



Collective bargaining, Trade Union participation and gender gaps

(Cáceres, 9-10 June 2015)

Index	
Introduction	3
Date and place	4
Objectives	4
RELACIÓN DE PARTICIPANTES	4
Development of the Conference	5
First day (June 9)	5
Inauguration	6
1st Round Table discussion participation and representation of women in CCOO key to combating the gender gaps in the map of gender.	7
2nd Round Table discussion. Break the wage gap in the conventions and equality plans. Progress and results.....	8
Second Day (June 10)	9
Local Table: Analysis of the gender wage gap in Extremadura	9
Table Experiences of collective bargaining and equality plans in businesses. Good practice: collective bargaining in the private sector	9
Panel discussion: Questions and answers to combat the wage gap in the collective bargaining.....	10
Conclusions and Closing	11
Dissemination:	11
Final Notes	14

Introduction

The 2nd Conference State of the ACCTIOON EQUAL PAY project, developed in Cáceres (Extremadura, Spain) on 9 and 10 June 2015, have served to complete the approach in depth to the complex problem of unequal remuneration between women and men that CCOO is carried out within the framework of the project ACCTIOON equal PAY and to define the main lines of action to correct labor gaps that result give the wage gap by trade union activity gender.

These second State Conference of Cáceres have served to know in depth and spread the role of collective bargaining, social dialogue and Trade Union action to correct labour gaps of gender and, in particular, to reduce wage inequality resulting, to achieve its eradication.

The meeting has prompted the exchange, debate and the proposals of improvement measures to integrate the gender perspective in the collective bargaining, strengthen the existing good practices, as well as to foster the participation of more women in the processes, structures and scenarios linked to collective bargaining.

The EQUAL PAY ACCTIOON project, promoted by the Comisiones Obreras trade Union Confederation through the Confederal Secretary of women and equality, seeks to combat the gender pay gap through a better understanding of the factors that cause it, intensifying the implementation of corrective measures in companies through collective bargaining, and to improve the information of the people involved at the negotiating tables as well as the participation of women in them , and, ultimately, spreading information, awareness and social awareness towards this type of discrimination in the field of Association and labour and society as a whole.

This project is co-financed by the European mechanism of the space economic European (EEA) 2009-2014, in the framework of the Memorandum signed between the Kingdom of Norway, Iceland and the Principality of Liechtenstein ('donor States') and the Kingdom of Spain ('beneficiary status»), specific. Programme of equality of gender and reconciliation, aimed at reducing economic and social disparities in the EEA through the promotion of equality between women and men in working life at the negotiating tables, as well as the participation of women in them, and, ultimately, spreading information, awareness and social awareness towards this type of discrimination in the field of Association and labour and society as a whole.

These II^o Conference have been the third public event of the project, after the I^o Conference held in Valladolid on 3 and 4 December 2014 and the International Conference held in Toledo on 24 and 25 March 2015.

Date and place

9 and 10 June 2015

Extremadura Hotel (Sercotel)

Avenida Virgen de Guadalupe, 28, 10001 Cáceres (España).

Objectives

- .- To know in depth and to spread the role of the collective bargaining and the trade union activity in the struggle against the genre breaches and in particular the wage inequality.
- .- Detect, Exchange and disseminate experiences and good practices, in different sectors, territories, size of companies, etc.
- .- Propose measures for improvement to integrate a gender perspective in the collective bargaining.
- .- To know the map of genre of CCOO, especially the participation of women at the negotiating tables.
- .- Promote the participation of more women in the processes, structures and scenarios linked to collective bargaining.
- .- To analyze the obstacles and resistances that obstruct the trade union participation of the women and to propose progress measurements.

RELACIÓN DE PARTICIPANTES

. SPEAKERS AND MODERATORS

Julian Carretero. Secretary-general CCOO Extremadura. Tedo Castro. Women's Secretariat CCOO Extremadura. Ana Herranz Sainz-Ezquerria . Confederal Secretariat of Women and Equality CCOO. Guillermo Fernández-Vara. Candidate for President of the Junta de Extremadura. Rita Moreno. Confederal Secretariat Coordinator CCOO Trade Union action. alba Garcia. Secretariat of the Doña CCOO Catalunya. Encarna Chacon. CCOO Organization Secretariat of Extremadura. M^a Cruz Vicente. Secretariat of Euskadi CCOO Trade Union action. Aurora Martinez. Women's Secretariat of the state Federation Agroalimentaria (FEAGRA) CCOO. Ana Sanchez. Women State Federation Secretariat services to the Citizenship (FSC) CCOO. Manuel F. Sánchez.

