



**Experts' Conference “Closing the Gender Pay Gap”
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Recent Initiatives and Experiences
of the European Social Partners

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UNICE 39 members in 33 countries



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Portugal



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Sweden



Switzerland



Switzerland



Turkey



Turkey



United Kingdom



Framework of actions on gender equality

- Adopted on 22 March 2005
- Contribution to the Lisbon Strategy
- No need for additional legislation
- Aims at further progress in gender equality in practice
- A joint approach to gender equality
 - Based on the assessment of the current situation
 - Advocating need for integrated strategies for gender equality on labour markets



Positive developments and remaining challenges (1)

- Education: more girls complete secondary school; they are more successful at first university level; they participate more to lifelong learning (11.7% compared to 10% for men)
- Employment rates: 55.7% female employment in 2004; the gap between male and female employment decreased from 18.1 in 1999 to 15.2 in 2004
- Increase in women in managerial positions: 32% managers; 10% members of board; 3% CEOs



Positive developments and remaining challenges (2)

- Work-life balance: lower employment rate of women with small children; more career breaks for family reasons
- Education choices: less women in engineering, science or technology
- Occupational segregation: four in ten employed women work in public administration, education health or social activities compared to less than two men
- Pay gap: aggregated figures of 15%



Joint approach

- Tackle labour market segregation is key
- Diversity management policies in companies help respond to diverse needs of companies and workers and increase support of both male and female workers



4 Priorities for action + examples of key elements and practical tools for inspiration

1. Addressing gender roles on the labour market

e.g.

- Cooperation with education, guidance bodies
- Gender mix in male or female dominated sectors and professions
- Job titles and advertisements



4 Priorities for action + examples of key elements and practical tools for inspiration

2. Promoting women in decision-making

e.g.

- Release women's untapped potential at all levels
- Gender neutral recruitment and promotion criteria
- Retention of competent women & career development
- Female entrepreneurship
- Women in social dialogue



4 Priorities for action + examples of key elements and practical tools for inspiration

3. Supporting work-life balance

e.g.

- Taking account of individuals' and companies' needs
- Flexible work arrangements
- Care facilities



4 Priorities for action + examples of key elements and practical tools for inspiration

4. Tackling the gender pay gap

e.g.

- Informing about legislation
- Clear and up-to-date statistics at national and sector levels to understand reasons lying behind the gap
- Transparent and gender neutral pay systems (pay attention to possible discriminatory effects of secondary elements of pay)



Tackling the gender pay gap

- Examples of good practices which were studied for the framework of actions:
 - FPB-TUC Guide on employment for SMEs
 - DA-LO Study on women's and men's wages in Denmark, 2003
 - Finish social partners – Unification of pay systems and collective agreements in the chemical industry, 1992-1999



Finish case study (1)

- 90's: two collective agreements for white collars (clerical and technical employees) in the Finish Chemical industry
- Clerical employees: female dominated; technical employees: male dominated
- 90's: job content become more similar due to development of information technology – no need for two separate pay systems. Also trade unions merged
- Merger process :
 - start of discussions with employees 1992 (200 joint information meetings organised);
 - single pay system with separate wage scales in 1997;
 - unification of collective agreements in 1998;
 - same pay system and wage scale in 1999



Finish case study (2)

- Timeframe crucial to spread financial costs bared by companies
- Review of job evaluation systems and introduction of gender-neutral criteria; more emphasis on competences and less on seniority
- 1996: difference in minimum wage levels between two systems of 9%; 1999: difference: 0%
- Similar pay arrangements have been introduced in other sectors (energy, metal, construction, food & drinks)



Framework of actions on gender equality

- First follow-up report – Autumn 2006
- For more information: www.unice.org

