

BUSINESSEUROPE



Collective bargaining in promoting equality between men and women at work

European Social Partner's Perspective

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What is BUSINESSEUROPE?

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



Outline

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



Collective bargaining

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



Collective bargaining

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



Framework of Actions on gender equality

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



Framework of Actions on gender equality

Final report

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



Tackling the gender pay gap

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

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



Tacking the gender pay gap

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



Tacking the gender pay gap

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



Addressing gender roles

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

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



Addressing gender roles

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



Addressing gender roles

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



Conclusions

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



Thank you

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