Secretary Action State Federation Services Trade Union CCOO. Isabel Fernandez. Secretariat of the Women Federation Services CCOO Galicia. Delia Lizana. Women's Secretariat CCOO Aragon. Beatriz Blanco. CCOO Zafra district delegate. Isi Carrasco. Women Federation Secretariat Services CCOO Construction and Extremadura. Sonia Garcia Baños. General Secretariat Section Association CCOO GPEX Public Company. Antonio Macedo Rodriguez. Group Director Placentina Driving School. Ana Martinez. Women Federation Secretariat State Pensioners CCOO

. Audience:

Union leaders and teams of the Secretariats of Women and Equality of CCOO Territories (Andalucía, Aragón, Castilla y León, Catalunya, Euskadi, Galicia, Illes Balears, Murcia, P. Valencià, Madrid), and state federations (Construcción y Servicios, Agroalimentaria, Servicios a la Ciudadanía, Industria, Pensionistas, Servicios).

Other responsible secretaries Women: UP Córdoba, UC Alicante-Les Marines, Industria Andalucía, Pensionistas Galicia, UP Sevilla, Enseñanza Castilla y León, Corredor del Henares (Madrid), Sanidad Castilla y León.

Other union leaders: Política Social FSC, Espacio Joven Aragón, Manacor.

Coordinator of the project and members of the team of the confederal Secretary of women and equality of CCOO which are part of the project.

CCOO EXTREMADURA: Regional Executive Committee Members. General Secretaries of Enseñanza, Industria, Construcción y Servicios, FSC, Pensionistas. Regional delegates: comarcal Coria, Zafra, Comarca Don Benito, Cáceres. Delegates of companies and responsible unions: GPEX, HNSM, AMICOM, Siderúrgica Balboa, Repsol, Agrimosa, Catelsa Cáceres, Estaciones de Servicio, Universidad de Extremadura. Responsible Secretaries Mujer: Enseñanza, Construcción y Servicios, Servicios, Sanidad, Enseñanza, Pensionistas, FSC, FEAGRA Plasencia. Cabinet economic Badajoz, crew employment equity Office, computer and communication equipment, team Secretary women.

Office of Equality at the University of Extremadura.

Development of the Conference

First day (June 9)

Inauguration

Julian Carretero. Secretary-general CCOO Extremadura. Tedo Castro. Women's Secretariat CCOO Extremadura. Ana Herranz Sainz-Ezquerria. Confederal Secretariat of Women and Equality CCOO. Guillermo Fernández-Vara. Candidate for President of the Junta de



Extremadura.

The interventions had an effect on the days of Cáceres are the most focused on the trade union action in companies, by discussing the role of collective bargaining to correct this summation of labor gaps that leads to the wage gap. Another central aspect has been the newly signed agreement II State of Collective Bargaining (AENC) on gender equality because it will enhance the existing working group on equal giving content and criteria to implement equality plans in the Collective Bargaining (NC). There were also references to the special employment plan, now on consultation and the plan for the family, which has appreciated by CCOO, questioning his action star, increased pension for women mothers according to the coloured children, because returns to relapse in women the obligation of care, returns affect the roles of mother / player sexist and because if you want to end pension and wage gaps must put an end to the precarious Labor, involuntary part-time work, unemployment, promoting quality employment, promoting stewardship will work with measures that take into account that there are also men who care.

Preliminary note: The presentations, discussions and conclusions of these days to be included in full in the digital publication "trade union strategies to combat the unequal pay between women and men", so that in this Act are summarized the references.

PAPER MARKED Collective bargaining and good practices opposite to the genre breaches. Speaker: Rita Moreno. Coordinating committee confederal Secretariat Trade union activity CCOO Presents: Alba García. Secretary of the Dona CCOO Catalunya.



Alba García explains that the approach of the gap should be integral, since the gap is generated before the space of labor relations, occupational segregation, the unequal valuation of the professions among technical careers and social devaluation of the sustainability of life, which means the persistence of the division between the work of care and wage labor.

The intervention of Rita Moreno focused on the economic crisis and its impact on the wage gap, the policies of austerity and the increase in inequality, the effects of labor reform and its consequences for workers and for equality in employment and trade union action that has been developed to work for equality in employment, the achievements made through social dialog and collective bargaining in front of the gender-based discrimination, a summary of the equality plans registered since 2010, ending a wide exposure with proposals and priorities den union activity to correct these gaps.

1st Round Table discussion participation and representation of women in CCOO key to combating the gender gaps in the map of gender.

Ana Herranz. Confederal Secretariat of Women and Equality CCOO.

Progress in the trade union representation of women

Encarna Chacón. CCOO Organization Secretariat of Extremadura.

Women at the negotiating tables of conventions and equality plans

M^a Cruz Vicente. Secretariat of Euskadi CCOO Trade Union action

Moderator: **Aurora Martínez.** Women's Secretariat of the state Federation Agroalimentaria (FEAGRA) CCOO.



