence of women in unions, and to build women activist networks in their workplaces as well as the WIMDOI conferences in 2011 and 2012. The conference was hosted by Australian Council of Trade Unions, the peak trade union organisation in the country. The delegates not only came from male dominated sectors like energy, timber, mining, transport, vehicle, maritime, emergency services, meat, paint, metal and manufacturing sectors but also held occupations like electricians, plumbers, police, butchers and meat process workers, boiler makers, rail workers, metal workers, transport drivers, vehicle and ship builders, miners, drag line operators, open cut examiners, waterside workers. In November 2012 (WIMDOI was organised at Adelaide, in the headquarters of the Australian Services

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<sup>4</sup> Women In Male Dominated Occupations, [https://www.youtube.com/watch?v=GRUICI\\_\\_3\\_A](https://www.youtube.com/watch?v=GRUICI__3_A)

<sup>5</sup> <http://cepusa.com.au/wimdoi-women-in-male-dominated-occupations-and-industries/>





Union. The Conference focused on skills development for women activists in male dominated industries and occupations as important condition to be able to take part in negotiations and represent the interests of female workers and also to organise and campaigning at workplace. The 'Women in Male Dominated Occupations and Industries conference' was held in Sydney in June 2015.

### ***Some basic definitions to work with gender pay gap***

#### **What is gender pay gap? Definition**

Gender pay gap is main indicator of the extent to which there is equal pay in the *labour market* and *the workplace*. The gender pay gap refers to the difference between men's pay and women's pay as a percentage of men's pay.

#### **Measuring gender pay gap**

There are differences in the gender pay gap measurement; it is always needed to know exactly the source of the data. The OECD measures gender pay gap as the difference between median earnings of men and women relative to median earnings of men. Calculations refer to gross earnings of full-time wage workers. OECD uses the mean hourly earnings. The European Commission – EUROSTAT - defines gender pay gap as the average difference between men's and women's hourly earnings. The unadjusted Gender Pay Gap (GPG) represents the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees. The population consists of all paid employees in enterprises with 10 employees or more. The Structure of Earnings Survey (SES) data are used. The SES covers businesses with at least 10 employees and all economic activities defined in sections B to N, and P to S, of the [Statistical classification of economic activities in the European Communities \(NACE Rev 2\)](#).

In the EU, the gender pay gap is referred to officially as the 'unadjusted gender pay gap', as it does not take into account all of the factors that impact on the gender pay gap, such as differences in education, labour market experience, hours worked, type of job, etc.

Using hourly pay as a basis for calculating the gender pay gap can also mask specific differences in pay that go unrecorded, for example, bonus payments, **and performance**-related pay or seasonal payments.

#### **Equal work**

The first difficulty with what social partners, trade unions are tackling during the bargaining is to define for what they bargain. Case law of European Court of Justice, relevant laws and literature are mostly used to define the concept of „equal work” or „work of equal value”. There are also countries – like Germany, UK, Austria and Sweden - who define the concept in their legislation or guidebooks.



In the United Kingdom, according to the Equality Act 2010 employees an employee may claim equal pay with a comparator of the opposite sex where they are in the same employment and are doing equal work. According to it equal work can be:

- the same, or broadly similar (known as *like work*)
- different, but which is already rated under the same *job evaluation scheme* as equivalent (known as *work rated as equivalent*)
- different, but which would be assessed as equal in value in terms of demands such as effort, skill and decision-making (known as *work of equal value*). (Equal pay in practice checklist 3)

The Equal Pay Act (June 2013) of Northern Ireland use the following definition:

“The comparator may be doing the same job as the woman, or he may be doing a different job. She can claim equal pay for equal work with a comparator doing work that is:

- The same, or broadly similar (known as like work.) Like work means the woman and her comparator are doing the same or broadly similar work. Job titles could be different, yet the work being done could be broadly similar. It is the nature of the work actually being done that needs to be considered.
- Different, but which is rated under the same job evaluation scheme as equivalent to hers (known as work rated as equivalent). Work rated as equivalent means that the jobs being done by the woman and her comparator have been assessed under the same analytical job evaluation scheme as being equivalent.... Job evaluation is a way of systematically assessing the relative value of different jobs. Criteria against which jobs may be assessed include, for example, effort, skill or decision-making.
- Different, but of equal value in terms of demands such as effort, skill and decision-making (known as work of equal value). Work of equal value means that the jobs done by the woman and her comparator are different, but can be regarded as being of equal value or worth. This can be measured by comparing the jobs under headings such as effort, skill and decision-making... Equal value is likely to be relevant where men and women are in the same employment but do different types of work.” (Code of Practice on Equal Pay, Equality Commission for Northern Ireland, 2013<sup>6</sup>).

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<sup>6</sup> The Code of Practice came into effect by order of appointment by the Office of the First Minister and deputy First Minister on July 22 2013.



### Pay transparency

Pay transparency is a basic requirement to monitor the gender pay equality. It means that every stakeholder (managers, employees, and trade unions) should understand the pay and benefit system in the given company. In particular, employees should be able to understand how each element of their pay packet contributes to their total earnings in any pay period.

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### Job classification

Job classification is a system for objectively and accurately defining and evaluating the duties, responsibilities, tasks, and authority level of a job. The job classification, done correctly, is a thorough description of the job responsibilities of a position without regard to the knowledge, skills, experience, and education of the individuals currently performing the job.



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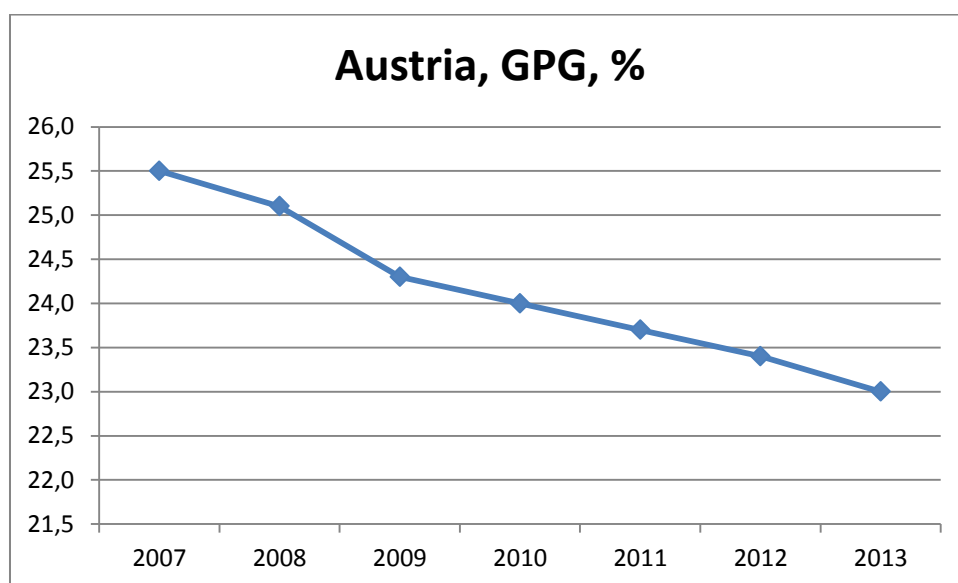
## ***Countries on gender pay gap***



## Austria

The gender pay gap in Austria used to be and follows to be a serious problem. In 2007 the Gender pay gap in unadjusted form for the industry, construction and services (except public administration, defense, compulsory social security) was 25,5%, one of the highest value in the EU. Since then the gender pay gap has been slightly decreased and in 2013 it was already „only” 23%.

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	2007	2008	2009	2010	2011	2012	2013
Austria, %	25,5	25,1	24,3	24,0	23,7	23,4	23,0

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

It was clear for the Austrian decision makers that urgent steps were needed.

In 2008 social partners agreed in a Joint Position Paper ““Equality between women and men as a concern of representing the interests of workers and employers”. It recognises that when closing the gender pay gap an important role needs to be given to educational and career choices of girls and boys, company policies to support the equal sharing of childcare responsibilities between mothers and fathers, getting a higher proportion of women in management positions and an improved framework for sharing of work and family life. The agreement states that salary calculations should



be fair, equal and transparent, and the social partners are committed to promoting equal pay under the income reports set out in the Equal Treatment Act.” ((Pilinger (2014), p. 69)

The 2008-2013 Government Program provided a National Action Plan for gender equality. In spring 2009 social partners and the Minister for Women organised a round table and in summer 2009 four working groups created to develop concrete steps.

Such important concrete step was the creation of *Equal Treatment Act* amendment for private economy which has become effective in March 2011. Despite that there were some policies and labour market interventions aiming to tackle gender pay gap which attempted for example to give more formal education of women, the results remained rather poor. Analysts in concern of the Austrian gender pay gap indicated on the need of such (further) policies which help women to get more labour market experience or managerial positions. It was also found that information on wages during wage bargaining are of high importance: “it has been shown that if workers know the distribution of wages, they are more likely to bargain more efficiently. Policies that provide information on paid wages should thus provide women with better chances in obtaining fair wages.” (Rene Boheim, Klemens Himpele, Helmut Mahringer, Christine Zulehner (2012)).

#### *The collective agreement in Bank sector – a good practice*

The collective agreement in the Bank Sector (2005) already contained reference to equal opportunities of women and men and measures to tackle the gender pay gap. According to its terms of parental leave counted as terms of employment for regular promotion; additional qualifications (languages or social skills) were remunerated and considered in the case of job promotion and better remuneration was introduced for the new entrants and for promotion to higher positions.

#### *Good practice: more transparency since 2011*

The tools include the yearly company income report and also information requirement on pay in job advertisement.

The legal amendment on income transparency introduced at company level *obligatory yearly income report*. The implementation was gradual, in 2011 this obligation concerned only the companies with



more than 1000 employees, in 2012 companies with more than 500 employees, in 2013 companies with more than 250 employees and finally in 2014 companies with more than 150 employees.

The *income report should include data as* the number of the women and men per occupation group (pay level); the average or median income of women and men in the given year by occupation group (pay level). It must include all types of income, like bonuses, premiums, extra hours, and also benefits in kinds, etc...The access to the these yearly reports is limited and must be kept confidential. Works councils, Trade Union, the Chamber of Labour or the Ombud for Equal Treatment have access to them. The penalty in case of offences against confidentiality can be up to 360 Euro and risk of dismissal. A manual ("Closing the Gender Gap – What can be done at company level") helps the members of Works councils to evaluate and check wage reports.

In the job advertisements since March 2011 employers must indicate the collectively bargained minimum wage and state how much more they would be willing to pay in numerical figures. In case of avoiding this, the penalty is up to 360 EUR.

#### *Fighting gender pay gap with collective bargaining in Austria. Parental leave credited towards wage development*

No doubt that the yearly obligatory income report is a useful tool during the collective bargaining.

There were also other initiatives: although it was not realised, in 2011 white-collar union GPA-DJP suggested additional wage bargaining rounds exclusively for female employees. According to GPA-DJP special negotiations could take place around three times over a 10-year period, where employers and trade unions discuss detailed pay figures for their sector and come up with concrete measures to reduce pay inequality between men and women.

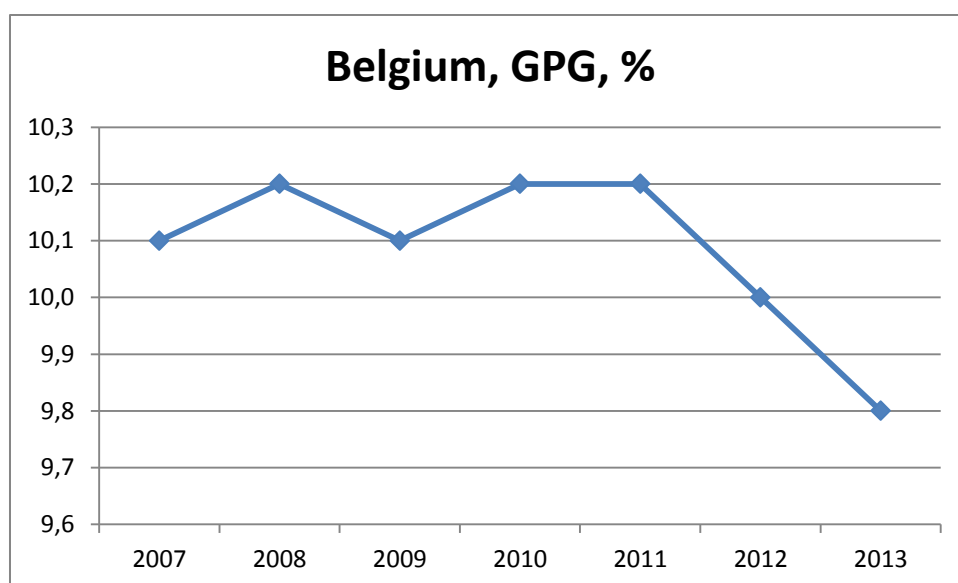
In the collective agreement of retail, general crafts and trade sector, the private telecommunications sector, the IT sector and the milk industry ten months of parental leave is credited towards pay progression. In the stone and ceramics sector 16 months of parental leave is credited towards wage development. In the metalworking sector 16 months of parental leave for every child the parent is taking leave for (and not only the former provision of taking only 10 months into account for one child only). (Alinger, Bernadette (2011))



## Belgium

The Belgian gender pay gap is relatively low in comparison with the other EU member countries but it is persistent: it has oscillated in the last decade around 10% (based on average hourly wage), and in 2013 it was already below 10%. Many women work part-time, meaning that on an annual basis pay gap rises to 23% (Gender Pay Gap Report, Belgium 2013, p. 6.)

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	2007	2008	2009	2010	2011	2012	2013
Belgium %	10,1	10,2	10,1	10,2	10,2	10,0	9,8

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

As it is due to a package of structural problems, the solution requires a long-term commitment of social partners (including government) to tackle with it.

### *Law 2012 to tackle gender pay gap*

Since 1999 the social partners have been committed to equal pay for work of equal value through gender-neutral job classification. Legislation to fight gender pay gap, “Obligation to negotiate measures against the wage gap at the sectoral level”, passed on April 2012. It can be considered an important step forward. It includes mandatory administrative reports at company and sectoral level.

### *Social balance sheet – monitoring gender pay gap*





Law 2012 to fight gender pay gap introduces measures to monitor at company and sectoral level. Enterprises with *more than 50 employees* have to report the wages of male and female employees in their social balance sheet which must be included in their annual accounts. They should make also a two-year analysis of pay structure. The results must be presented to the Works Council at the company and have to include wages, social benefits, supplementary insurances and other fringe benefits, measured as full-time equivalents, and broken down by gender, blue/white-collar status, job level, seniority and level of qualification. (We have to note, that according to main conclusion of the research for the trade unions by the HIVA institute and the Faculty of Economics of the Catholic University Leuven on the causes of gender pay gap is that men have more chances to be entitled to additional social and other fringe benefits). A mediator (for example a shopsteward) must be nominated in the company, if according to an employee she/he suffers wage discrimination.

#### *Checklist for gender neutrality in job evaluation and classification*

According to the law of 2012 to fight gender pay gap for the companies with less than 50 employees a sectoral Joint Committee acts like preparing gender-neutral job function classifications. These classifications are to be submitted to the Federal Public Service for Employment, Labour and Social Dialogue which is evaluate them against the already existing *checklist* "[Gender neutrality in job evaluation and classification](#)". The checklist was developed with the aim of trade union experts for the *Institute for the Equality of Women and Men*.

The legislation to fight gender pay gap is supported by trade union. According to the Christian Trade Union (AWC) "it would make the pay gap more visible at company level, and would therefore make it easier for union leaders to tackle individual employers on the issue." (Caroline Vermandere (2012)). At the same time trade unions called the attention for better indicators and gender-neutral criteria to carry out the equal value comparisons.

#### *In-depth analysis of causes and recommendations*

Based on their analysis the Institute for the equality of women and men and the Federal Public Service for Employment, Labour and Social Dialogue prepared a series of recommendations like to screen job classifications in all sectors from point of view of gender neutrality and adjust them if necessary; to fight against stereotypical study/carrier choices; to remove labour market obstacles before women, to make easier the transition from one job to another, to improve the combination of



family life and work; parental leave should better divided between the parents, to offer affordable day care ; further measures to break glass ceiling; greater transparency in individual pay negotiation; to reinforce statistical tools to get better information on pay gap.

### *Trade union tools and measures to tackle gender pay gap*

#### *Trade union's Campaign work*

The FGTB/ABVV has been running an “equal pay day” campaign for 6 years aimed at sensibilizing the whole population on gender wage differentials.

#### *Trade union Cross-sectoral agreement – tool for gender equality; gender neutral job classification systems*

The Belgian cross-sectoral agreement (2007-2008) can be considered as an important tool to promote gender equality. Special value of the cross-sectoral agreement is that it includes “equal pay for equal work”, and also the requirement that job classification systems must not be discriminatory and must be gender-neutral. It called also on the sectors to follow non-discrimination policy, like to introduce gender neutral job classification systems across economic sectors and organisations.

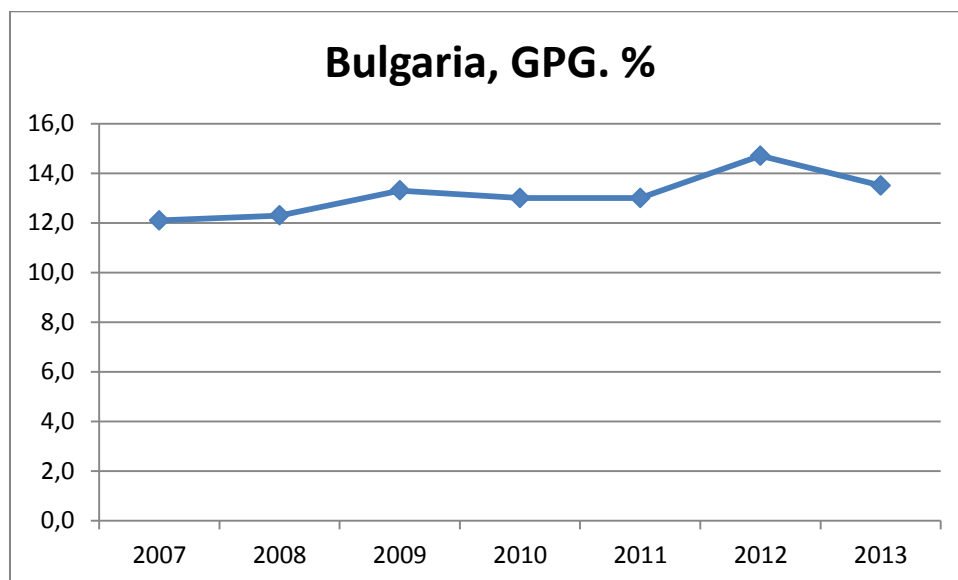
Agreement states also that “any discrimination based on sex should be eliminated in all aspects and conditions of remuneration (base salary, gratuities, benefits in cash, savings or additional agreed holiday allowances or supplementary social security, etc.)”. It is pity that the cross-sectoral agreement 2009-2010 already didn't concern gender equality.

