



MINUTES

FINAL CONFERENCE

“Union Action for Tackling the Gender Pay Gap: Experiences, Challenges and Strategies”

Tabla de contenido

1. Introduction	3
2. Date and Venue	3
3. Objectives.....	3
4. List of Participants.....	4
Participants.....	4
Delegates	5
5. Description of the Final Conference	7
. OPENING	7
. ROUND TABLE “Actions against the gender pay gap: the vision and experience of Lo-Norway and UNI Global Union”	8
. ROUND TABLE “Implementation and conclusions of the ACCTIOON EQUAL PAY Project.	10
6. Conclusions and Closing	13

1. Introduction

The ACCTIOON EQUAL PAY¹ Project's Final Conference was designed to facilitate points in common regarding union action for tackling the gender pay gap, from the perspectives of Norway's LO trade union, the sectorial world confederation UNI Global Union and Spain's CCOO. The final conference was also aimed at publicising, with trade unions and among the general public, the materials generated during the project, contributing to their dissemination, with a multiplying effect due to the different origins, both territorial and sectorial, of those present. Above all, the final conference presented the *Report on the Gender Pay Gap: Impact, Collective Bargaining and Union Action*, and the union Guide *The Gender Pay Gap: Analysis and Union Proposals for Collective Bargaining*. CCOO's proposals for eradicating this salary discrimination, by means of collective bargaining and union action, were also presented.

2. Date and Venue

Date: September 24, 2015

Venue: Spanish Economic and Social Council Building (CES)

Calle Huertas 73, 28014 Madrid, Spain.

3. Objectives

. Publicly presenting the ACCTIOON EQUAL PAY Project, implementing the materials and events carried out. The main conclusions reached and CCOO's proposals.

¹ EQUAL PAY ACCTIOON Project, promoted and coordinated by CCOO and the Norwegian union LO as a partner, is a project funded by the European Mechanism of the European Economic Area (EEA Grants) 2009-2014 under the Memorandum signed between the Kingdom of Norway, Iceland and Liechtenstein ("donor States") and the Kingdom of Spain ("State Beneficiary") specific Programme Gender Equality and Conciliation aimed at reducing economic and social disparities in the EEA by promoting equality between men and women in working life

. Presenting the strategies for tackling the gender pay gap from an institutional perspective.

. Presenting the strategies for tackling the gender pay gap from a transnational perspective, based on Norwegian experiences and good practices, by means of the participation of Norway's LO trade union, project partner. There will also be a sectorial European vision, provided by the union confederation UNI Global Union/Europe.

. Presenting the Diagnostic Study on the gender pay gap. Comparison of determining factors, territories and activity sectors. Analysis of the relative weight in the gap of basic salary and bonuses. Proposals for dealing with the gap, based on collective bargaining and union action.

. Presenting the Report on Good Union Practices for Tackling the Gender Pay Gap. Highlighting the role of collective bargaining in advancing towards labour equality between men and women. Presenting CCOO's proposals for union action and collective bargaining for pay equality.

4. List of Participants

Participants

Marcos Peña, President of the Spanish Economic and Social Council

Johan Christopher Vibe, Norwegian Ambassador

Rosa Urbón Izquierdo, Director of the Institute for Women and Equal Opportunities

Ana Herranz Sainz-Ezquerro, CCOO Confederal Secretariat for Women and Equality

Synnøve Konglevoll, Special Advisor, Department of Economic and Social Affairs, LO Norway

Verónica Fernández Méndez, Officer Equal Opportunities, UNI Global Union

Raquel Gómez, Technical team, CCOO Confederal Secretariat for Women and Equality

Rita Moreno, Assistant, CCOO Confederal Secretariat for Union Action

Pilar Morales, CCOO Madrid's Secretariat for Women and Cooperation

Delegates



Sub-Director General for Equality in Businesses and Collective Bargaining, Institute for Women and Equal Opportunities.

Head of Communication and Financial Mechanism of EEE (EEA Grants) at the Norwegian Embassy in Spain.

International Representative of LO Norway.

Inland Revenue Representative, coordinator of EEA Grants Spain.

Board member of the Spanish Economic and Social Council (CES). First Group.