The presentations highlighted that to address the wage gap has to be dealt with the terms and conditions of employment that the favored, this is a good idea a this holistic approach. In relation to the tables of NC, we have to recognize that in these years the sexual division of labor is still not be affected, there is no equality in employment but a segregation which enshrines the hierarchy of the world of work where the male employment is still in the field of labor as a whole considered superior to females. CCOO is the largest social organization, with a lot of influence on the working conditions and be able to close the gaps and wage labor. On the other hand, in all the negotiating tables, there is no need to segregate what they are talking about, men and women have to talk about everything. There are also stressed the importance of training in gender issues to the entire union representation in general, and in a special way, to all of the people who are in the negotiating tables. There are two key elements, the training and the equality plans.

[2nd Round Table discussion. Break the wage gap in the conventions and equality plans. Progress and results](#)

Ana Sanchez. Women State Federation Secretariat services to the Citizenship (FSC) CCOO. **Manuel F. Sánchez.** Secretary Action State Federation Services Trade Union CCOO. **Isabel Fernandez.** Secretariat of the Women Federation Services CCOO Galicia.

Moderator: **Delia Lizana.** Women's Secretariat CCOO Aragon.

All speakers commented on the need for the incorporation of women to the tables of the collective bargaining, and to move on from the union in response to the central question: How does curb the factors they throw the low wages of the women through the collective bargaining?.



In Spain more than 8 thousand municipalities, but only 35 have equality plan. The main cause of wage discrimination in this area comes not from the base salary, but of the ins and parties variables of the salary. As a common feature in the negotiation of equality plans, it highlights the difficulty of obtaining data for the diagnosis, since companies are reluctant to provide them.

Second Day (June 10)

Local Table: Analysis of the gender wage gap in Extremadura

Tedo Castro. Women's Secretariat CCOO Extremadura **Beatriz Blanco**. CCOO Zafra district delegate



Speakers presents the study of gender wage gap in Extremadura. The study makes a work of thorough analysis of the evolution of the wage gap and weight of individual factors and labor. It also includes trade union proposals: Deploy active employment policies from a gender perspective, expanding the use of quality in general and for the women, compromising to the administrations with special plans against the gender wage gap, enforce equality plans in companies, to promote training in gender equality for the people of the negotiating table, positive action clauses, etc.

Table Experiences of collective bargaining and equality plans in businesses.

Good practice: collective bargaining in the private sector

Isi Carrasco. Women Federation Secretariat Services CCOO Construction

Extremadura

Plan de Igualdad de GPEX

Sonia García Baños. General Secretariat Section Association CCOO GPEX
Public Company

Buena Práctica de empresa

Antonio Macedo Rodríguez. Director Placentina Driving School

Moderator: **Tedo Castro.** Secretaria de la Mujer de CCOO Extremadura



The speakers highlighted the importance of that there will be more women at the negotiating table, more training in gender equality for the people negotiating, more involvement of the whole structure on themes of equality, which accepts that it is not only women but the entire organization.

Panel discussion: Questions and answers to combat the wage gap in the collective bargaining.

Moderators: **Ana Martínez.** Women Federation Secretariat State Pensioners CCOO. **Ana Herranz.** Confederal Secretariat of Women and Equality CCOO



Debate in plenary of the contents of the Guide to trade union action that is being developed in the framework of the Project ACCTIOON EQUAL PAY and that account with the participation of delegates and individuals involved in the negotiating table.

Conclusions and Closing

Ana Herranz Sainz-Ezquerro. Confederal Secretariat of Women and Equality CCOO. **Tedo Castro.** Women's Secretariat CCOO Extremadura



Speakers conclude that we need more training on gender and reach more people in the organization, especially the people that are at the negotiating tables. It works in the short, medium, long-term, with different measures but all reasoned, reasonable, achievable, effective, tensioning the trade union action to put an end to discrimination causing, improving the quality of employment, encouraging a change in the culture toward a culture of equality, responsibility and parity.

Dissemination:

Ad Conference

. Confederal Web. II National Conference on Collective Bargaining, union participation and gender gaps

http://www.ccoo.es/cscceo/Inicio:850030-II_Jornadas_Estatales_sobre_Negociacion_Colectiva,_participacion_sindical_y_brechas_de_genero

. CCOO Web. Women. Now. II National Conference on Collective Bargaining, union participation and gender gaps

http://www.ccoo.es/cscceo/Areas:Mujeres_e_Igualdad:Actualidad:850030-II_Jornadas_Estatales_sobre_Negociacion_Colectiva,_participacion_sindical_y_brechas_de_genero

. In Web site project. II National Conference on Collective Bargaining, union participation and gender gaps

http://www.ccoo.es/cscceo/Areas:Mujeres_e_Igualdad:Proyecto_ACCTIOON_EQUA

[L PAY:850030-II Jornadas Estatales sobre Negociacion Colectiva, participacion sindical y brechas de genero](http://www.ccoo.es/cscceo/Inicio:850030-II_Jornadas_Estatales_sobre_Negociacion_Colectiva,_participacion_sindical_y_brechas_de_genero)