#### *Mandatory neutral job classifications in some sectoral agreements*

Sectoral agreements in metal and clothing sectors have negotiated gender neutral function classifications, which are now mandatory. The Joint Commission for banks agreed provisions on of non-discrimination in career progression. According to Section IV Working female staff, Article 61 “female staff have the right to full and equal working conditions with those of male staff, and have the same opportunities for promotion, career development and education.” (Pilingier (2014), p. 70)



## Bulgaria



	2007	2008	2009	2010	2011	2012	2013
Bulgaria %	12,1	12,3	13,3	13,0	13,0	14,7	13,5

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The Bulgarian gender pay gap used to be lower than the EU average, after a peak in 2012 (14,7%) in 2013 it decreased to 13,5%.

In Bulgaria, “although the social partners acknowledge that the issue is important, no specific measures have been implemented – what activity there is takes place mainly within the context of national policies”. (Eurofound (2014), p.13)

### *(Sectoral) collective agreements tackling gender equality*

In Bulgaria – despite that the key level of collective bargaining is at the company level - several sectoral agreements are bound, part of which tackles gender equality in a wider way than the Labour Code. For example in the collective agreement in light industry includes the access to professional training supporting female career development. In the transport sector job and professional qualities assessment was done to determine pay levels and look at hidden discrimination. The transport sector



collective agreement (2010) includes a part dealing with violence at workplace and gender equality, to guarantee gender equality in concern of pay, training and career.

Sectoral agreement in the water and sewerage sector covers additional compensation for parental leaves above the national level. Collective agreement signed by Irrigation Systems Plc and Podkrepa trade union federation (October 2011) offers three days more annual leave to mothers with two children less than 18 years; five additional days for mothers with three or more children. Leave may be taken when the employee requests it and cannot be compensated for in cash, except in case of termination of the employment relationship. Also the collective agreement signed by Bulgartransgaz EAD (state-owned joint stock company) and the Podkrepa trade union offers additional extended paid annual leave for mothers with two or more children less than 18 years.

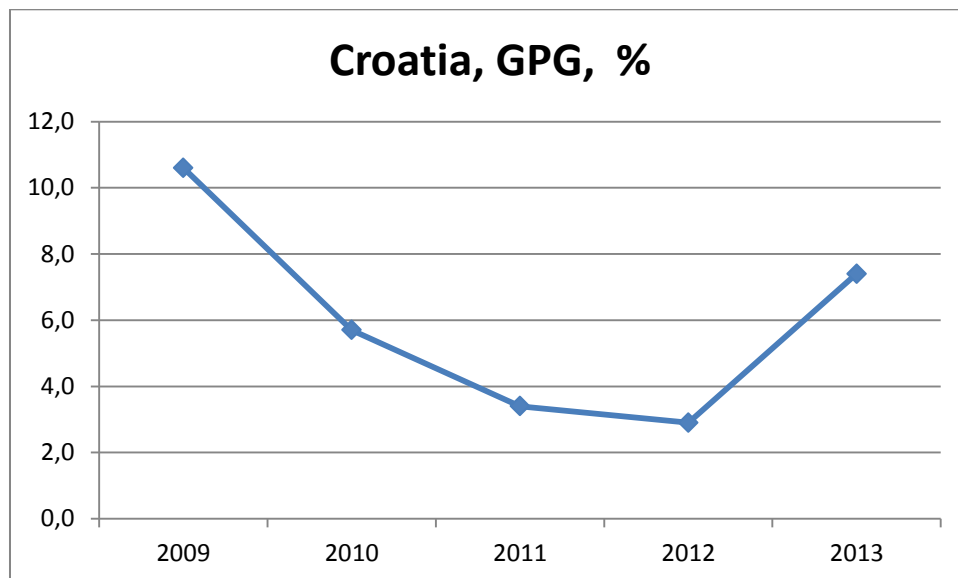
The sectoral agreement in the energy sector refers to discrimination and equal pay. (Pilingier (2014), p.71)

#### *Collective agreements at multinational companies*

In several multinational companies collective agreements include such social benefits as kindergarten fees, summer camps, and give possibility for mothers in part time in the first year of child's schooling. Companies do internal classification of jobs to calculate salary levels.



## Croatia



	2009	2010	2011	2012	2013
Croatia %	10,6	5,7	3,4	2,9	7,4

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

\*Croatian Bureau of Statistics data (CBS, 2011)

Croatian gender pay gap used to be much lower than the EU average. It shows also a hectic change, ups and downs from year to year which makes questionable the quality of data on gender pay gap.

### *Legislation for gender (pay) equality*

In Croatia the first Law on Gender Equality was adopted in 2003.

### *Croatian Act on Gender Equality*

The Croatian Act on Gender Equality demands no discrimination in public and private sector concerning employment and working conditions, benefits and wages. It promotes equal pay for equal work (Gender Equality Act, 2008, (Article 13, Paragraph 1, Subparagraph 4)). Similar requirements are included in the Labour Code.

### *National Policy for Gender Equality for 2011-2015*



The first National Strategy for Equality of Women and Men was adopted in 1997.

The National Policy for Gender Equality for 2011-2015 edited by the Government of the Republic of Croatia – Office for Gender Equality was adopted in 2011. It stresses that equal opportunity at labour market is a key area of strategic action. It includes that Croatia would celebrate the European Equal Pay Day each year. It also includes the need to raise the awareness of stakeholders involved in collective bargaining on the need of equal pay for work and on the need to improve the collection, processing and dissemination of gender pay gap statistical indicators.

#### *Croatian Employers' Organisation for gender equality*

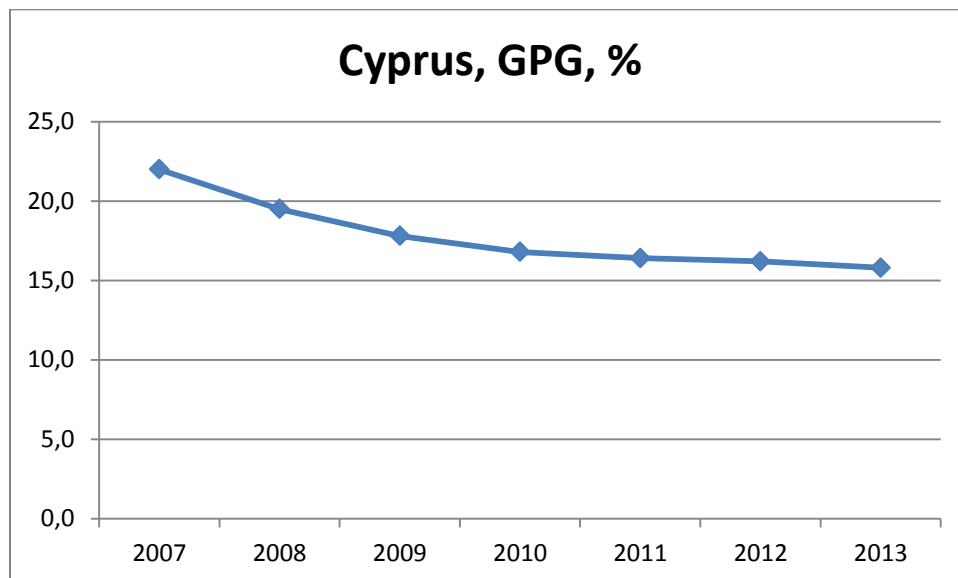
In Croatia, the Croatian Employers' Organisation (CEA) and the Union of Autonomous Trade Unions of Croatia (UATUC) reported the implementation of several gender equality initiatives, while the attention paid by the country's other social partners is lower. (Eurofound (2014), p.13)

#### *Croatian trade unions for gender equality*

Trade unions organised some seminars, round tables, or awareness campaigns mentioning also the gender pay gap problem. But as the gender pay gap issue is mostly absent at public agenda and the problem is hardly understandable for the majority of the stakeholders there is need of even more awareness raising campaigns. According to Croatian experiences there is need to investigate gender pay gap at very different levels, first of all not only at company but *also at unit level* as gender pay gap can vary significantly from unit to unit as well.



## Cyprus



	2007	2008	2009	2010	2011	2012	2013
Cyprus %	22,0	19,5	17,8	16,8	16,4	16,2	15,8

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The gender pay gap in Cyprus was 22% in 2007 and it was gradually decreasing, In 2013 it was only 15,8%, even lower than the EU average.

### *Collective agreements tackling with gender equality*

As concern the collective agreements, in 2005- 2009 the Confederation of Cyprus Workers (SEK) has stimulated to include equality on pay in the agreements. The problem is that there are companies and sectors without trade union representation and not covered by collective agreements and where a significant gender pay gap exists. For example it is the case of supermarkets, where female employees are predominant.

SEK also carried out research on how the collective bargaining tackles the issue of gender equality, including the topic of equal pay for equal work (Eurofound, (2010), p. 21.)). According to its findings there are a limited number of agreements tackling to reduce gender pay gap. For example he Democratic Labour Federation of Cyprus, DEOK, signed two agreements dealing also with the gender



pay gap. The agreement between DEOK and the company NEA SEVEGEP (2005 - 2007) Article 7 referred to equal pay and it was applied strictly to the working terms of the company. Another collective agreement between DEOK and buses in the Nicosia District (2006 - 2008), includes that equal pay should apply to all drivers, women and men (Article 3). (Pilingier (2014), p. 71)

#### *Other trade union measures*

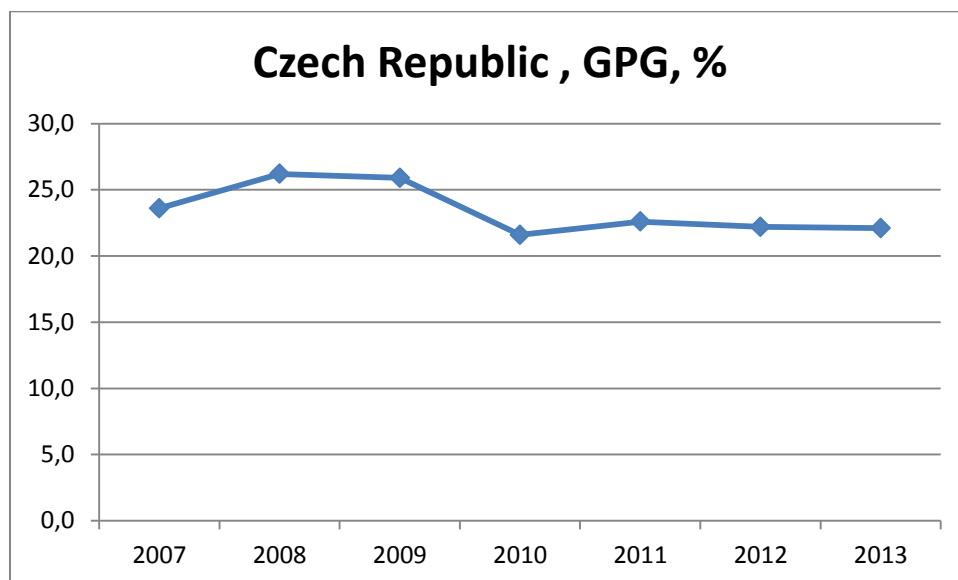
SEK tackled the gender pay gap issue in meetings, published information material, and reached the media to sensitise public in the topic. (Look at CEEP, UNICE/UEAPME, ETUC (2009) p.32.).

“The Equality and Equal Treatment Department of the Democratic Labour Federation of Cyprus (Δημοκρατική Εργατική Ομοσπονδία Κύπρου, DEOK), along with the German United Services Union (Vereinigte Dienstleistungsgewerkschaft, ver.di) and the Confederation of Estonian Trade Unions (Eesti Ametiühingute Keskliit, EAKL) have all provided their officers with handbooks and brochures on equal pay, training and seminars to raise awareness on the gender pay gap and to promote gender equality in wage setting.” (Eurofound (2010), p. 21)





## Czech Republic



	2007	2008	2009	2010	2011	2012	2013
Czech Republic %	23,6	26,2	25,9	21,6	22,6	22,2	22,1

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

In the Czech Republic the gender pay gap is a long-term problem; it used to be higher than 20%. In the years of economic crisis, in 2008 and 2009 it increases to around 26%. Following this gender pay gap decreased and in 2013 it was “only” 22%.

### *Social partners’ measures on tackling gender pay gap at macro level*

Gender pay gap is high despite that social partners recognise the important role of social dialogue in solving this problem. There were also some projects to reduce gender pay gap and promote gender equality. For example in 2006 the social partners were involved in a Czech and German twinning project “Gender Equality Treatment: The Role of Social Partners at the Workplace”. It was run by the Czech Ministry of Labour and Social Affairs including also a campaign to reduce gender pay gap. The Confederation of Industry within an EQUAL project distributed a guide for employers with title “How to tackle the pay gap”.



In the practice, in the Czech Republic, the only social partner regularly dealing with gender issues used to be the Czech-Moravian Confederation of the Czech Republic (ČMKOS), which promotes campaigns and monitors developments in this policy area. (Eurofound (2014), p.13).

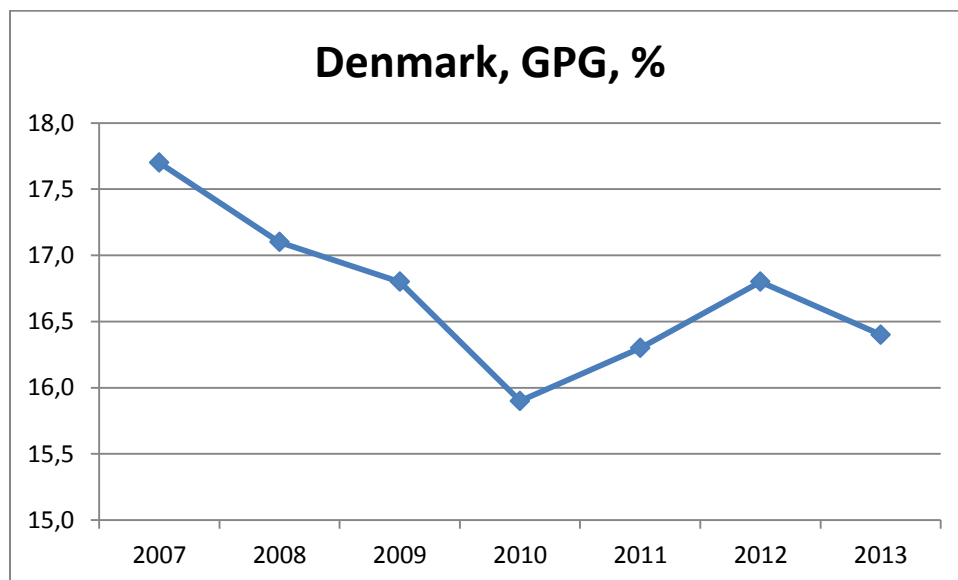
The trade union confederation, CMKOS took part in the project of ITUC Women Network. A manual on gender mainstreaming in collective bargaining was elaborated and is used by the CMKOS affiliates. Within an EQUAL project also CMKOS experts created a learning material with title “Collective bargaining and translating gender equality into practice”. It concerns among others collective bargaining and methods at different level and gender pay gap.

#### *Measures at company level*

The Czech social partners try to involve more and more companies to use measures like screening job descriptions and pay criteria to check them from the point of view of discriminatory elements, promote equality plans and modernisation of pay systems etc. (Source: CEEP, UNICE/UEAPME, ETUC (2009) p. 39.)



## Denmark



	2007	2008	2009	2010	2011	2012	2013
Denmark %	17,7	17,1	16,8	15,9	16,3	16,8	16,4

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

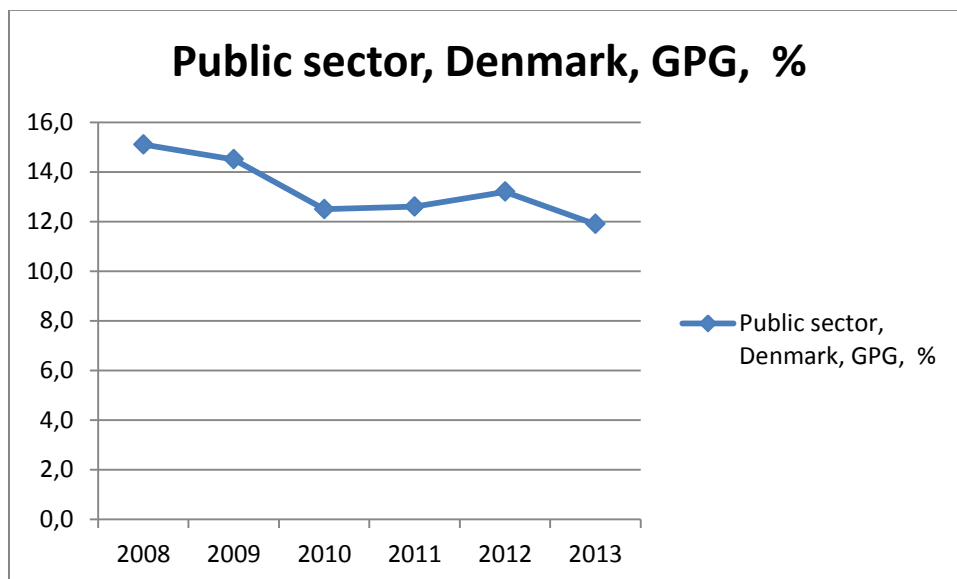
In Denmark the campaign for equal pay goes back to the mid-1800s. Danish Parliament accepted the Equal Pay Act in 1976. Despite of the long battle, gender pay gap has not disappear. The Danish gender pay gap corresponds to the EU average: in 2007 it was 17,7%. In 2013 gender pay gap was slightly lower, 16,4%.

### *Law on Wage transparency*

Since 2007 the Law on Transparent Wage Information obliges companies to publish annual wage statistics for men and women to make visible the pay equality. These statistics should be examined in cooperation committees or similar forums by the employees and the management.

### *Collective agreement and wage commission in public sector*

The pay gap in the Danish public sector used to be much lower than in the competitive sector.



	2008	2009	2010	2011	2012	2013
Denmark,%	15,1	14,5	12,5	12,6	13,2	11,9

<http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

The collective agreement concluded by the social partners in the public sector already in 2005 contained various elements to support gender equality. For example pension rights were extended in concern of unpaid parental leave; it meant a step towards reducing the 'gender pension gap'. Another achievement is that pension contribution is covered fully by the employer for this time for a maximum period of 32 weeks. As a result of negotiations, agreements in public and and also in private sectors started to contain clauses on pension entitlements to be continued during maternity and parental leave.

The public sector collective negotiations in 2008 focused among others on the caring jobs (social care, health, etc.) characterised by low wage and predominantly female staff.

In 2009 as outcome of collective negotiations for public sector employees, the Government set up a *wage commission* for the public sector focusing on the gender-segregated labour market and equal pay. Trade union confederation, LO and the Danish employers' federation, DA take part in it.

The National union of Commercial and Clerical Employees (HK) has negotiated agreements with municipalities in carrying out equal pay surveys.



### *Social partners' measures*

In 2003, LO and the Danish employers' federation, DA carried out a research entitled "Women's and Men's Wages", focusing on the gender pay gap and looking at the possible causes.

In 2007, the employees' and employers' side, LO and DA and the third side, the Ministry for Gender Equality published a guide on equal wage, including good practices from companies focusing on the topic.

In 2009 LO has approved an equal wage strategy with special view to its sustainability in the trade union system.