Heads of CCOO Women and Equality, and technical support staff, of territories

(Andalusia, Aragon, Canary Islands, Cantabria, Catalonia, Castile and Leon, Balearic Islands, Galicia, Extremadura, Madrid, Murcia, Valencia) and state federations (Food and Agriculture, Construction and Services, Healthcare, Services, Citizen Services).

Heads of Women in other CCOO organisations: Alicante Region, Services Andalusia, Construction and Services in Extremadura, Industry Andalusia, Pensioners Galicia, FSC of Castile and Leon, Services Madrid, Pensioners Murcia, Badajoz, Education Castile-La Mancha, Education Castile and León,



Education Madrid, Food and Agriculture Castile and Leon, Pensioners Madrid, Services Ciudad Real, FSC Canary Islands, Pensioners Andalusia.

Heads of Union Action: Catalonia, Industry, Construction and Services, Murcia, Basque Country.

Heads of other CCOO areas, in: Madrid, Galicia, Catalonia, Services Extremadura, Manacor region, Services Aragon, Nalón Regional Union, Banco de Santander's State Union Section, Services Extremadura, Healthcare Valencia.

Heads of different union areas, predominantly of Women in state union sections: Banco de Santander, La Caixa.

Head of Gender Training at Muñiz Zapico Confederal Trade Union School.

Sociologist specialising in gender and coordinator of Centro 8 de Marzo of CCOO's Fundación 1º de Mayo.

Director of the CCOO's "Miguel Escalera" Employment Training Foundation (FOREM Confederal).

"Nosotras Mismas" Women's Association, in Chamberí (Madrid).

Representative of the Gender Observatory at Madrid's Rey Juan Carlos University.

Communication Team of CCOO's Trade Union Confederation.

Representative of the Subsidy Department of CCOO's Trade Union Confederation.

Project Coordinator and team members of CCOO Confederal Secretariat for Women and Equality included in the project.

5. Description of the Final Conference

. OPENING



Marcos Peña, president of CES, explained that the reality is that the pay gap exists and is gender-based. Despite existing policies, we have to continue acting because it is a matter of social cohesion. Among existing policies, labour policies are of significant importance, and there is where trade unions play an essential role, in their natural habitat, collective bargaining. That is why union action has a crucial dimension in overcoming the gender pay gap.

Johan Christopher Vibe, Norwegian Ambassador, pointed out that there is a positive correlation between high gender equality indexes and economic and social growth. Salary gaps discourage women's labour participation. In Norway, the greatest salary gap occurs at the top, which points to the glass ceiling. This underlines the importance of consensus, social dialogue between employers and unions, which is well established in Norway. Tackling the gender pay gap is not only a matter of social justice but also one of economic efficiency.

Rosa Urbón, Director of the Institute for Women and Equal Opportunities, declared that the real revolution has been women's access to training and, basically, employed work, because employment guarantees rights and autonomy. But there is still a lot to do to attain effective equality, in all spheres. One of the greatest inequalities is the pay gap, resulting from previous inequalities such as, for example, horizontal and vertical

segregation, the lack of co-responsibility and reconciliation, the existence of stereotypes, etc. Last year, the Government passed the Strategic Plan for Equal Opportunities (PEIO), which includes a Special Equality Plan in employment and against salary discrimination.

Ana Herranz, CCOO Confederal Secretariat for Women and Equality, pointed out that the problem of the gender pay gap is the result of a structural discrimination problem against women, which has intensified during the crisis. In Spain, women earn, on average, 32% less than men, for the same work. CCOO has been tackling the salary gap for decades by means of our union action, and also by means of Collective Bargaining. Tackling the gap involves working to improve women's labour insertion and working conditions. In Spain, two thirds of the unemployed, without benefits, with dependent minors, are women. There is no time for further delay; there is an urgent need to set in motion a minimum guaranteed allowance for those who are no longer entitled to benefits, or who cannot access any, and to implement labour policies from a gender perspective. CCOO's proposals for the government's Employment Plan are well known: substantially improving part-time contracts, full equality for domestic employment, reconciliation measures for advancing in co-responsibility. The government should act responsibly and change its policies that are damaging labour rights, having a negative effect on women's employment.

. ROUND TABLE "Actions against the gender pay gap: the vision and experience of Lo-Norway and UNI Global Union"



Table moderated by Susana Brunel, assistant of the Confederal Secretariat for Women and Equality.