. CCOO Web in Extremadura. II National Conference on Collective Bargaining, union participation and gender gaps

[http://www.extremadura.ccoo.es/webextremadura/Inicio:850030-II Jornadas Estatales sobre Negociacion Colectiva, participacion sindical y brechas de genero](http://www.extremadura.ccoo.es/webextremadura/Inicio:850030-II_Jornadas_Estatales_sobre_Negociacion_Collectiva,_participacion_sindical_y_brec_has_de_genero)

Press Conference:

With interventions of:

Julián Carretero, Secretary-general CCOO Extremadura

Tedo Castro, Women's Secretariat CCOO Extremadura

Ana Herranz, Confederal Secretariat of Women and Equality CCOO.



Media:

- TV: Canal Extremadura TV; RTVE. Extremadura.
- RADIO: Radio Nacional de España; Onda Cero; Cadena Ser.
- AGENCIAS: Europa Press; Agencia EFE.

PRESS REFERENCES:

. Diario.es. Extremadura: CCOO expects that collective bargaining ends with wage inequality between men and women

http://www.eldiario.es/eldiarioex/sociedad/CCOO_igualdad_salarial_0_396861385.html

. The newspaper of Extremadura. CCOO points to the collective bargaining to put an end to the wage gap

http://www.elperiodicoextremadura.com/noticias/extremadura/ccoo-apanegociacion-colectiva-acabar-brecha-salarial_875975.html

. Digital Extremadura: Days state collective bargaining, union participation and gender gaps

<http://digitalextramadura.com/not/68399/jornadas-estatales-negociacion-colectivaparticipacion-sindical-y-brechas-de-genero>

. The Chronicle of Badajoz: CCOO points to the collective bargaining to put an end to the wage gap

http://www.lacronicabadajoz.com/noticias/extremadura/ccoo-apunta-negociacioncolectiva-acabar-brecha-salarial_190394.html

. La Vanguardia CCOO aims to collective bargaining to put an end to wage gap of the country

<http://www.lavanguardia.com/economia/20150609/54432169765/ccoo-apunta-anegociacion-colectiva-para-acabar-con-brecha-salarial-del-pais.html>

WEBS:

. Web CCOO Extremadura. CCOO puts the collective bargaining as a basic tool to eliminate gender discrimination

http://www.extremadura.ccoo.es/webextremadura/Inicio:852862-CCOO_situa_a_la_negociacion_colectiva_como_un_instrumento_basico_para_eliminar_las_di_scriminaciones_de_genero

. Web Federación Estatal Agroalimentaria CCOO FEAGRA. CCOO puts the collective bargaining as a basic tool to eliminate gender discrimination

http://www.agroalimentaria.ccoo.es/agroalimentaria/Areas:Mujer_e_igualdad:Actualidad:854782-CCOO_situa_a_la_negociacion_colectiva_como_un_instrumento_basico_para_eliminar_las_di_scriminaciones_de_genero

. En Web Federación Estatal de Servicios a la Ciudadanía FSC de CCOO. II National Conference on collective bargaining, union participation and gender gaps

http://www.fsc.ccoo.es/webfsc/Actualidad:Mujer:Actualidad:852863-II_Jornadas_estatales_sobre_negociacion_colectiva_participacion_sindical_y_brechas_de_g_enero

. En Web CCOO País Valencià. Trade union action to close gender gaps

http://www.pv.ccoo.es/pv/Accio_del_sindicat:dona_:actualitat:856360--Accion_sindical_para_cerrar_las_brechas_de_genero

. En Web Federación Estatal de Construcción y Servicios CCOO. CCOO of construction and Services participates in ACCTIOON EQUAL PAY

http://construccionyservicios.ccoo.es/fcs/Areas:Politicas_de_Igualdad:Noticias:857

[700-CCOO de Construcción y Servicios participa en las jornadas ACCTIOON EQUAL PAY](#)

. En Web Federación Estatal de Industria CCOO. The trade union action of CCOO, final to close gender gaps

http://www.industria.ccoo.es/industria/Informacion:Por_areas:Mujer:857160-La_accion_sindical_de_CCOO,_definitiva_para_cerrar_las_brechas_de_genero

Social Networks

. Facebook y Twitter

Twitter Revista Trabajadora: #ACCTIOONequalPAY

<https://twitter.com/hashtag/ACCTIOONequalPAY?src=hash>

Facebook Revista Trabajadora.

<https://es-es.facebook.com/RevistaTrabajadora>

Final Notes

. **Photo and video recording.** Jose Luis Sanchez. Computer equipment of CCOO Extremadura.

. Assessment of the persons attending in anonymous questionnaire.