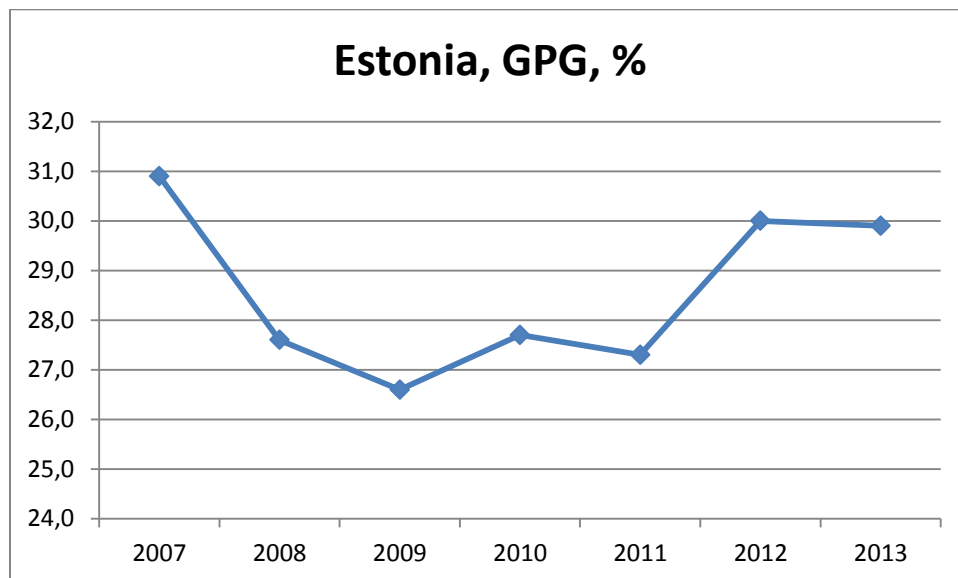
LO tries to give good example too. LO conducts its own internal personnel policy gender equality audit among others focusing on wage equality.

### *On-line service to calculate gender pay gap*

The United Federation of Danish Workers (Fagligt Fælles Forbund, 3F), provides an online service to calculate the gender pay gap in a given workplace. It includes a guide on how to do this calculation. If the gender pay gap exceeds 5%, the workers are encouraged to contact the trade union. (Eurofound (2010), p. 20).



## Estonia



	2007	2008	2009	2010	2011	2012	2013
Estonia, %	30,9	27,6	26,6	27,7	27,3	30,0	29,9

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The Estonian gender pay gap is the highest in the European Union. From 2007 to 2009 the indicator was slightly improved but from 2010 it has deteriorated again; in 2012-2013 the Estonian gender pay gap was again around 30%. It has happened despite the government was aware of gender inequalities. Only few steps has been taken to tackle with the gender inequalities.

### *Measures to tackle gender pay gap*

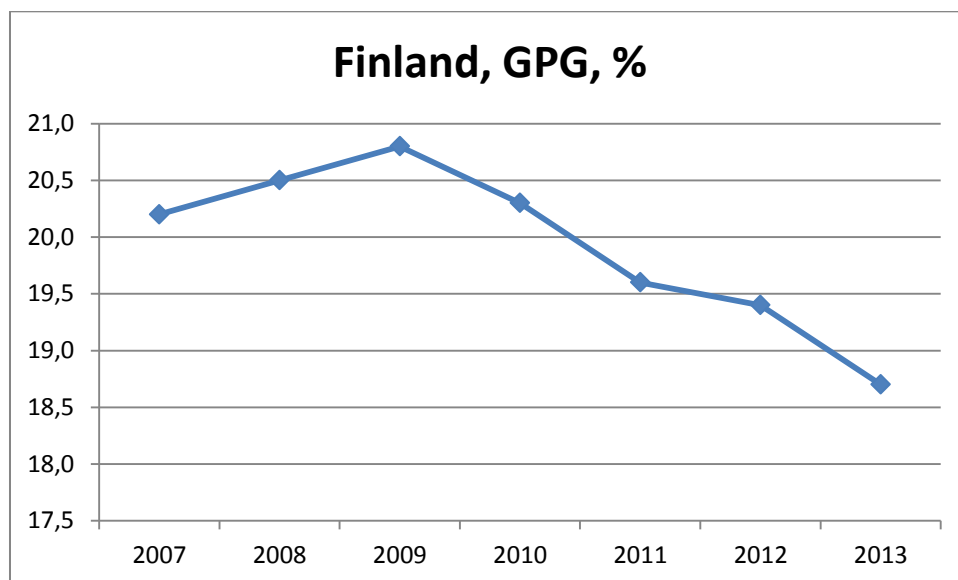
The Estonian government in 2012 accepted a gender pay gap reduction plan. The Estonian Statistical office in 2013-2015 implements a project with title "Increased Availability of Gender Pay Gap Statistics" to publish annual gender pay gap statistics.

### *Low presence of gender equality in the collective agreements*

According to the study "Collective Agreements in Estonia" (2013) only 4% of collective agreements agreements being in force in 2011 included the topic of equal treatment. (Estonia: Industrial relations profile (2014)).



## Finland



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	2007	2008	2009	2010	2011	2012	2013
Finland, GPG, %	20,2	20,5	20,8	20,3	19,6	19,4	18,7

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The Finnish gender pay gap is higher than the EU average. In 2007-2010 it was above 20%. lately it has been slowly diminished and in 2013 it was „only” 18,7%. There is no difference between the competitive and public sector, in the public sector the gender pay gap used to be as high as in the competitive sector.

The wide gender pay gap in Finland is despite of social partners' several attempts to tackle with gender equality and despite that according to estimates the National Equal Pay Programme in Finland has led to a 1% reduction in the gender pay gap, which was achieved as a result of collective agreements on equal pay.

### *Tripartite equal pay programme*

Finnish social partners were carried out a tripartite programme called “Equal Pay Programme” (2006). It aimed to implement the equal pay principle in accordance with the revised Gender Equality



Act. The programme had a concrete target to decrease gender pay gap, calculated on the basis of regular monthly working hours, from 2006 to 2015 at least 5 percentage points. Another aim is that by 2015 ¾ of workers should work within fair and incentive-based pay systems.

The programme included measures to tackle with horizontal and vertical segregation. It also concerned wage policy, pay systems, gender equality planning, reconciliation of family and work, development of statistics and cooperation in statistics.

The programme also targeted to give equal career opportunities and by 2020 to have half of all managerial posts filled by women.

#### *Analysis of the gender aspects of collective agreements*

Social partners carried out a joint research on the gender aspects of collective agreements (2006, 2009). They focused on gender-related provisions of the collective agreements and recommended to member organisations (employer associations and trade unions) to monitor the state of gender equality, to take gender aspects into account during collective bargaining and to monitor concretely the gender pay gap. The recommendations were taken into account during the collective negotiation rounds. (CEEP, UNICE/UEAPME, ETUC (2009) p. 49).

#### *Public sector negotiations and progress review*

In 2011 the Finnish Trade Union for the Public and Welfare Sectors (JHL) public and municipal sectors aimed to negotiate to reduce gender pay gap and to ensure equal treatment for temporary workers. According to a review of progress by the JHL the reforming pay structures had some effect on reducing pay gap first of all in case of employees with higher wages. The objective is to reduce pay gap to 15% by 2015. According to the same review the Finnish labour market is highly segmented. Equality plans had some positive effect in concern of work-life balance, decrease of harassment and discrimination but not in concern of gender pay gap.

How to compare pay across different collective agreements? – it is a difficult task for the union.





### *Special pay programme for women in public sector*

In the Finnish public sector a national pay-programme was carried out in 2007 to raise women's wages in positions requiring higher education. True, the aim was to decrease the gap between salaries in the public and private sector.

### *Collective agreements in the Finnish industry tackling gender pay gap*

Collective agreements in Finnish industry in general included among others topics like

- specific pay increases for low paid workers and for workers in female dominated jobs;
- transparency in pay systems;
- job evaluation free from gender stereotypes;
- workplace pay surveys;
- working time policies.

### *Bigger pay rise for low wage earners*

In 2011 Ammattiliitto Pro union – with 4000 members – protested against Finnish paper companies. At the end the union and the Finnish Forest Industries Federation (FFIF) agreed a second-year wage renewal. The white-collar union won a national wage increase. There was a 1,5% increase or €48/month minimum increase, whichever was higher, which made narrower the pay gap of lower-wage clerical workers.

### *Allocating part of total wage cost to reduce gender pay gap*

Sectoral agreement (2/2012/-1/2014) reached by the Union of Church Professionals within Akava postulated that 0,5 % of total wage costs should be allocated to diminish pay inequality between men and women.

### *Setting up special working group*

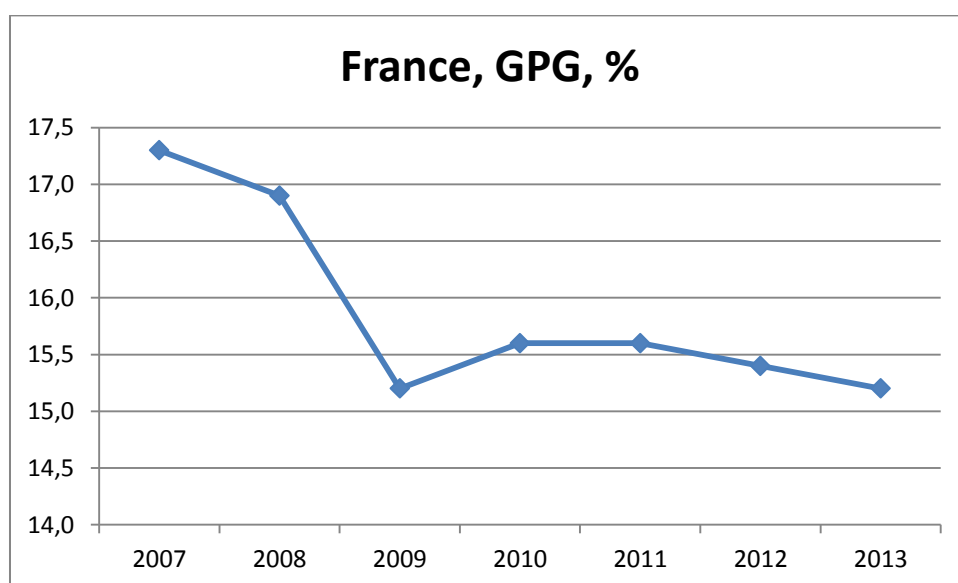
According to a collective agreement in the Finnish financial sector social partners should set up a working group to help to carry out pay evaluations at work place level. (Pilinger (2014), p.72).)



## France

The French gender pay gap has been decreased two percentage points since 2007 and since 2009 it is stagnating around 15%, a little below the EU average value. We have to bear on mind that these figures concern the total gross hourly pay. If the basis is the yearly wage the gender pay gap is much broader as additions for overtime or extra work are more frequent and based on a higher hourly average for men.

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	2007	2008	2009	2010	2011	2012	2013
France, GPG, %	17,3	16,9	15,2	15,6	15,6	15,4	15,2

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

### *Legislation for equal pay for men and women*

It was planned that the law of March 2006 would contribute to the decrease of gender pay gap in France by 2010. In November 2007 at the tripartite conference, the French government committed to promulgate a law putting in place financial sanctions for companies which fail to apply equality of pay. (CEEP, UNICE/UEAPME, ETUC (2009) p. 55).

### *Comparative reports included in collective agreements*



According to some collective agreements comparative reports on the actual situation on gender pay gap must be prepared to be able to prepare detailed prognosis by the companies themselves or by an expert. The company can also claim financial assistance for the analysis.

### *Examples of agreements between unions and employers*

According to the 2012 report on collective bargaining a total of 1,265 agreements were concluded in 2012 which included 19 agreements concluded on professional equality; 164 branch agreements addressed on gender equality and a further 183 explicitly addressed equality. (Pilingier (2014), p. 72-73).

### *National intersectoral collective agreement*

In 2004 a national intersectoral agreement was signed by the main employers' organisations and trade union confederations concerning gender equality and gender balance in the workforce. It includes processes to decrease gender pay gap, prevent that maternity leave adversely affects women in their career, etc.. It also offers framework for bargaining at sectoral and company level.

### *Collective agreements to close gender pay gap in bank sector*

This collective agreement signed in 2005 by the trade union confederations CFTD, CFTC, CGT, FO and the bank *Société Générale* had a progress in concern of wage data transparency. As concerns of wages the agreements focuses on the neutralisation of the negative effects resulting from parental or maternity leaves on wage increases. (For example, during the leave, workers continue to benefit from general wage increases. Moreover, if a worker did not benefit from a wage increase for three years before they used a maternity or adoption leave, they will automatically receive a wage increase after the leave.) (Cristophe Tessier (2009)).

The agreement includes the objective of 50% representation of women in managerial, top level and board positions.



A monitoring commission once a year or on the request of a trade union monitor progress planned in the agreement. It was also concluded that elected trade union representatives must to be trained to use and understand the wage data.

In 2006 in the bank sector CFDT, CGT and FO signed an agreement on occupational equality. It planned to close pay gaps by 2010, and stated the importance of equal treatment from training to promotion at all stages of careers.

#### *Agreement between FO and EDF*

An agreement (2012-2014) between the trade union confederation FO and the EDF on professional gender equality includes a chapter with the title “The pursuit of equal pay” to reduce gender wage gap including priorities to address pay differences through “allocation of individual increases in the selection process.” At least yearly pay increases are to be allocated in terms of testing the levels of skills and individual professionalism, position in employment, seniority and training. Monitoring of people working in part-time ensures that they are equal to those in full-time employment.

#### *Agreement between FO and France Telecom SA*

An agreement (2011-2014) between FO and France Telecom SA contains a full chapter on remuneration policy and equal pay. The agreement states that an annual analysis of pay is to be carried out and a budget for equal pay and an action plan is to be established for the implementation of corrective measures of wage differentials.

According to the agreement employees must be notified by the potential impact on their retirement of options such as part-time work and parental leave. It also covers the payment of contributions for parental leave, family leave, family solidarity leave and leave for family support.

#### *Agreements between electricity employers and trade unions*

The electricity employers’ organisations UFE and l’UNEmIG (electricity employers) signed agreements with trade unions, CGT, CFDT, CGT-FO CFE-CGC, CFTC, on gender equality, including specific objectives on equal pay.



## Germany



	2007	2008	2009	2010	2011	2012	2013
Germany, GPG, %	22,8	22,8	22,6	22,3	22,2	22,4	21,6

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The German gender pay gap is much higher than the EU average and in the previous years it used to be in a steady round 22%. The high gender pay gap in Germany is due mainly to the facts that „women more often work in areas where the pay level is lower, women are less represented in well paid management positions and they have spent fewer years in work, which has negative implications for wage developments. Existing role images influence the division of work in families and the choice of profession; this in turn is reflected in income. Lastly, the conditions put in place by the state – in particular the still inadequate supply and inflexible possibilities for childcare – are partly responsible for pay differences.” (CEEP, UNICE/UEAPME, ETUC (2009) p. 58-59).

### *National alliance for Equal Pay Day*

The Equal Pay Day was launched in the US by the "National Committee on Pay Equity" (NCPE) in 1966. We have to mention that many other countries have joined since then to this initiative, like



Switzerland, Austria , France, Italy , Spain, Poland , Belgium, the Netherlands , Romania , Ireland, Great Britain, Sweden , Czech Republic , Hungary.

The Business and Professional Women Germany (BPW) – a women's network – initiated a national alliance for action on Equal Pay Day. This alliance included the Confederation of German Employers' Associations (BDA), the advisory group Deutscher Frauenrat, the female entrepreneur federation - Verband der Unternehmerinnen (VDU) - and the Bundesarbeitsgemeinschaft der kommunalen Frauenbüros und Gleichstellungsstellen (BAG), which is the Federal Association of the municipal women's offices and equality bodies. The alliance – among others – tries to raise awareness on the possible causes of gender pay gap. It indicates the different career routes based on selected professions and/or sectors. The first Equal Pay Day in Germany took place on April 15 of 2008. During the two first years the activity of the alliance was financed by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth.

The trade unions on educational work supported the initiative by dedicating website to the issue ([www.entgeltgleichheit.de](http://www.entgeltgleichheit.de))

### *Gender pay gap analysis at company level*

In Germany there are several companies to look for gender pay gap and its causes. The Group Diversity Management put in place by Deutsche Telekom AG found that there are no gender-specific pay differences among employees not covered by a collective agreement. It was also found that „...corporate remuneration policies are oriented on performance-related and hence gender-neutral criteria, e.g. BASF AG, and accordingly apply the principle of non-discrimination in pay linked to nationality, religion, gender or other diversity characteristics. (CEEP, UNICE/UEAPME, ETUC (2009) p. 58-59)

### *DGP supporting Lohnspiegel*

The trade union confederation, DGB support *WageIndicator*, an on-line web survey (*Lohnspiegel*). According to its findings a person with business administration degree and covered by collective agreements earn on average Euro 4,434 monthly, Euro 410 more than their colleagues in companies without such agreements. The survey covers 3,000 persons with MBA, having an average. The experience also pays off, employees's average salary with MBA over 20 years is Euro 5,283, against Euro 3,254 for starters. Women MBA's with an average Euro 3,705 earn 18% less than their male

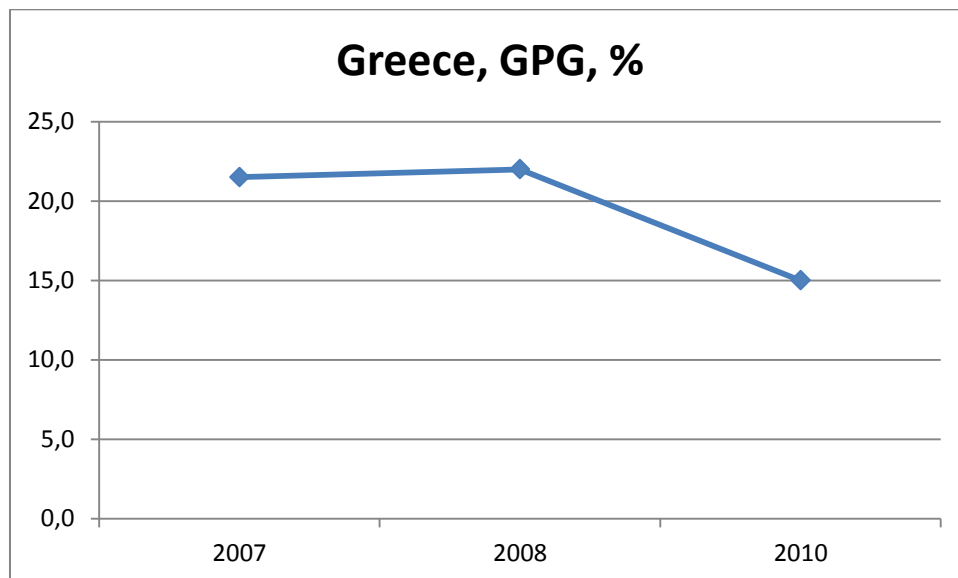


With Innovative Tools Against Gender Pay Gap – WITA GPG (2014-2016) Financed by European Commission - JUST/2013/Action Grants - Specific Programme "Progress" (2007-2013) Section 5–Gender Equality (No 4000004929)

colleagues (Euro 4,506). At the very start of their career, female MBA's experience a gender pay gap of 14%.



## Greece



	2007	2008	2009	2010	2011	2012	2013
Greece	21,5	22	:	15,0	:	:	:

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

As concern Greece Eurostat offers sporadic data on gender pay gap: in 2007/2008 it was around 22% and in 2010 it was significantly decreased to 15%.

### *Bipartite framework agreement on gender equal opportunities*

In 2006 a bipartite framework agreement titled “*Memorandum of Understanding relating to the promotion of equal opportunities for men and women in enterprises*” was concluded by the Ministry of Interior Affairs’ Secretariat-General of Equality and by employers’ organizations, the Hellenic Federation of Enterprises (SEV), the Hellenic Confederation of Professionals, Craftsmen and Merchants (GSEVEE), the Hellenic Confederation of Greek Trade (ESEE), the Chamber of Commerce and Industry of Athens (EBEA) and the Hellenic Network for Social Corporate Responsibility.

### *Minimum wages set by National General Collective Agreement*

In Greece according to the Law 1876/1990 on Free Collective Bargaining it is the National General Collective Agreement which has to determine the daily minimum wage for the blue collar workers. In 2012 and 2013 new laws were implemented concerning a new system to define the statutory minimum





wage for white collar and daily minimum wage for blue collar workers. According to it employees older than 25 years of age are entitled to a (monthly) minimum wage of €586.08 and blue-collar workers to the minimum daily wage of €26.18. Employees younger than 25 years old earn at least €510.95 and blue-collar workers €22.83 per day.

#### *Collective agreements: no clauses on gender pay gap*

According to report of the Research Centre for Equality (2002) we cannot find any special clause in the collective agreements to fight gender pay gap, neither at national, sectoral or company level. According to the report "Social partners have not taken advantage of the options provided by Law No. 1876/1990 on the free collective bargaining. As for the pay gap, collective bargaining promotes equal opportunities to the minimum possible extent. In addition, weakness is registered in the collective labour agreements covering vulnerable groups of workers with low bargaining power, these being in their majority women. In conclusion, although collective bargaining is still the main means for setting wages, it does not seem to take into account the factor of sex in the way it sets pay" (Gianakourou M. & Soumeli E. (2002)).

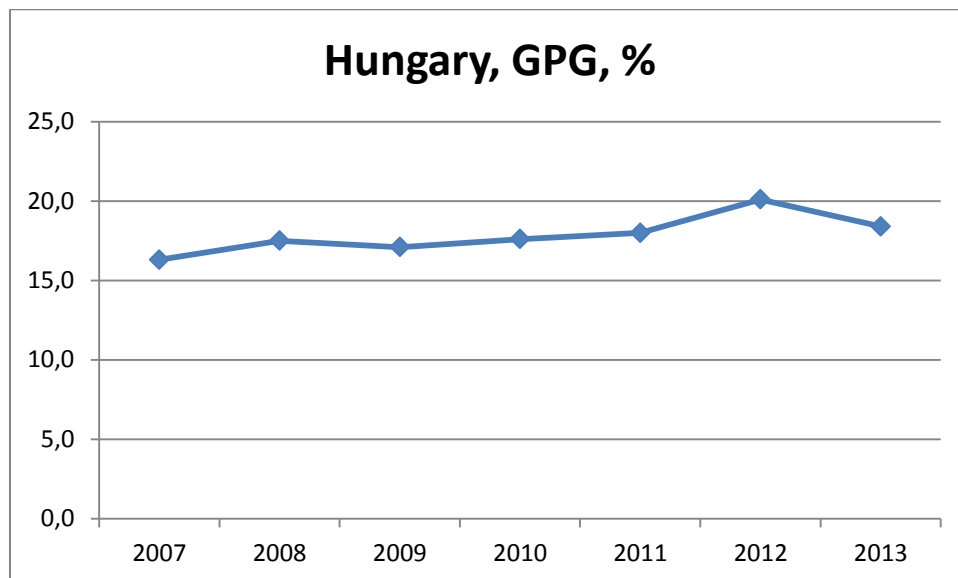
The situation has not been changed even later in concern of gender equality and gender pay gap.. According to an analyst "Issues of gender equality are not addressed much in collective bargaining. Collective labour agreements provide for an increase in the number of days legally granted for maternity leave, pregnancy leave, breastfeeding leave, and leave for family reasons, but these measures mainly aim at a good work–life balance, not at gender equality." (Lampusaki (2014))

#### *Government policies with low effects*

Following the crisis of 2008 gender equality in the labour market has been marginalised in both public and political debates. During the last years government policies have been implemented to finish gender discrimination in the labour market but without marked effects. Most of these policies were aimed at the supply side like the Ministry of Employment has implemented programmes for women's entrepreneurship that grant low-interest loans. The General Secretariat for Gender Equality (G.S.G.E.) has established counselling centres for unemployed women and implemented training schemes with guaranteed employment.(Kambouri (2013), p. 7-8.)



## Hungary



	2007	2008	2009	2010	2011	2012	2013
Hungary, %	16,3	17,5	17,1	17,6	18,0	20,1	18,4

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

Hungary is one of the very few countries in the European Union where the gender pay gap has a growing tendency. In 2007 the Hungarian gender pay gap was 16,3% meanwhile in 2012 it was already above 20% and in 2013 it was 18,4%, higher than in 2007. Only in Spain, Italy, Portugal and Latvia we find similar developments, meanwhile in the other countries gender pay gap is decreasing or at least stagnating. The national average covers (also in Hungary) an uneven picture. The volume of gender pay gap varies greatly by occupation, sector, age, education, region, number of children, status (white collar, blue collar, managerial status) at workplace, firm size. It means that adequate policy measures against pay gap would require a deep analysis and not only collecting the relevant statistical data but also to investigate the reasons.

As concerns the Hungarian case there is such problem that „The state-of-art of pay equity in Hungary has not been considered as first priority neither by social partners (employer or employee organisations), nor by the government. Nevertheless, various steps have been taken in this area during the last few years.” (Szilvia Borbély (2010)



### *Legislation and Equal Treatment Authority*

The law CXXV. of 2003 on the equal treatment and promotion of equal opportunities defines the basic concepts and the prohibition of discrimination.

The 12§ of Labour Code (Law I. of 2012) states the need to observe the requirement of equal treatment in concern of employment in general and the remuneration in particular.

In case of violation of regulations on equal treatment the court or the Equal Treatment Authority can be contacted. Equal Treatment Authority with its resolutions shows those factors and conditions on what was pointed out that an employer pays less to the female employees.

### *Trade union project*

The National Alliance of Hungarian Trade Unions (MSZOSZ) organized a project – by the name of “Equal Opportunities at Work” – which main goals were to change the view of the trade unions’ officers to contribute to the elaboration of the equal opportunities plans at work; and to urge the fulfilment of the underlining principle of the “equal pay for equal work” specified in the collective agreements. (CEEP, UNICE/UEAPME, ETUC (2009) p. 62.)

### *Sectoral social dialogue committee on gender issue*

In the Hungarian textile and garment industry the Sectoral Social Dialogue consider it of particular importance to deal with gender issues. As a joint initiative of the trade union and the employer side, a methodology for a joint research has been prepared. The aim of the research was to focus not only on the wage but also investigate the cost/benefit of the female employment from the employers’ angle.

### *Equal project of Hungarian trade union confederations*

The EQUAL project H005 „Equal pay for equal work! Establishing e-WageBarometer in partnership” from July 2005 until April 2008 was initiated by two trade union confederations (MSZOSZ and ÉSZT) and two NGOs. Its main results was to establish a database of 10,000 items on income (wages), work



and employment conditions by gender active participation of rank and file trade unionists in the project – “learning by doing” sensibilisation of a critical mass to gender equality at workplace level. There were organised 19 county seminars (with 500 participants altogether) and a national conference on tackling gender pay gap was held in the Hungarian Parliament with 500 participants.

Based on the initiative of EQUAL Authority, several EQUAL partnerships created “Women and Men Network” (2007/2008). The main product of the network was the creation of an *e-learning material* “Equal pay for equal work! On the road toward gender economic equality” – e-learning training material for employees and interest representation organisations. (See <http://www.equalgender.eu/>). Handbooks “Promotion of gender equality in adult training” <http://equal.nfu.hu/main.php?folderID=1043&objectID=5002715>) and „Handbook on the theory and practice of gender equality for managers of institutions and enterprises to assist in taking gender into consideration” were edited. (<http://equal.nfu.hu/main.php?folderID=1043&objectID=5002709>)

#### *Collective agreements on gender equality*

In some collective agreements we can find stipulations concerning female employees but predominantly from the point of view of health and safety and the reconciliation of work and family life. There are special regulations concerning women in night shifts (for example in the printing industry women must undergo thorough medical checking before taking up work in night shift lasting more than 4 weeks and women with 3 or more children can be employed in night shifts only on their own consent).

The collective agreement bound by the Hungarian Railway Workers Union and MÁV FKG Kft (2014) includes the need to observe the requirement of equal treatment and in particular in concern of remuneration (9§).

#### *Equal opportunity plans on remuneration*

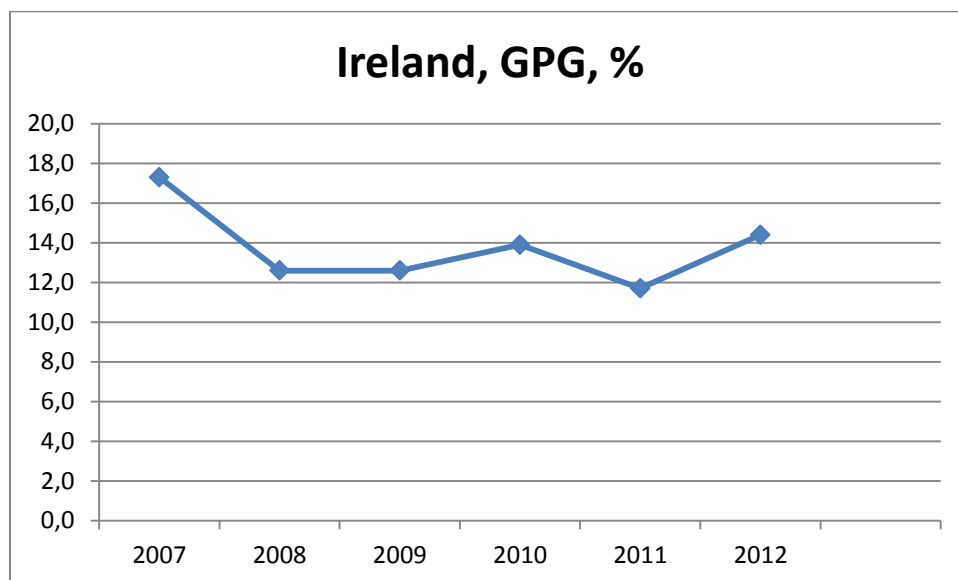
Equal opportunity plan signed at 18 July 2013 by Hungarian Railways and railway trade unions - Hungarian Railways, Railways Workers’ Union, Free Railways Workers’ Union Solidarity, Locomotive Drivers’ Union, Free Trade Union of Engineers and Technicians, Railway Track Workers’ Union,



Independent Union of Railway Workers and Trade Union of Machinists)- includes a full subchapter on equal opportunities on wages and benefits. The employer undertakes to endeavour fulfil the requirements of equal pay for equal work. In the interest of this he reviews the classification system from the point of view of a possible discrimination; he yearly reviews the wage systems and compares it with the micro- and macroeconomic data and makes proposals to eliminate the disadvantages. He also monitors permanently the wage categories system, reviews the job descriptions to eliminate the discriminative elements.



## Ireland



	2007	2008	2009	2010	2011	2012	2013
Ireland, %	17,3	12,6	12,6	13,9	11,7	14,4	no data

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The gender pay gap in Ireland in 2007 was 17,3%, around the the EU average. Following 2007 it sharply decreased until 2010, when it increased again to be decreased in the next year. The Irish gender pay gap indicates sudden changes from year to year.

### *National agreement on gender equality*

Ireland's national partnership agreement, „Towards 2016. Ten-Year Framework Social Partnership Agreement 2006-2015”<sup>7</sup> tackles gender equality too. The parties also agreed that the “National Framework Committee for Equal Opportunities at the level of the Enterprise will continue its work in developing and disseminating practical supports for the equal opportunities workplace, supporting individual projects and engaging with cost effective equality planning and equality reviews.” (p.91)

### *National Women's Strategy 2007-2016*

<sup>7</sup> [http://www.taoiseach.gov.ie/attached\\_files/Pdf%20files/Towards2016PartnershipAgreement.pdf](http://www.taoiseach.gov.ie/attached_files/Pdf%20files/Towards2016PartnershipAgreement.pdf)



One important result of the partnership agreement was the creation of National Women's Strategy 2007-2016<sup>8</sup> issued at April 2007 and prepared by Department of Justice, Equality and Law Reform under the direction of an Inter-Departmental Committee. The strategy sets out 20 objectives and 200 actions. The Theme 1 with a title Equalising Socio-Economic Opportunity For Women includes six Key Objectives, each of which has a number of identified actions. The Objective 1–B is "To decrease the gender pay gap". It includes the following actions against gender pay gap:

- Continue work of National Framework Committee on Equal Opportunities at the Level of the Enterprise to address the gender pay gap
- Introduce statutory employment records which may facilitate research
- Ensure effective monitoring and enforcement of the National Minimum Wage
- Extend the programme of Equality Audits to consider and report on the gender pay gap
- Consider the establishment of a voluntary "quality mark" to show commitment on the part of the employer to equality issues, including gender equality (p.9.)

According to the strategy the implementation of regular equality audits is important, the practice of some companies shows that it led to open and transparent remuneration schemes. Some of the actions are planned to be carried out with the help of social partners like the introduction of statutory employment records to facilitate research or the research on international good practices in relation to equality proofing at the level of the enterprise.

#### *Public sector pay deal – Public Service Stability Agreement*

The so called Haddington Road agreement<sup>9</sup> - Public Service Stability Agreement 2013-2016 - concerns the public sector pay. By this collective agreement the stakeholders agreed on a series of pay and productivity measures to be implemented in order to achieve the necessary €1 billion savings in the cost of the pay and pensions bill over the 3 years from 2013 to 2015. To achieve the needed savings the agreement proposes a reduction in pay only for those on salaries of €65,000 and greater, thereby protecting the pay of lower paid workers. The agreement has also been used as a basis for protecting

<sup>8</sup><http://www.justice.ie/en/JELR/National%20Womens%20Strategy%20PDF.pdf/Files/National%20Womens%20Strategy%20PDF.pdf>

<sup>9</sup> <http://www.impact.ie/wp-content/uploads/2014/09/files/crokepark/newlrcproposals/Haddington.pdf>



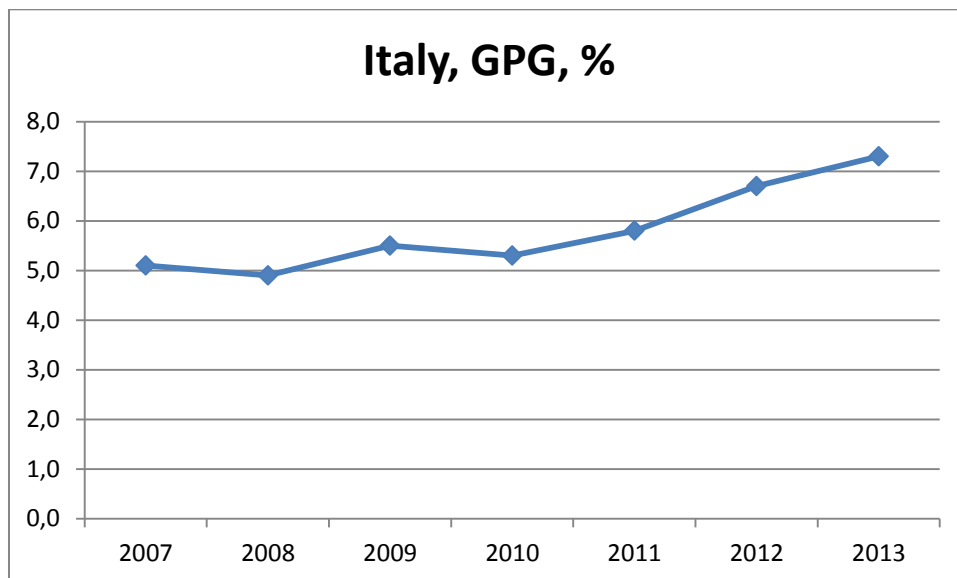
With Innovative Tools Against Gender Pay Gap – WITA GPG (2014-2016) Financed by European Commission - JUST/2013/Action Grants - Specific Programme "Progress" (2007-2013) Section 5–Gender Equality (No 4000004929)

flexible working hours for workers, which has been very important for women in female dominated sectors.





## Italy



	2007	2008	2009	2010	2011	2012	2013
Italy, GPG, %	5,1	4,9	5,5	5,3	5,8	6,7	7,3

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The Italian gender pay gap was relatively low from 2007 until 2011, it oscillated around 5%. Then the gender pay gap have started to widen and in 2013 it was already 7,3%

### *Italian Constitution*

The Italian Constitution (Articles 3 and 36) declares the principle of equal pay between women and men.

### *Collective bargaining, all levels*

The low level of Italian gender pay gap is thanks not at least to collective bargaining system which at all levels (sector and company) defines salary levels without discrimination between women and men. It means that the Italian collective agreements provides the principle of equal rights in concern of regulation of employment, particularly in concern of equal pay. According to the analysts the



Italian gender pay gap is more related to the low access of women to managerial posts. (CEEP, UNICE/UEAPME, ETUC (2009) p. 74.)

### *Collective agreements – good examples*

FILCTEM (CGIL) and employers in the manufacturing sector (textiles, chemicals, rubber/plastics and the utilities) signed sectoral and company agreements. During the collective bargaining and renewal of 30 sectoral agreements and company level agreements concerned also the equality issues. These agreements concluded also with large manufacturing – among them multinational – companies like ENEL, Bridgestone, Gucci, Luxottica, L’Oreal and ITC Farma. Negotiations tackled issues important from point of view of work- life balance as flexible schedules, part-time, telecommuting.

Negotiations covered childcare, maternity benefits, flexible working time and working time shifts, rights of workers with parental responsibilities to shift between part-time and full-time work, teleworking, and training for women returning from maternity leave, and the introduction of job evaluation systems across specific indicators. In some large companies additional family and welfare measures have been negotiated in areas such as childcare, support for families with care responsibilities for older people.

### *Enel and CISL*

Trade Union Confederation, CISL and the energy company, ENEL signed an Agreement under the corporate welfare agreement ‘People Care in ENEL’. The agreement covers areas like wellbeing and health; family care; flexible working time (including telework) and saving time and costs; getting into managerial positions. It is important to add that the agreement provides monitoring of wage and career progression both for full and part time workers, and workers opting for teleworking.

### *Nestle/San Pellegrino and CISL*

The agreement of CISL and Nestle/San Pellegrino tackled teleworking and parental leave, including increasing parental leave and compensation for men. (Pilingner (2014), p. 74)

### *Memorandum of Understanding of trade unions and employers*

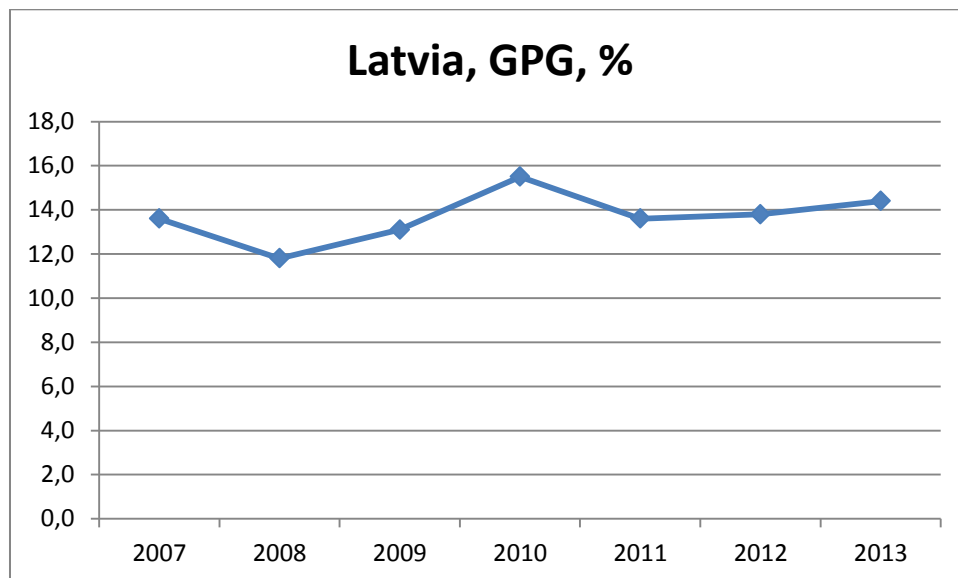


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In 2014 in the Marche region a Memorandum of Understanding to promote positive action to reconcile work and family life was signed by the unions ANCI, UPI, CGIL, CISL, UIL and the main employers' associations. The agreement focuses on flexible work schedules and work organisation.



## Latvia

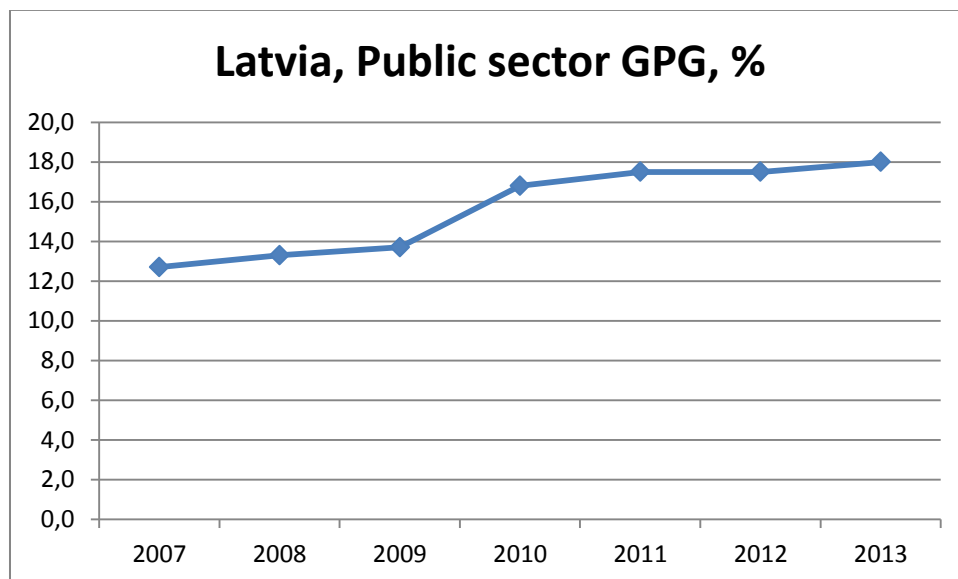


	2007	2008	2009	2010	2011	2012	2013
Latvia, %	13,6	11,8	13,1	15,5	13,6	13,8	14,4

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The Latvian gender pay gap is a little below the EU average. After a peak in 2010 (15,5%) it has been decreased in 2011 and following it it has started to increase reaching 14,4% in 2013. It can be stated that the gender pay gap has been hecticly changed during the last years in Latvia, true it has been remained below the EU average. According to Society Integration Foundation (The Baltic Course, 13.08. 2014. ) women's salary is 17% lower than men's. According to social partners' analysis Latvian national level gender pay gap results mainly from professional segregation ((CEEP, UNICE/UEAPME, ETUC (2009) p. 74.) Also – several years later - Society Integration Foundation' representative at the opening ceremony of Equal opportunities campaign in 13 of August, 2014 emphasized that despite that only a third of all university graduates in 2012 were men, the natural sciences, mathematics, engineering, manufacturing and construction courses has male students in the majority. Also several companies have no female member in their board. According to it, fighting stereotypes when choosing profession is one way to fight against gender pay gap.



	2007	2008	2009	2010	2011	2012	2013
Latvia, Public sector GPG, %	12,7	13,3	13,7	16,8	17,5	17,5	18,0

<http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

In the Latvian public sector the gender wage gap before the crisis was lower than in the competitive sector (12,7%). Also due to major protest actions of teachers, health care workers (80% women), organised by LBAS, substantial increase of their salaries and improved social protection was reached. However this didn't affect the development of the gender pay gap in public sector, which in Latvia used to be higher than in the competitive sector. Following 2008 structural reforms took place in education and health care sectors resulting in severe wage cuts and growing unemployment. Also the gender pay gap in public sector were sharply increasing from 2009 to 2010 (from 13,7% to 16,8%).

In Latvia as concerns the social partners, they "are trying to make sure the importance of the issue is grasped by their organisations as a whole, although there are no specific policies or concrete action". (Eurofound (2014), p.13).

#### *Collective bargaining*

According to the European social partners' report on gender equality, in Latvia at company level employers and trade union leaders are well aware of gender equality topics including gender pay gap.

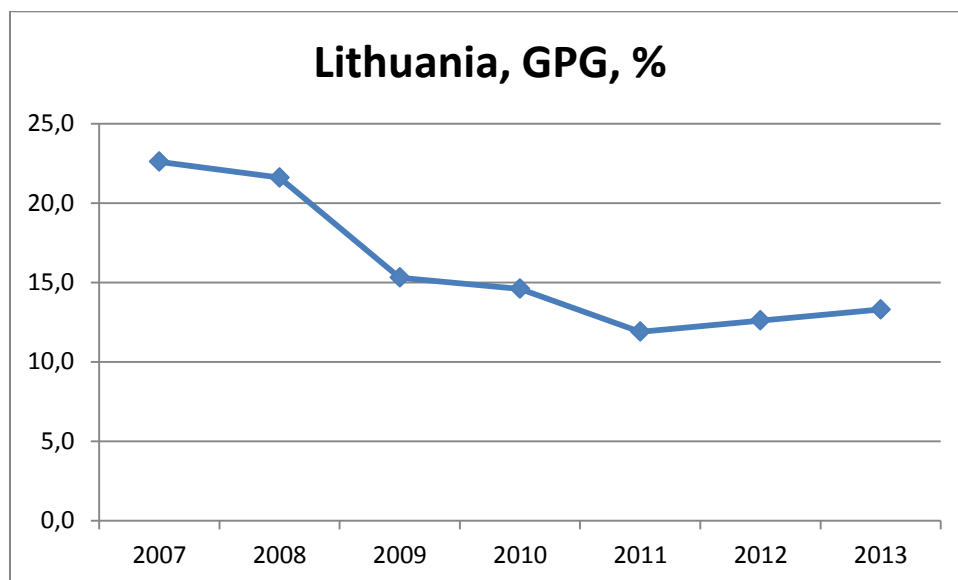


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During collective bargaining and in collective agreements equal pay principle is observed. (CEEP, UNICE/UEAPME, ETUC (2009) p. 74.)



## Lithuania



	2007	2008	2009	2010	2011	2012	2013
Lithuania, GPG, %	22,6	21,6	15,3	14,6	11,9	12,6	13,3

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The Lithuanian gender pay gap shows serious improvement since 2007 when this indicator was near to 23% and in 2013 it was almost ten percentage points less, 13,3%.

According to the European social partners report. it is statistical evidence that the Lithuanian gender pay gap is first of all and mainly is due to the horizontal and vertical segregation of the labour market. In Lithuania health care workers, nurses, librarians and teachers earn the less. The Lithuanian trade union confederation, LPSK, together with other trade union confederations fights to increase wages in Lithuania, first of all in the low income sector.

According to the same report „at company level employers and trade unions influence that social dialogue plays an important role in this area and by the help of collective agreements promotes to maintain the balance of the wages between men and women.” Source: CEEP, UNICE/UEAPME, ETUC (2009) p. 79.)



In Lithuania, while “trade union organisations have not developed strategies to address gender issues, each peak-level organisation has a centre or officer responsible for women’s issues, promoting gender equality externally, mainly through educational activities.” ((Eurofound (2014), p.13)

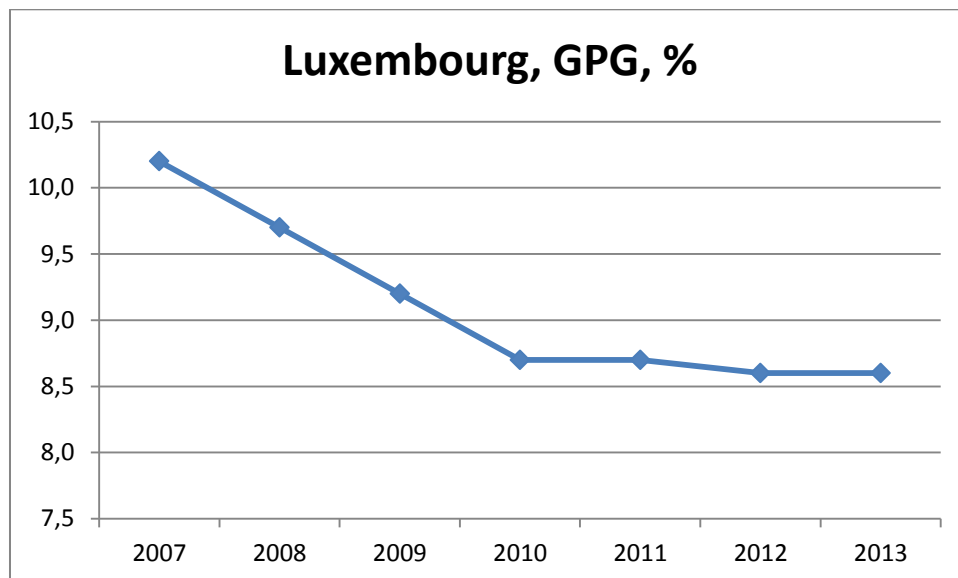
*Good example: LPSK Womens’ Center*

The Lithuanian Trade Union Confederation, LPSK, in 2002 established LPSK Women’s Center to unite and involve trade union women members into the trade union activity and not at least to fight gender discrimination by consultation, information, training, etc. According to the ETUI’s report the Women’s Center of “the Lithuanian Trade Union Confederation reports that it has prepared and submitted a collective agreement with recommendations on reducing the gender pay gap.” (Pilinger (2014), p. 73)





## Luxembourg



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	2007	2008	2009	2010	2011	2012	2013
Luxembourg, GPG, %	10,2	9,7	9,2	8,7	8,7	8,6	8,6

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The Luxembourg gender pay gap was low even in 2007 (10,2%) and it decreased to 8,6% in 2012.

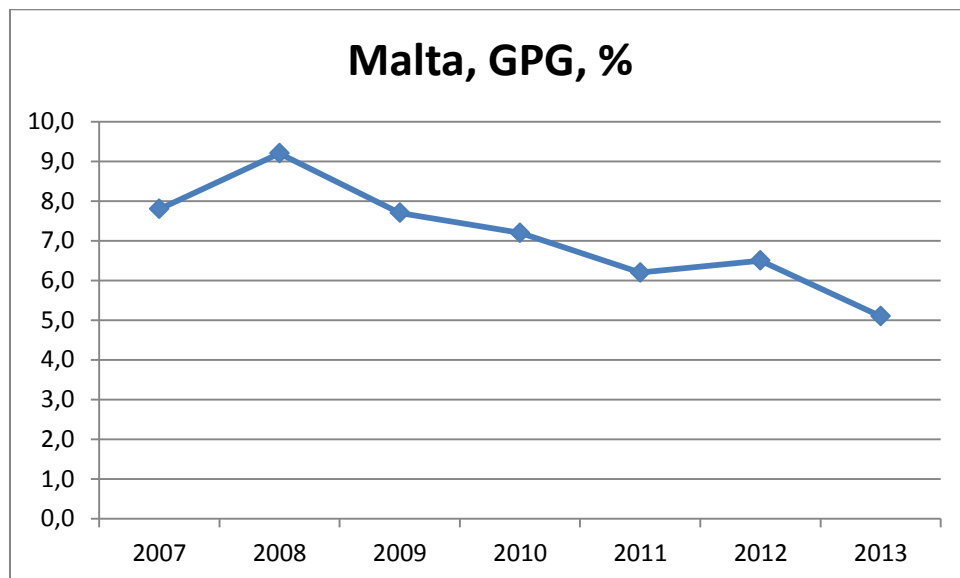
### *Social partners' four years action plan to promote gender equality in the labour market*

The value of the indicator for 2013 remained the same as it was in 2012. In 2008 the social partners decided to carry out in 2009-2012 an action plan, addressing a specific topic each year to promote labour market equality of women and men.

CEPS (Centre d'Etudes de Populations, de Pauvrete et de Politiques Socio-Economiques) prepared a study ordered by the social parnters on the stereotypes playing role in the career choices of women and men. The study looks for data needed to plan common actions to prevent the strengthening of these stereotypes on the labour market. „After several years when the topic was particularly well followed thanks to training courses with the support of professional chambers (workers and employers), the social partners have agreed to organise a conference in 2012 in the framework of the action plan referred to earlier, on developments in the pay balance backed up by up-to-date statistics as well as good practices in this area.” (CEEP, UNICE/UEAPME, ETUC (2009) p. 81.)



## Malta



	2007	2008	2009	2010	2011	2012	2013
Malta, GPG, %	7,8	9,2	7,7	7,2	6,2	6,5	5,1

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The gender pay gap in Malta is among the lowest in the European Union, and in 2013 with its 5,1% was the lowest following Romania. But the situation is not so shiny, Malta has the highest gap between male and female employment rates in the EU at around 32 percentage points. The truth is that in Malta number of women working actively is very low, in 2013 it is 46.9%. The European Commission recommends t Malta to take measures to facilitate the integration of women in the labour market through providing child-minding facilities.

*Child-minding facilities to help decrease labour market participation gap of men and women in Malta*

“Grant Schemes for Childcare Facilities – The Regeneration of Childcare in Malta” (2008-2014) programme financed by European Social Fund, serves this goal. “The concept of this Aid Scheme, will help to upgrade and improve existing child care facilities by assisting existing child care providers to re-locate



premises (if re-location is required for compliance with National Standards), encourage start-ups and facilitate compliance with the National Standards for Child Care Facilities.” (<https://investinginyourfuture.gov.mt/>)<sup>10</sup>

#### *The Confederation of Malta Trade Unions – CMTU actions*

Gender pay gap has not seen as key priority by trade union, the increase and maintenance of employment has had always priority. “Monitoring the gender pay gap is not seen as a priority and therefore no such initiatives have been taken to-date.” (EurWork report (2010)) Gender pay gap hasn’t figured prominently in the agenda of trade unions.

#### *Teachers’ collective agreement for wage increase*

Despite of it some attempts could be evaluated as steps against to increase gender pay gap. For example the Malta Union of Teachers (MUT attempts to make increase teachers’ wages. As the education sector is dominated by women, this could be seen as an indirect way of increasing the wages of women. The collective agreement signed in 2007 ment also the increase of the teachers’ wages.

#### *Malta banks – bettering childcare facilities*

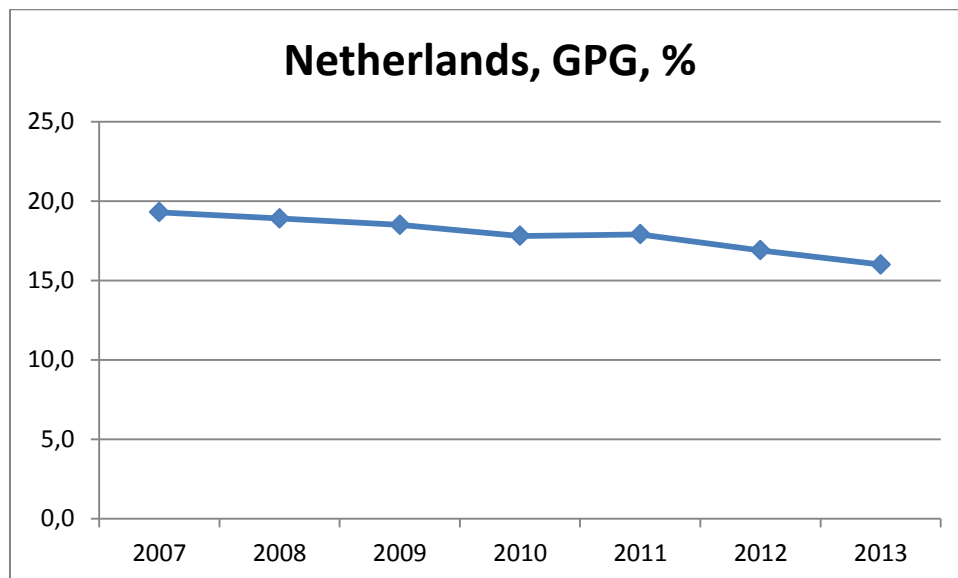
The major banks in Malta are introducing measures to help work and family life. Banks encourages the parents to use child-care facilities instead of giving up employment which also alleviates the burden put on grandparents in Malta who in general take care of their grandchildren in the absence of suitable child-care facilities.(Borg, Anna and Bartolo, Romina (2010))

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<sup>10</sup> <https://investinginyourfuture.gov.mt/project/equal-opportunities-private-sector/grant-scheme-for-child-care-facilities-33947688>



## Netherlands



	2007	2008	2009	2010	2011	2012	2013
Netherlands, GPG, %	19,3	18,9	18,5	17,8	17,9	16,9	16,0

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The Dutch gender pay gap (competitive sector) used to be high (around 19% in 2007 and 2008) and above EU average. Since 2012 it has been decreasing and in 2013 it was already below EU average (16%). The same tendency could be observed in the public sector.

### *Labour Foundation's findings and message*

Labour Foundation established in the Netherlands in 1945 is a national consultative body with the participation of three major trade union federations and three major employers' associations. It found that women go to work more often than men in relatively low paid jobs or sectors. The so-called women's occupations and jobs in women's sectors are lower paid than men's occupations and jobs in men's sectors. According to the Labour Foundation the research should focus on policies to diminish this kind of gender segregation. Social partners at national level regularly meet in the Labour Foundation to discuss this theme. In 2006 the Labour Foundation revised her Checklist Equal pay for men and



women, an instrument for social partners to check out their payment systems. In 2009 the appendix of the checklist was updated with relevant legislation and pronounced judgements.

### *National Working Group Equal Pay*

Since 2005 government has established an Advice Committee, the National Working Group Equal Pay, a tripartite committee with the participation of social partners and experts of the Equal Treatment Commission to promote the implementation in practice of equal pay and to give guidance on the subject to companies and parties engaged in collective bargaining. As the government supposed that the gender pay gap is due not to the unwillingness of employers but to their lack of information, so the Advise Committee has to give guidance on the subject to companies and parties engaged in collective bargaining. According to the Advise Committee "The social partners should regularly review collective agreements in relation to discrimination. It would also be worthwhile to examine remuneration standards. The works council could include a wage classification check in its merger guidebook. It also appears that an employee's initial classification is crucial to his or her remuneration development. On balance, men appear to be better negotiators than women. The Committee came up with a recommendation to include negotiation training in relation to the initial classification during the final year of study." ( EurWORK (26 April 2010)).

### *Monitoring*

Since 2007 social partners at national level participate in an unofficial working group on equal pay which monitors the results of the recommendations of the National Working Group Equal Pay. „On December 2008 the government has announced a further step in its policy. The Labour Inspectorate will, when receiving information of Work Councils or of the Committee on Equal Treatment, enforce employers to scrutinize pay inequalities in their company. Employers will be drawn attention to the tools that are made available to conduct this self-examination.”( EurWORK (26 April 2010)).

### *Equal Pay Day*

In several years since 2006 national level social partners in collaboration with the Dutch government and the Equal Treatment Commission ohave organise the Day of Equal Pay with the aim to raise awareness of the issue among employers and employees.



### *WageIndicator Foundation*

The the National Working Group Equal Pay supports activities of the Foundation WageIndicator, with the aim to eliminate gender pay gap. Conferences and meetings are organised to discuss several aspects of equal pay. The on line so salary check run by WageIndicator provides information about empirically observed gender pay differentials hoping to contribute to a more transparent and equitable labor market.

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### *FNV – national trade union confederation againsts gender pay gap*

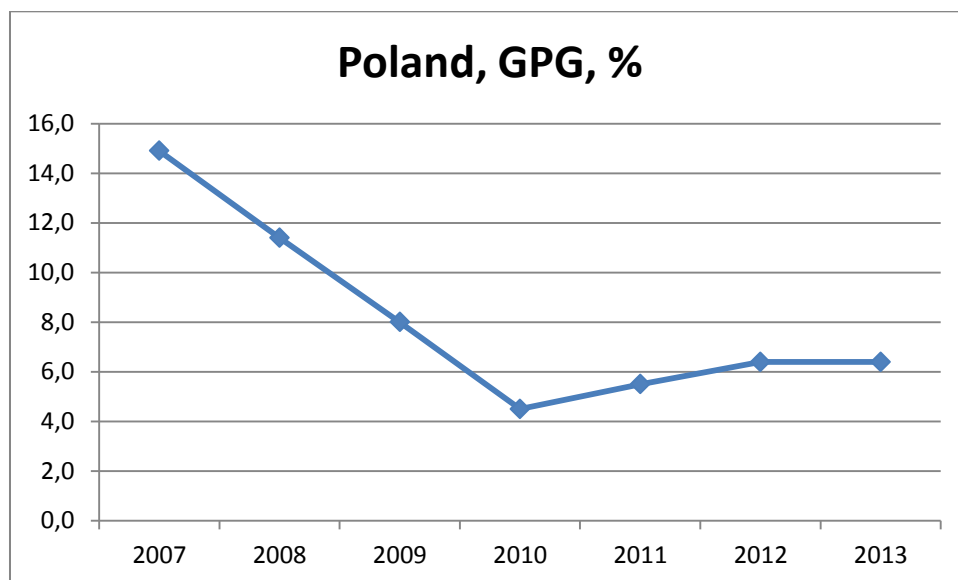
In the Netherlands, “gender equality is mainly addressed by the Federation of Dutch Trade Unions (FNV) and its members. Their policies are focused on reducing the gender pay gap and improving work–life balance.” (Eurofound (2014), p. 13.)

FNV and two of its affiliates carried out an European project Close/Correction of the Gender Pay Gap in sectors in which six branches of industry hit by gender pay gap were analysed in relation to collective agreements. Several sectoral surveys were prepared and discussed with employers/work councils, and female workers also have received information about equal pay. (see CEEP, UNICE/UEAPME, ETUC (2009) p. 84.).

FNV cooperates with WageIndicator Foundation (Tijdens & Osse *De loonwijzer*, 1999; [www.gelijkloon.nl](http://www.gelijkloon.nl)) to tackle gender pay gap.



## Poland



	2007	2008	2009	2010	2011	2012	2013
Poland, GPG, %	14,9	11,4	8,0	4,5	5,5	6,4	6,4

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The Polish gender pay gap shows a sharp decrease since 2007 (14,9%) to 2010. In 2010 the Polish gender pay gap was already only 4,5%, the second lowest figure in the EU (following Slovenia). From 2010 we can observe a slow increase, in 2012/2013 the gender pay gap was 6,4%.

### *Successful minimum wage negotiations*

As the majority of low-wage workers are women, the minimum wage negotiations run by national trade union confederations serve to narrow the wage gap.

### *„Worker friendly company” – national action*

The trade union confederation, Solidarnosc initiated a national action – a competition - “Worker-friendly Company” with the aim to promote good practice and standards in the workplaces in Poland including the fighting against discrimination and within it gender pay gap.



### *Seminars on collective bargaining*

Seminars and workshops on collective bargaining organized by regional structures of NSZZ “Solidarnosc” in co-operation with non-governmental organizations used to deal also with the issue of gender pay gap. Regional trade union structures initiated a series of trainings for women – leaders.

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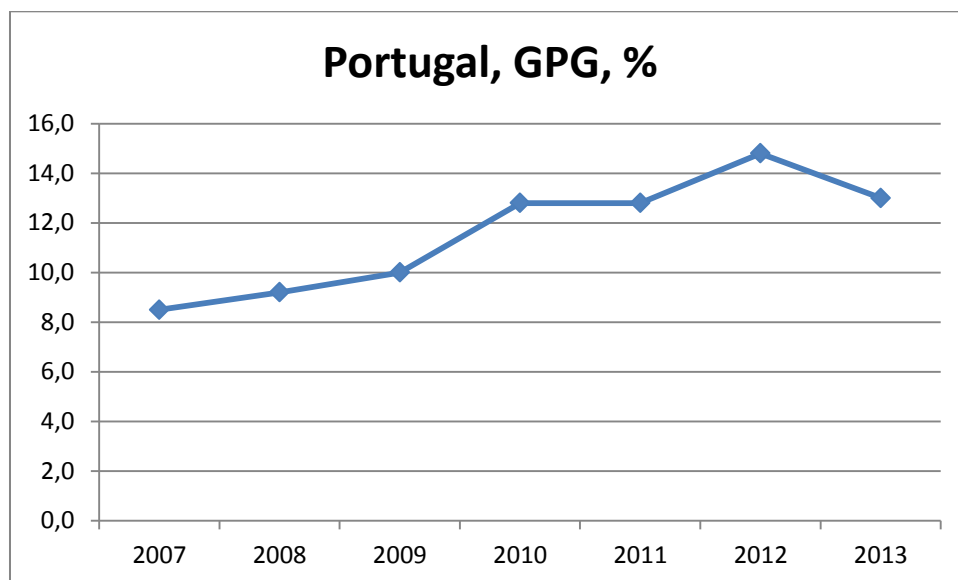
### *Reports on working conditions*

NSZZ “Solidarnosc” participated in preparation of reports on working conditions of women in hypermarkets and childcare facilities. Using the results of the reports workplace organizations negotiated wage increases for women employed in hypermarkets and women working in childcare facilities. (CEEP, UNICE/UEAPME, ETUC (2009) p. 93).





## Portugal



	2007	2008	2009	2010	2011	2012	2013
Portugal, GPG, %	8,5	9,2	10,0	12,8	12,8	14,8	13,0

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The low gender pay gap in Portugal has been increasing since 2007; in 2007 it was 8,5% and in 2012 it was already 14,8%. Its' true, there was a slight decrease from 2014 to 2013.

### *Equal project to promote equality*

The Portuguese trade union CGTP-IN was involved in the tripartite project "Equal – To revalorise Work to promote Equality" (2007-2009) as the interlocutor entity, through active social dialogue in the food and beverages sector. In the sequence of the analysis of 79 jobs and the identification of 8 strategic occupations a methodological guide and a function analysis grid was created, based in 4 factors (competence, responsibility, effort and working conditions) aiming at evaluating work value, with no gender deviation, in order to be transferable to other sectors. It was created also a training material on wage equality to the support of general training in the gender wage equality area.

### *Trade union survey and project*



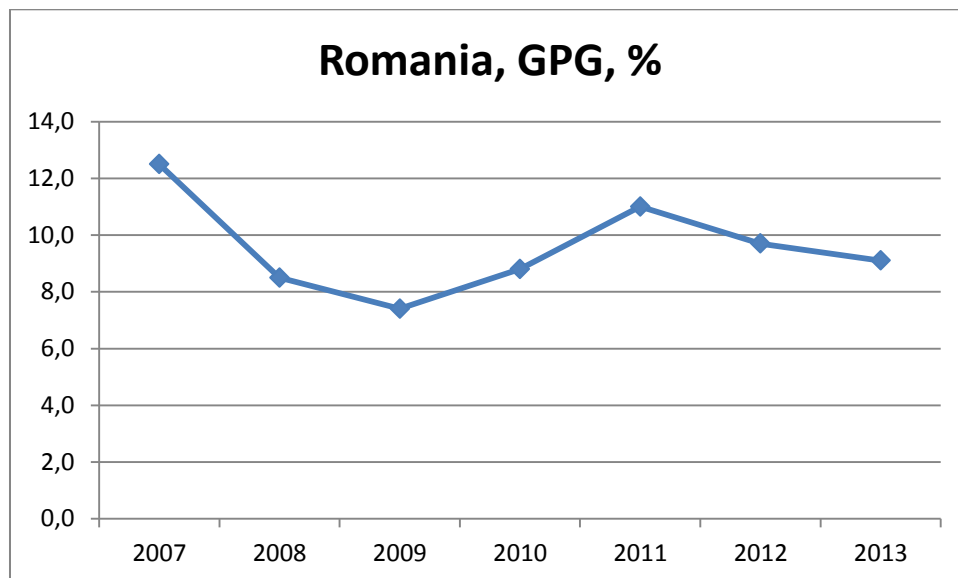
The trade unions, UGT and CEFOSAP in some sectors carried out study “Equal Opportunities in the Labour Market” with the aim of questionnaires. The aim was to promote positive actions tackling gender related stereotypes, strengthening dialogue and collective bargaining dynamics, evaluating and mapping different ways of reconciling work with family and private life and women's role in collective bargaining.

UGT was also involved in the “RSO-Matrix” project, funded by Equal. It is on gender equality connected to corporate social responsibility.

The project “Social Dialogue and Equality in the Enterprises” was also carried out with the aim of implementing in the enterprises, best practices on equality. Categories and career development modifications were also supported with the aim of the elimination of existing distortions with the possibility to generate women’s discrimination. (CEEP, UNICE/UEAPME, ETUC (2009) p. 96.)



## Romania



	2007	2008	2009	2010	2011	2012	2013
Romania, GPG, %	12,5	8,5	7,4	8,8	11,0	9,7	9,1

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

According to the Eurostat data the Romanian gender pay gap Industry, construction and services (except public administration, defense, compulsory social security) used to be much lower than the EU average.

### *Organization of Women National Trade Union Bloc*

OFem - Organization of Women National Trade Union Bloc – established in 1995 and constituted with representatives of women organizations in the federations Blocul Național Sindical, BNS (National Trade Union Bloc). It had the strategic mission is to promote equal opportunities between women and men, both in the labour market and society in general. Its targets are among others to develop effective reconciliation policies and harmonised maternity and paternity leave with flexible work programs.

*“ESTHR- integrated package of actions to develop the role of women in Romanian society”*



ESTHR is a project implemented by National Trade Union Bloc (BNS) and financed by European Social Fund 2007-2013. The results of the projects include among others the so called Points for the Equal Opportunities and Gender Network Committees, a Good Practices Guide and a research report on gender discrimination in the labour market, titled “ESTHR Project - integrated package of actions to develop the role of women in Romanian society”. It aimed to enhance the role of women in Romanian society with the involvement of OFem BNS’s (Organization of Women National Trade Union Bloc).

#### *The research report carried out under ESTHR project*

Within the ESTHR project the trade union initiated to analyse the forms and causes of discrimination in the labour market. The *research report on gender discrimination in the labour market* was prepared in 2009. It was based on a sample of 100,000 persons and 200 companies in various sectors of the economy. The survey showed a similar average as Eurostat data: according to the trade union survey the Romanian women earned on average 7.3% less than men. Notwithstanding the trade union data indicated that data differed from sector to sector and there are sector with very high gender pay gap. So, the gender pay gap was 33% in the manufacturing industry, 31% in financial intermediation and insurance, more than 25% in retail trade, some 24% in hotels, restaurants and catering, and 16%–17% in healthcare, social services and education. (Chivu, Luminița (2010)).

#### *The Points for the Equal Opportunities created under the Project ESTHR*

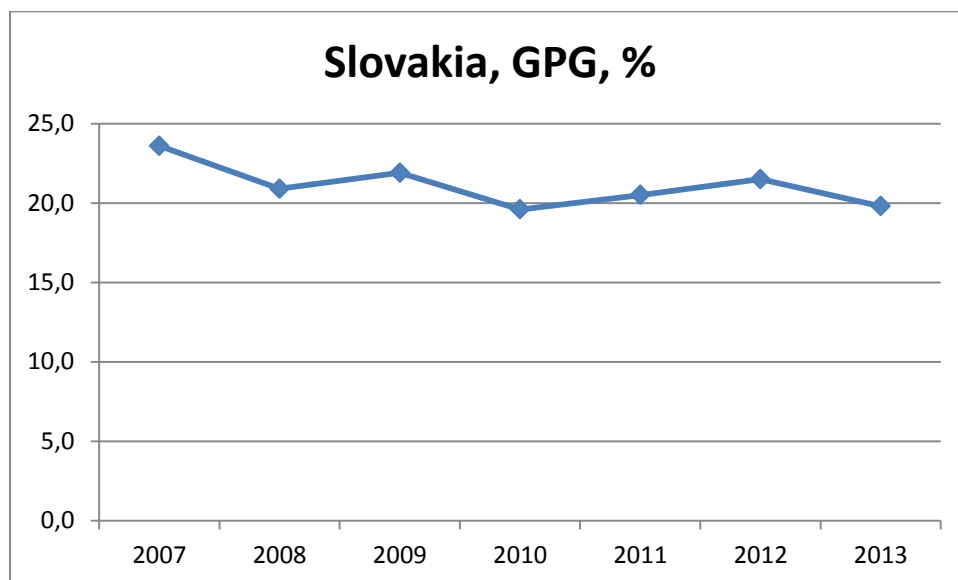
Points for the Equal Opportunities (Punctele de Egalitate de Șanse (PES)) offer advice to people affected by discrimination and entrepreneurship consultancy services. They are located in each statistical Mecroregion: Bucharest, Braila, Iasi, Pitesti, Sibiu, Targu Jiu, Oradea and Timisoara with national covering.

#### *Gender Network Committees structures created under the Project ESTHR involving in collective bargaining*

The Gender Network Committees used to be involved in the negotiation of collective agreements at all levels, contributing to develop strategies and offering support inside and outside the confederation. They also submit proposals to amend and supplement the equal opportunities legislation. There are eight regional committees, coordinated by a national committee. At the network joined 68 361 women. (Ciucă, Vasilica, - Lincaru, Cristina (2012), p.2.)



## Slovakia



	2007	2008	2009	2010	2011	2012	2013
Slovakia, GPG, %	23,6	20,9	21,9	19,6	20,5	21,5	19,8

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The Slovakian gender pay gap used to be much higher than the EU average, in 2007 it was 23,6%, and also in the next years it used to be around 20%. It is happening despite of legislation supporting equality. Among others, the according to the *Slovakian Labour Code*, women and men shall have the right to equal treatment as far as access to employment, *pay* and promotion, vocational training and working conditions are concerned: “wage conditions must be agreed without any form of sex discrimination”. This applies to “all remuneration for work and benefits that are paid or will be paid in relation to employment according to the other provisions of this act or special regulations”.<sup>11</sup>

However according to European Commission Justice report on the topic “Labour inspectorates – and to some extent also Slovak National Centre for Human Rights - which are according to antidiscrimination legislation.... authorised and required to act in cases of discrimination fail to address such cases and complaints effectively, “sweeping them under the carpet” without any

<sup>11</sup> Paragraph 1 of Section 119a, Labour Code No. 311/2001 Coll. as amended



penalties or at least not solving them satisfactory from the point of view of discriminated persons.” European Commission Justice (2011), p. 4)).

#### *Trade union concern on gender pay gap*

The Confederation of Trade Unions (KOZ SR) and the Independent Christian Trade Unions of Slovakia (NKOS) have established committees to support activities on gender equality issues.

The Confederation of Trade Unions of the Slovak Republic (KOZ SR) focused on the gender pay gap and on national non-discrimination legislation in social dialogue and collective bargaining. However, this has had little effect on reducing the gender pay gap. (Eurofound (2014), p. 35). KOZ SR initiated Memorandum on cooperation between the Government SR and KOZ SR in the enforcement of gender equality. The Government and KOZ SR asked the employers to join them, however unsuccessfully. ((Baroova, Margarita (2010)).

#### *KOZ SR Commission of Equal Opportunities of Men and Women*

Members of the Commission are representatives of trade unions, members of KOZ SR.

#### *Training on gender issues*

KOZ SR Commission of Equal Opportunities of Men and Women used to organise yearly training on special topics of gender equality issues, including gender pay gap and the implementation of the principle of gender equality at the work place.

#### *Data on gender pay gap*

In Slovakia, there are two institutions providing data about the gender pay gap: the Bureau of Statistics of the Slovak Republic and Trexima. Data provided by the Bureau of Statistics of the SR are based on annual averages; Trexima publishes gender differences for the third quarter of each given year. According to critics, data provided by the Bureau of Statistics of the SR are often irregular, discontinuous and do not follow the same format or indicators and also “It is questionable to what extent could be the data provided by Trexima taken as reliable.” (European Commission Justice (2011) p. 5-6)).



### *Training on monitoring gender pay gap – Trexima*

With the help of Trexima Ltd. training on gender pay gap monitoring was held for the KOZ SR Commission of Equal Opportunities of Men and Women.

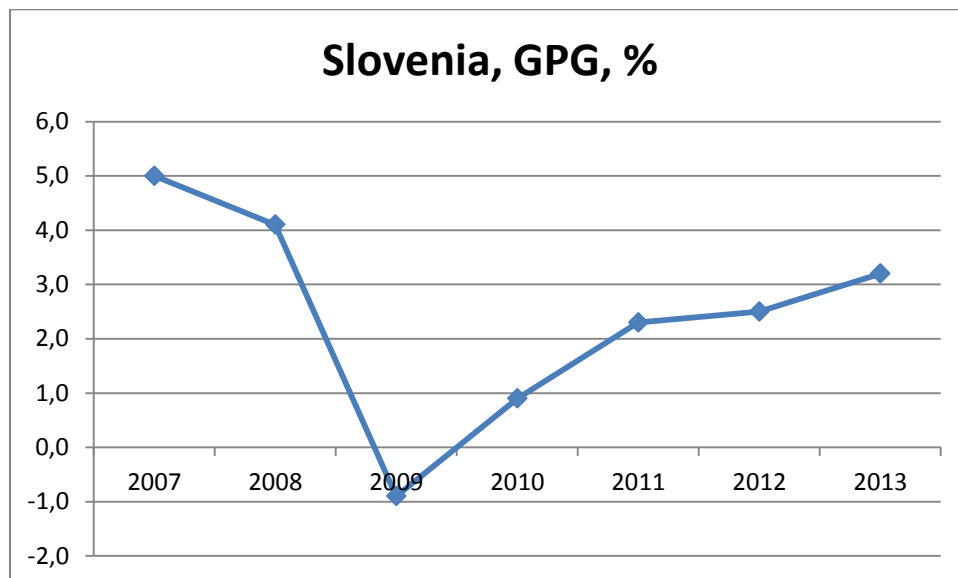
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### *Supporting minimum wage increase*

KOZ SR used to try to enforce the increase of the minimum wage which indirectly helps to reduce GPG. Special provisions for decrease of the GPG are not included in the sectoral company level collective agreements. Questions of gender equality are not topic during collective bargaining. (Baroova, Margarita (2010))



## Slovenia



	2007	2008	2009	2010	2011	2012	2013
Slovenia, GPG, %	5,0	4,1	-0,9	0,9	2,3	2,5	3,2

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The Slovenian gender pay gap used to be the lowest in the European Union; in 2013 it was 3,2%.

The even small gender pay gap in Slovenia is explained by the fact that female workers traditionally more often take “sick leave” when their children get ill and the sick leave allowance is lower than the wage; further, the male workers and women have less years of service, they are also entitled to retire earlier. There are also health and safety reasons due to what women are not allowed to work within certain working conditions connected to additional allowances. Also women frequently work in branches characterised by lower wage level.

*Social partners on gender pay gap – branch level measures*





In Slovenia social partners respect the equal pay principle. As a correction of the pay anomalies, social partners at branch level gradually pass on the allowance for years of service applicable to years of service with last employer.

*Arrangement in collective agreements and training for collective bargaining on equal opportunities*

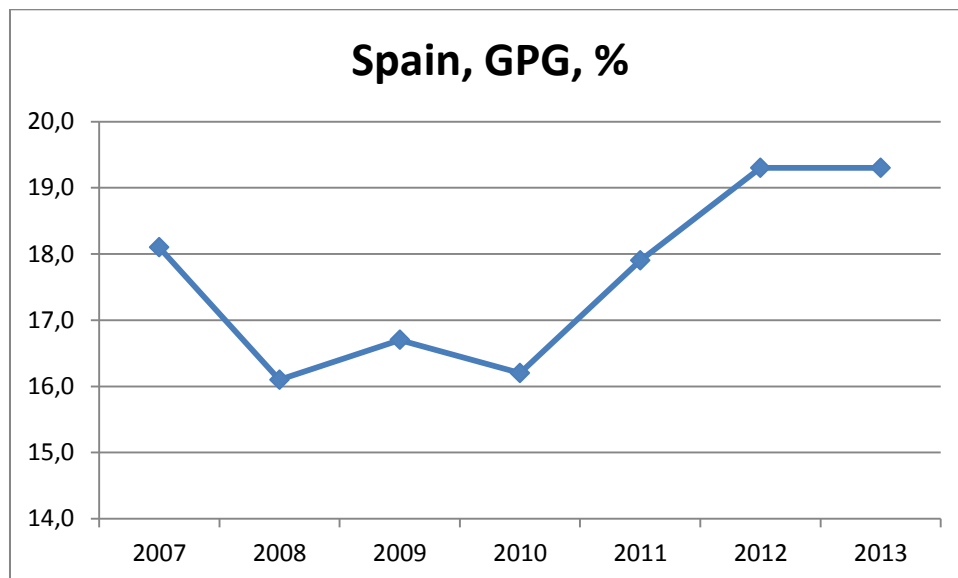
There are some special collective agreement arrangements according to which women in industry are allowed to work in conditions connected to extra pay. The Association of Free Trade Unions, ZSSS, offers training for collective negotiating on equal opportunities at sectoral and company level to increase the visibility of equal opportunities in companies. It contains for example topics like yearly wage mapping to detect elements generating wage gap, using gender statistics on professional promotions, flexible working time for young families, etc.). Following the suggestions of the ZSSS, the National Statistics Office offers more gender pay gap statistics (medians, bonuses, allowances, etc.). (CEEP, UNICE/UEAPME, ETUC (2009) p. 99-100).

*Project „The Gender Pay Gap - from Knowledge to Practice“*

The Association of Free Trade Unions of Slovenia took part in the project „The Gender Pay Gap - from Knowledge to Practice“ (2012/ 2013). As in Slovenia the key problem is the implementation of the equal rights principle in practice, one of the main results of the project is the study 'Equal Pay for Equal Work and the Gender Pay Gap' and an implementation guide to facilitate the implementation of this principle in practice.



## Spain



	2007	2008	2009	2010	2011	2012	2013
Spain, GPG, %	18,1	16,1	16,7	16,2	17,9	19,3	19,3

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The Spanish gender pay gap was high in 2007 (18%) and following a slight decrease it started to increase. In 2013 the Spanish gender pay gap was already more than 19%.

### *Legislation for gender equality; equality plans*

The greatest governmental initiative aimed at combating gender pay discrimination was the Organic Law 3/2007, for Effective Equality between Women and Men<sup>12</sup>. Title IV includes measures for promoting equality in collective bargaining. It also includes obligation for companies with over 250 workers to prepare and apply equality plans. Equality plans should refer among several issues - once the situation has been diagnosed – the payroll retributions. The companies, with less than 250 workers and their own collective bargaining agreement, are not obliged to negotiate an Equality Agreement, but they do have to negotiate antidiscriminatory measures that favour equal opportunities. In these smaller companies the government encourages voluntary equality plans with

<sup>12</sup> Ley Orgánica 3/2007, para la Igualdad Efectiva entre Mujeres y Hombres



good practices and the creation of a mark granted by the Ministry of Employment and Immigration in recognition to companies which applying equality policies.

#### *Trade union confederation project addressing gender pay gap*

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UGT (Unión General de Trabajo) carried out in 2001-2005 a project financed by the European Commission with the target to eliminate gender stereotypes in the labour market and in the union organisations by analysing the roles and processes which cause segregation and identifying the changes needed to eliminate gender stereotypes.

#### *Extension of National Collective Agreement*

Interconfederal Agreement for Collective Bargaining (Acuerdo Nacional Colectivo, ANC) had been signed each year since 2002 (with the exception of 2009). It used to be a bipartite agreement between the most representative employers and union organisations (CEOE and CEPYME; UGT and CCOO).

The extension 2008 of Interconfederal Agreement for Collective Bargaining (Acuerdo Nacional Colectivo, ANC) included for example different measures related to tackling gender pay gap. It contained the need to remedy salary differences due to a non appropriate implementation of principle of equal pay for work of equal value. It also referred reference to analysis and application of job assessment valuation systems to monitor periodically the professional classification of jobs as pay gap may occur due to wrong configuration of the professional classification systems. The agreement signed in 2008 includes also the need to negotiate equality plans in the collective bargaining of companies of over 250 workers.

According to the 2008 Economic and Social Council (Consejo Económico y Social, CES) report, 40% of the analysed national collective agreements included equality clauses, as opposed to 13% in the autonomic (regional) agreements. 33 provincial agreements were also analysed but no clause or reference was found to gender equality. (Pablo Sanz de Miguel (2010))

#### *Sectoral Collective Bargaining agreements*



There were sectoral collective agreements tackling with the issue like the Collective Agreement of *Chemical sector and the National Labour Agreement of Hotel Industry Sector*. (CEEP, UNICE/UEAPME, ETUC (2009) p. 102-103)

2 % of employees in Spain are employed in cleaning activities. One of the three subsectors where collective bargaining takes part – is the building cleaning (the others are the street cleaning and the railway cleaning.) The employers' organisations participating in collective bargaining are the Federation of Associations of Cleaning Employers (AFELIN), the Professional Association of Cleaning Enterprises (ASPEL), and the Association of Enterprises of Public Cleaning (ASELIP). The negotiating unions are the Trade Union Confederation of Workers' Commissions (AADD-CCOO), the Services Federation of the General Workers Confederation (FSP-UGT), and the Public Services Federation of the General Workers Confederation (FSP-UGT).

Regarding the cleaning of buildings and premises sub-sector, collective bargaining is mainly carried out at provincial and regional level, although a multi-employer national framework agreement exists. The multi-employer framework agreement was concluded in 2006 by ASPEL, AFELIN, UGT and CCOO and it has a subsidiary character. There are 39 provincial multi-employers agreements and 10 regional multi-employer agreements. (EurWork (2012))

The *Collective Bargaining agreement on the cleaning of buildings* includes a clause on non-discrimination and equal treatment for all workers (with specific criteria for the less represented gender in relation to appointments, conversion of jobs to fixed-term contracts, gender neutral selection, promotion and training of staff, quotas expressed as percentages of women and men in order to generate a more balanced distribution in positions of responsibility, maternity leave and continuity of bonuses and wage increases).

It also provides Equality Plan on occupational non-segregation, promotion, training, equal wages, reconciliation of personal, family and working life, and specific training concerning equality among workers, prevention of sexual harassment.

*The Metal and Construction Union of UGT*, MCA-UGT concluded agreements which implemented the legislation requiring companies with over 250 employees to negotiate and sign an equality plan. This is based on the negotiation for a plan, a proposal for the plan and creation of Equal Opportunity Committee made up of the employer and trade unions. The Committee is responsible for the final agreement.

*An Agreement on Employment and Collective Bargaining* (Acuerdo para el Empleo y la Negociación Colectiva) 2012-2014 (II AENC), signed by CEOE, CEPYME, CCOO and UGT (employers' and



employees' side), has no regulatory powers, but includes criteria and guidelines for negotiation of collective bargaining agreements, which are compulsory for negotiators. (Pilinger (2014) p.77)

#### *Company level collective agreements with gender pay gap clauses*

At company level there were some collective agreements with clauses establishing declarations on salary equality, like in case of El Corte Inglés Equality Plan; Collective Agreement of Grupo Endesa - Equality Plan and La Caixa.

#### *Equality agreement with water company Aqualia*

The two national trade unions, FSC-CCOO and FIA-UGT signed a collective agreement on gender equality with Aqualia in January 1, 2010. Aqualia is one of the biggest water companies in Spain providing service to 850 municipalities. The agreement requires the unions and employer to work together on several issues, including employment, training, promotion and pay.

#### *Plan for Equal Opportunities, Vossloh Corporation*

Under the plan for Equal Opportunities, Vossloh Corporation (rail vehicles and tracks) the Article 13 awards compensation based on gender criteria to eliminate gender inequalities in pay, with salary differences for male and female workers applied only as a function of objective and justifiable reasons and not based on gender. The agreement covers training for management staff and personnel in the Department of Human Resources on issues concerning equal opportunities in salary policies.

#### *CCOO manual*

With the title "Organic Law for Effective Equality between Men and Women, Union Guide" in 2009 the trade union confederation, Comisiones Obreras (CCOO) edited a manual to help to implement the Equality Law content in the Equality Plans. But according to an analysis "Despite maintaining a favourable regulatory framework, the introduction of measures into collective bargaining agreements and into equality plans, aimed at the professional promotion of women, is still one of the

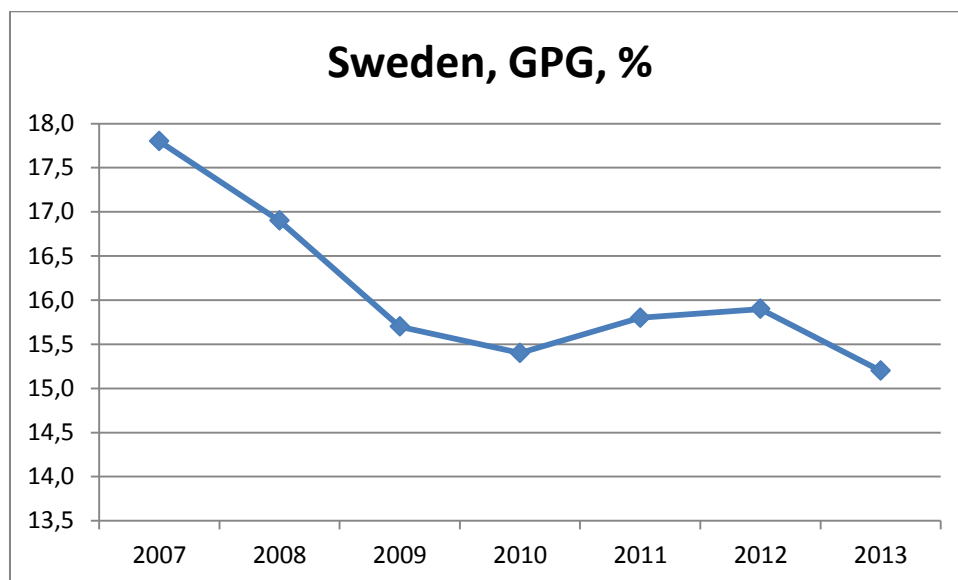


With Innovative Tools Against Gender Pay Gap – WITA GPG (2014-2016) Financed by European Commission - JUST/2013/Action Grants - Specific Programme "Progress" (2007-2013) Section 5–Gender Equality (No 4000004929)

most complicated matters for including in collective bargaining.” (Manual, Network Gender (2014), p. 24).



## Sweden



	2007	2008	2009	2010	2011	2012	2013
Sweden, GPG, %	17,8	16,9	15,7	15,4	15,8	15,9	15,2

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

Sweden has a long tradition to work with gender equality issues. The Swedish gender pay gap has a decreasing trend, in 2007 it was 17,8%, and after a slight but continuous decrease it fell to 15,2% which is slightly less than the EU average. The Swedish gender pay gap is among others due to the fact that women more often than men have part time work and work in low paid sectors.

In Sweden it is the Discrimination Act deals – among others - with gender equality at work. The Discrimination Act in 2009 replaced seven separate anti-discrimination laws. It requires that all employers must actively pursue specific goals to promote equality between men and women. The law prohibits discrimination and obliges employers to investigate and take measures against any harassment. Employers must not unfairly treat any employee or job applicant who is, has been or will be taking parental leave. In Sweden the Equality Ombudsman reviews situations concerning gender equality in the workplace. In the Swedish Government operates the Minister for Gender Equality who is responsible for gender equality issues.



### *Regular surveys at company level*

To identify gender pay gap or other terms of employment, employer has to survey and analyse provisions and practices regarding pay and other terms of employment and pay differences between women and men performing work that is to be regarded as equal or of equal value.

### *National Mediation Office: research on collective agreements helping to close gender pay gap*

In 2015 based on the Swedish government request the National Mediation Office (*Medlingsinstitutet*) analyses the collective agreements from point of view of effect on gender pay gap. The details are set out in the government's letter of regulation for 2015. Local social partners can look at wage issues from a gender point of view. Representatives from the National Mediation Office meet them to encourage them to reduce the gender pay gap. The National Mediation Office by 30 September 2015 sends the progress report on the issue.

### *Trade union report on gender*

#### *LO's report on "Gender and class"*

In 2000, the country's three main trade union confederations - the Swedish Trade Union Confederation (Landsorganisationen, LO), the Swedish Confederation of Professional Associations (Sveriges Akademikers Centralorganisation, SACO) and the Swedish Confederation of Professional Employees (Tjänstemännens Centralorganisation, TCO) - sent a joint official letter to the government to recommend that the Swedish EU Presidency should focus on equality between women and men.

In 2001 LO prepared a report with the title "*Gender and class*" with the aim to develop strategies for trade union work on gender equality. The local trade union representatives within all 18 LO-affiliated unions were targeted, and the report was discussed the workplaces. The report highlights to the differences in pay and employment conditions for men and women. By this time on average the gender pay gap was around 20 %. To close the gender pay gap LO demands that "employers should create full-time, rather than part-time, employment. Employers should also develop ways of achieving a "gender-equal" workplace. They should draw up their personnel policy from a gender





perspective, investigate wage and other working conditions and address any deficiencies". (Berg, Aninka (2001)).

### *Gender equality fund*

In the bargaining round of 2007 the Swedish Trade Union Confederation, LO introduced a 'gender equality fund' in their central agreement as a way to address the gender pay gap by increasing the low-paid employees' pay in the female sectors. The fund was financed by employers' contributions. It was collected according to central agreements, and distribution took place through local bargaining. However, the effects on the decreasing of gender pay gap was questioned by LO affiliates. For example, the Union of Metalworkers (IF Metall) opinion was that the fund did not reach women with low incomes in male-dominated sectors, including many of their own members. Due to this in the 2010 bargaining round the gender equality fund was reworked into a low-income fund simply making possible larger wage increases to all low-income workers, regardless of gender. The idea was that since low-income workers generally tend to be women, the fund would, in its new form, also address the gender gap. Further, in 2011 a new model was presented by LO, a combination of the gender equality fund of 2007 and the low-income fund of 2010, a compromise between the LO-affiliated unions. „On 5 September 2011 the LO board supplemented the framework of joint demands which included a gender equality fund of SEK 100 a month (about €10.9) payable to an employee within the respective sector earning less than SEK 22,400 (€2,445) a month. This compares unfavourably with the 2010 agreement which gave SEK 125 (€13.6) a month to an employee earning less than SEK 21,300 (€2,325) a month. The Union of Metalworkers, the Forestry, Woodworking and Graphic Workers Union (GS), and the Food Workers Union (Livsmedelsarbetarförbundet) were supportive of LO's aspiration to close the gender wage gap, but they oppose the methods and financial sums proposed in the LO framework." (Kullander, Mats and Björklund, Malin (2011))

### *Collective agreements against gender pay gap – the practice of „Equality allowance"*

Many collective agreements have adopted parts of the wordings in the Equal Opportunities Act. It concerns to compare annually women's and men's earnings to discover unjust differences. Collective agreements in 2007 agreed by trade unions representing blue collar workers asked higher wage increases in contractual sectors with low wages and a high number of women. The trade union confederation, LO, describes this as a special means for promoting gender equality and a step



towards more equal wages. (CEEP, UNICE/UEAPME, ETUC (2009) p. 110.) The 14 LO affiliated national unions coordinated their demands ahead of the national union negotiations at sectoral level, including demands for equality in pay and working conditions. LO agreements gave priority to adjust wage differences between sectors dominated by women and men since 2007. These rounds of negotiations provided an “*Equality allowance*” with the purpose of equalising the wages, in addition to the general demands for wage increases. The size of the equality allowance was decided in the respective negotiating sector depending on the number of women who earned less than SEK 20,000. The negotiations at national union level resulted in agreements of three years’ duration. The largest negotiated wage increases were achieved in the retail and municipal sectors, both dominated by women. The 2013 agreement specified that all national agreement areas that had lower average wage than SEK 25 000 / month, should have a minimum increase in Swedish crowns instead of percentages.

#### *IF Metall’s collective agreement*

According to LO-Sweden, IF Metall equal wages and working conditions have been crucial within the framework of LO-Sweden’s wage coordination. The IF Metall union collective agreements in manufacturing (engineering, steel, and chemicals) and mining from 2010 to 2012 included gradual yearly pay increases gradual (0.9% by 1 June 2010, 2.3% by 1 June 2011). Also local parties had the right to negotiate a temporary reduction of working hours with 20% and reduced wages in order to avoid losing skilled workers. It was also agreed to take further steps to diminish the gender pay gap, through common information, training, common recommendations for wage analysis, and finding common measurement instruments and to expand the extra benefit of 10% for one more month for workers on parental leave that is up to six instead of five months.

#### *Vision’s four-year pay agreement*

Vision, the municipal service union, representing white-collar workers in local government, agreed a four-year pay agreement in 2012, with general pay increase of at least 2.6% and 2.2% in the first two years. In the third and fourth years (2013 and 2015) individualised wage increases take place. According to the agreement the employer should make awards based on a better assessment of the competencies and performance in the work carried out and the wages received.



### *LO's three-year agreement*

The 2013 round of LO negotiation resulted in a three-year agreement. The LO coordinated the demands of unions to increase the pay of low paid workers in female dominated sectors and demands for a collective agreement in concern of additional remuneration when on parental leave. The national parental leave insurance compensated for around 80 % of the wage reduction up to a wage of about SEK 37 000/ month. The parental leave insurance is funded jointly, in the form of a fixed premium by all employers covered by the agreement. The agreement replaced the payments for parental leave introduced under previous agreements. (Previously, most of the collective agreements' general conditions contained a right to additional remuneration during some months from the employer).

### *Kommunal's agreement*

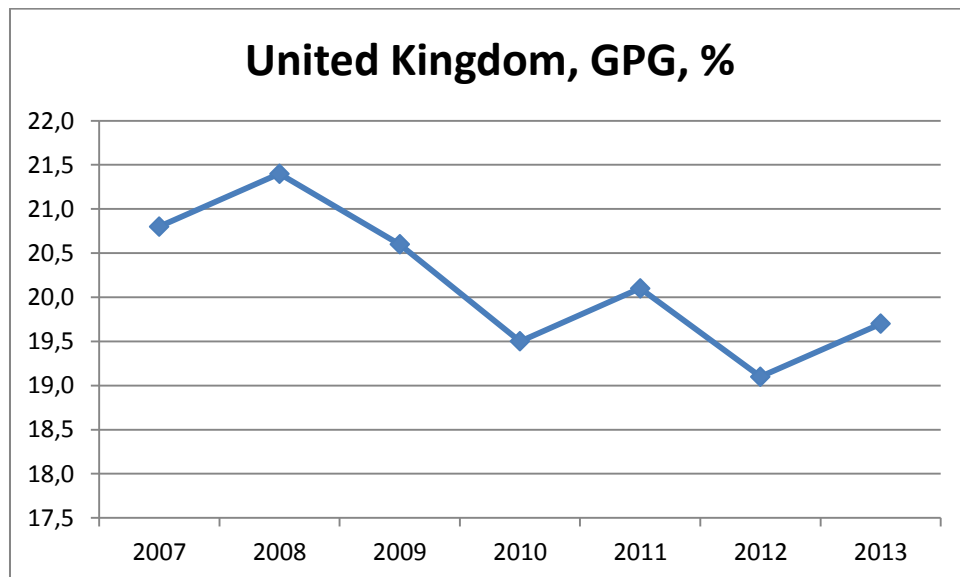
The Swedish Municipal Workers' Union, the Kommunal, following mediation to secure pay increases for municipal workers and particularly for workers in female dominated sectors in 2013 agreed in a pay increase of SEK 1.700 and the parental allowance was increased from 150 days to 180 days. (Pilinger (2014), p.76)

### *Kommunal: debate on gender pay gap*

In 2014 in a seminar organised by the Swedish Municipal Workers' Union, Kommunal and the political party Feministiskt Initiativ (F!) the representatives of six parliamentary parties agreed that the applied *cost mark* practice was not sufficient to decrease gender pay gap and that the mission of the National Mediation Office should include working for increased income equality between men and women. The F! and Kommunal argued that it is time for the political parties too to solve the problem of gender pay gap. Changing the so-called industrial norm – that is cost mark - has been a long-standing ambition of Kommunal, which raised the question repeatedly during 2014. Despite the debate, the practice to use *cost mark* is supported strongly by employer associations and many unions. (It means that they support the use of wage increase in the industrial sector as a cost mark for other sectors of the economy.) Another problem is that so far no legislation has been introduced to widen the scope of the National Mediation Office's mission. (Fric, Karel (2015))



### United Kingdom



	2007	2008	2009	2010	2011	2012	2013
United Kingdom, GPG, %	20,8	21,4	20,6	19,5	20,1	19,1	19,7

Source: <http://appsso.eurostat.ec.europa.eu/nui/setupDownloads.do>

Note: Industry, construction and services (except public administration, defense, compulsory social security)

The British pay gap used to be high, around 20%, in 2007 it was 20,8% and in 2013 it was 19,7%. It means that no much change can be observed during the previous years. In the UK the gender pay gap used to be on the agenda of the day since decades.

### *Women and Work Commission (2004)*

The UK government established the Women and Work Commission in 2004 with the participation of Confederation of British Industry (CBI), Trade Union Confederation (TUC) and Partnership of Public Employers (PPE). The Women and Work Commission in 2006 published recommendations which concentrated on improving education to close the pay gap.

### *TUC report to close gender pay gap (2008)*



As there couldn't observe an improvement the TUC published a report in 2008. This report pointed out the strong link between the pay gap and women's poverty, the correlation between the part-time work, occupational gender segregation, family responsibilities and the gender pay gap. (The gender pay gap was 36.6% for part-time women workers.) The TUC asked reform of equal pay legislation, a new Equality Bill and also called for mandatory equal pay audits, hypothetical comparators in equal pay cases, a collective mechanism for resolving collective equal pay disputes, equality duties in relation to procurement and a robust single public sector duty.

### *Equal Pay Act (1970) and Equality Act (2010)*

In 1968 women machinists at the Ford Car Plant in Dagenham, Essex, sewing covers for car seats went on strike because they were being paid less than the men (87% of men's wages) and their work was downgraded to 'unskilled'. After three weeks on strike, they returned to work accepting an increase which resulted that women's wages were 92 per cent of what was paid to men. This action contributed to the campaign for equal pay and the passage of the Equal Pay Act (1970). According to the Equal pay Act men and women are entitled to equal pay and terms of employment. The provisions on equal pay in the Equality Act 2010 replaced the provisions of the Equal Pay Act.

According to the Equality Act 2010 „men and women are entitled to equal pay and conditions if they are doing the same job; like work (work that is the same or broadly similar); work rated as equivalent (different work, but which is rated under a job evaluation scheme as equivalent); or work of equal value (that is, work that requires similar effort, skill and decision-making). Under this law, it is possible to bring a claim up to six years after leaving a job.” ( <http://www.striking-women.org/module/workplace-issues-past-and-present/gender-pay-gap-and-struggle-equal-pay>)

### *Equal Opportunities Commission's Equal Pay Task Force (2010)*

The Equal Opportunities Commission set up the Equal Pay Task Force in 2010. According to the Task Force report in 2011 pay discrimination accounts for up to half of the gender pay gap in UK. The report recommended act jointly for trade unions and employers to reduce gender pay gap by 50% in the next five years and to eliminate entirely in eight years.

The recommendations of the report for trade unions are to



- know how to implement equal pay;
- take action to raise awareness of the gender pay gap amongst their officers and members;
- understand how to develop a partnership approach to employers;
- negotiate successfully for equal pay;
- assist employers in carrying out equal pay reviews;
- respond to members with equal pay claims;
- put equal pay and equal opportunities at the bargaining agenda and
- ensure that the interests of part-time workers are included in all negotiations. ( Anne McBride, (2001))

### *Mandatory pay gap reporting*

TUC asked among others in its 2008 report the mandatory pay gap reporting which was also included in the Equality Bill. Notwithstanding the employers' organisation, the CBI, opposed to introduce mandatory gender pay gap reporting and called instead for a voluntary approach for the companies to report. To find a compromise the CBI and the TUC together with the Equality and Human Rights Commission tried to develop appropriate reporting parameters to be included in the Equality Bill.

### *TUC Equality Audit*

The TUC 2012 Equality Audit finds that 97% of trade unions set their priorities for collective bargaining priorities on equality centrally through conferences or through an executive committee decision. The priorities cited in this report include, equal pay and equal pay audits, career and pay progression women, pensions equality, maternity leave and pay, race equality and fighting the far right. In the audit unions were asked whether the collective agreements that they have negotiated with employers for parents, carers, and would be parents were better than the basic statutory rights. This covered the following:

- Maternity pay
- Paternity (maternity support) pay
- Maternity leave
- Parental leave
- Dependency leave/carers' leave



- Childcare support (e.g. crèche facilities, childcare)
- Paternity (maternity support) leave vouchers)
- Additional Paternity Leave and Pay
- Time off for ante-natal support
- Adoption leave and pay
- Time off for fertility treatment

According to the TUC 2012 Equality Audit 57% of UK unions had negotiated collective agreements above the statutory minimums for these provisions. (Manual, Network Gender (2014), p. 23)

### *NHS practice*

Central and local government and the National Health Service, NHS, agreed a framework for job evaluation through social dialogue. The NHS has completed implementation of its “Agenda for Change” standard with all NHS organisation having undergone job evaluation exercises. (CEEP, UNICE/UEAPME, ETUC (2009) p. 116.)

### *A “work of equal value” claim*

In 2010 healthcare assistants, domestic supervisors and reception staff, overwhelmingly women, working at a National Health Service Trust (St Helen’s and Knowsley), won an Employment Appeal Tribunal case on equal pay. The case was backed by the trade union UNISON. The case was that the women were paid lower rates for unsocial hours working on Saturdays and Sundays when compared to men in comparable jobs.<sup>13</sup>

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<sup>13</sup> Look the case at: <http://www.bailii.org/ew/cases/EWCA/Civ/2011/903.html>



## Turkey

The situation of women in labour market in Turkey differs from the EU average, the female labour market participation is lower than 30%. In Turkey the gender pay gap is low. Notwithstanding “a closer look reveals important differences along the wage distribution. There is virtually no gender gap at the lower end and men earn 6.47 percent more than women at the median. Surprisingly, women seem to earn 4.99 percent higher wages than men at the top of the wage distribution.” (Aktas, Arda and Uysal, Gokce (2012))

### *Low level of collective bargaining coverage*

Turkey is characterised by low level of collective bargaining. Notwithstanding existing collective agreements try to agree on work-family balance provisions, provision of fees for childcare provided by employers, education support for women and children. 90% of agreements enable women to take paid leave.

### *Good practice: collective agreement signed by municipal union*

In March 2013 the municipal union signed an agreement which includes among other issues like mobbing and psychological abuse in the workplace and social aid and pay (family, children and food aid). (Pilingier (2014) p. 79)

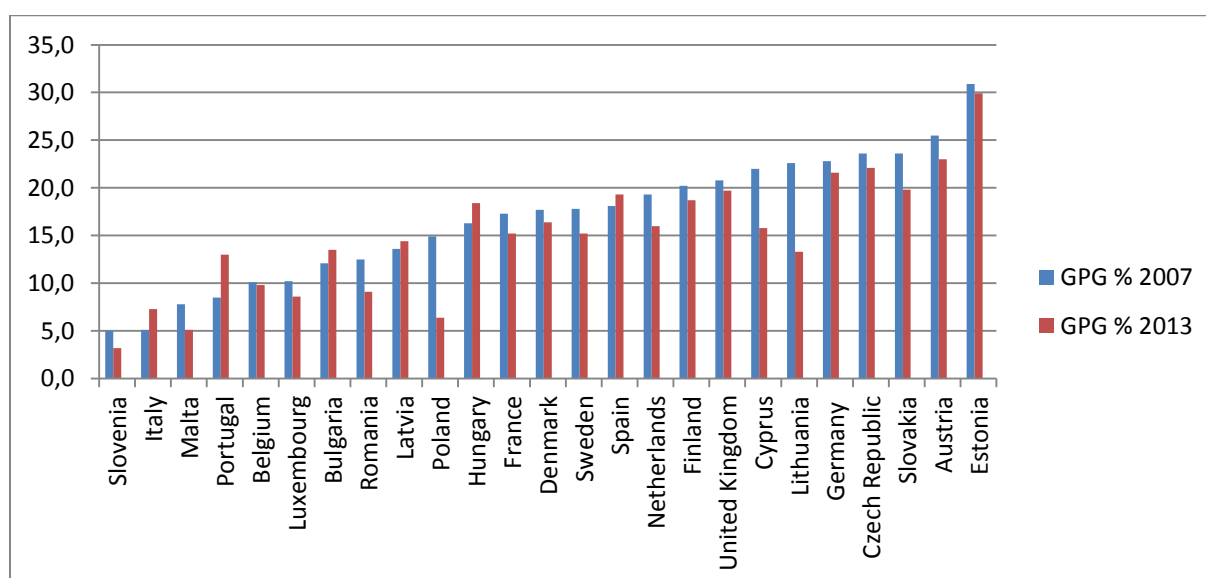




## Final remarks

Despite of various attempts of European, national and local social partners in the majority of the EU member countries the gender pay gap is steady. The EU average gender pay gap in 2007 was 17,7% and in 2013 it was only slightly lower: 16,4% (Eurostat). In 2007 and also in 2013 the highest gender pay gap in the EU was registered in Estonia (30,9% and 29,9%).

In some countries the gender pay gap was even widening. These *countries with widening gender pay gap from 2007 to 2013* are Italy (5,1-7,3%), Portugal (8,5-13%), Bulgaria (12,1-13,5%), Latvia (13,6-14,4%), Hungary (16,3-18,4%), Spain (18,1-19,3%). (Eurostat data)



The persistence of the gender pay gap makes it evident that such a complex issue can be tackled only in a comprehensive way. Another lesson is that when looking at gender pay gap we must consider not only the basic salary but also the other wage and non wage elements of the income and also the labour market conditions and the gender equality in getting into the labour market (We can find the lowest gender pay gaps in countries like Malta and Turkey, countries where the female labour market activity is also among the lowest).

Looking at the policies and activities of the different EU member countries against gender pay gap it can be observed that they are sporadic, the used tools are rarely permanent, they are many times only campaign-like. The inclusion of tackling gender pay gap in the collective agreements or other agreements of social partners (like Equality agreements or plans) could guarantee a continuous character. Unfortunately this tool is not used as widely as it would be needed or could exert a



sufficient effect. It can be assumed that the gender pay gap clauses in the collective agreements have not yet reached a critical mass.

According to (Eurfound (2010), p. 30) “where bargaining is centralised, gender differences in pay appear to be lower. Thus, the social partners in countries operating within other contexts of collective bargaining – such as those with a predominance of company-level bargaining – could ‘simulate’ some of the advantages of centralised bargaining, by providing common guidelines for gender-sensitive collective bargaining to their respective members at the workplace level.” Also according to the “Bargaining for Equality” projects - despite that the collective bargaining in reducing pay inequalities between women and men should be promoted at all levels -, to avoid decentralisation and fragmentation of bargaining systems priority should be given to sectoral level.

For successful bargaining there are need for well developed trade union gender mainstreaming guidelines and strategy, tools for job evaluation and income monitoring, gender disaggregated data (wage, income) transparency, regular trainings for trade unionists taking part in the negotiation. Not at last “There is a need for gender balance in collective bargaining teams and unions need to put in strategies and policies to ensure equal or proportional representation of women and men.”(Pilinger (2014), p.56-57)

From the point of view of tackling gender pay gap the quality and quantity of social dialogue and the trade union presence are also important and should be promoted. In female-dominated and low-paid sectors where trade union is not present also employers put less attention to the issue of gender pay equity. However employers play crucial role in the gender pay equity and also in other issues like gender equality in career advancement and child caring.

To eliminate the still heavy horizontal segregation there would be need for more (maybe joint) initiatives from the part of social partners tackling choosing profession, sector and career as well as to raise the awareness on the context of these issues and the gender pay gap (Eurfound (2010), p. 30).



## Summary of findings and proposals in concern of gender pay gap, national, sectoral, workplace level

	National	Sectoral/subsectoral/occupational	Workplace
Possible origins of GPG	<ul style="list-style-type: none"> <li>-Lack of adequate regulation, monitoring bodies, gender equality policies and strategies.</li> <li>-Structural causes due to poor career guidance, not proper educational policy.</li> <li>-Gender stereotyping strengthening gender inequality.</li> </ul>	Employment/occupational specialities of sector (sector/occupation employing mostly men or mostly women)	<ul style="list-style-type: none"> <li>- Employer's discriminative attitude.</li> <li>- Lack of family friendly working conditions (like flexible work or possibility of maternity leave without any punishment).</li> <li>- Employment contracts penalising special life conditions of women.</li> <li>- Unequal/unjust career/training possibilities at workplace for women and men.</li> <li>- Lack of 'positive discrimination' for people in disadvantageous situation, among them for women particularly with children.</li> <li>- Lack of collective (wage) agreement and/or collective (wage) agreement without specific concern to gender wage equality.</li> <li>- Lack of equality plan at workplace.</li> </ul>
	National	Sectoral	Workplace
How can we diagnose?	Pay statistics analysis, sources National Statistical Offices (LFS, companies reports, social security data; Eurostat, ILOSTAT Database, OECD)	Sectoral wage statistics	Definition of equal work or work of equal value and practical difficulties to do it in a workplace – need for special guides and trainings
Who can diagnose?	National level social partners, confederations, research or advisory institutes, monitoring bodies, civil organisations focusing on equal rights including gender equality	Trade union federations, sectoral level social partners, sectoral level social dialogue committees; European social dialogue committees focusing on GPG in the different EU countries at sectoral level	Company level trade union organisations, shop stewards, works councils, employees
	National	Sectoral	Workplace
What are the tools at disposal to tackle with GPG?	Legal regulation, monitoring bodies. National pay bargaining. Minimum wage.	Sectoral collective agreements. Sectoral minimum wage. Good practice: male dominated sector – permanent network and	<ul style="list-style-type: none"> <li>-Transparency in pay – is a basic.</li> <li>- Job classification – job evaluation scheme is another basic.</li> <li>- Equality proofed pay systems.</li> <li>- Collective agreements including wage agreements and clauses in concern of</li> </ul>



	Awareness raising campaigns.	conferences.	gender equality. - Gender equality plans. - Training programs for shop stewards to be able to define equal work or work of equal value and to take part in collective bargaining. -Monitoring the “equal pay for equal work” at workplace. -Flexible working practices. - ‘Good’ part-time work opportunities. - Professional training and career development for both sexes.
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