Synnove Konglevoll, Special Advisor on Economic and Social Affairs of LO, presented Norway's LO trade union, which represents 50% of workers in both the public and private sectors, with 50% female membership. In relation to the gender pay gap, she declared that women start falling behind in salaries when they start having children. In this situation, women often reduce their work time, while men, on the other hand, compensate by working more, which increases the pay gap. Furthermore, men usually demand a pay rise, and get it, while women do not normally do so. Therefore, she pointed out, we trade unions have to work at many levels, at micro level, with male and female union colleagues, and at macro level, with society in general, and at job market level, by means of social dialogue.

Verónica Fernández Méndez, Head of UNI Global Union's Equal Opportunities, pointed out that dealing with the gender pay gap involves several procedures: first of all, we have to detect the problem, in order to provide a solution. We have to analyse the undervaluing of female employment and its relation with the pay gap, since the gap is the materialisation of this female devaluation. Worldwide, women earn 23% less than men. In some countries, such as Japan, the gap reaches 40%. This undervaluation is reflected in the job market's sectorial and vertical gender segregation. The solution involves union work from several angles: with tools, such as awareness campaigns, with collective bargaining, with pay transparency, and with gender perspective. UNI, by means of global agreements, is also working in this direction. We need inclusive agreements. Including women in negotiating teams. Including increases in minimum wages and improving conditions for women in the lowest-paying sectors... definition of jobs. Including affirmative action for women's access to decision-making posts, including training plans and periodical reviews of wage scales, job classification, among other union measures and tools.

. ROUND TABLE “Implementation and conclusions of the ACCTIOON EQUAL PAY Project. REPORT on union action and Collective Bargaining with regard to the gender pay gap. Future Proposals: Union action and good practices with regard to the gender pay gap. The role of Collective Bargaining”



Presented and moderated by: **Pilar Morales**, Secretariat for Women and Equality of CCOO Madrid

Pilar Morales, Secretariat for Women and Cooperation of CCOO Madrid, describes the gender pay gap as a patriarchal salary conspiracy to keep women subordinated. Madrid women have to work 78 days more than their male colleagues to earn the same, for work of equal value. Madrid's payroll can be divided into 61% for men and 39% for women, which highlights the gender imbalance. This is so, without taking into account the quality of employment or the rate of part-time work among women. In relation to proposals, we need real co-educational policies, we need equality policies and general policies featuring a gender perspective. The CCOO has already introduced a gender perspective and the existence of a pay gap has been demonstrated, but there is still work to do. This includes women exercising union and feminist leadership in all bodies in which we are present.

Raquel Gómez, a member of CCOO Confederal Secretariat for Women and Equality's technical team, presented the *Report on the Gender Pay Gap: Impact, Collective Bargaining and Union Action*, prepared as part of the ACCTIOON EQUAL PAY Project, highlighting legislation designed to tackle

the gender pay gap and analysing the job market, from a European perspective, with special emphasis on women's socio-labour reality in Spain and in some Autonomous Regions. She explained that the gender pay gap is the result of men's and women's unequal professional itineraries. For example, in labour penalisation due to maternity, as shown by comparing the employment rate of women with children with that of those without. She referred to the impact of the crisis on women's employment, mainly due to the impact of austerity policies and the sharp decrease in public-sector employment. She also highlighted the gender gap in pensions. She presented some results of the study on the effect of collective bargaining, reviewing some criteria and clauses present in collective agreements that may produce an undesirable effect and widen the pay gap, and suggesting good practices that can be included in collective agreements.

Rita Moreno, Assistant of CCOO Confederal Secretariat for Union Action, set out the priorities of union action with regard to gender gaps in the workplace: increasing women's participation in all spheres of union organisation, reducing female unemployment, tackling precariousness (hiring, salaries, working conditions), reducing segregation, and tackling pay discrimination. She explained the role of the Inter-Confederal Collective Bargaining Agreement (AENC) 2015-2017, which again details a series of criteria regarding equality. She pointed out some advances, such as the fact that most collective agreements signed since 2013 include some equality measures, and some deficits, such as the fact that the negotiation of equality plans is far below what is contemplated by the Equality Law. In relation to increasing women's presence in negotiating committees, which is one of CCOO's union promises, she pointed out that women's presence has generally increased in all bodies; there is parity at the top, in management bodies, and at the bottom, in membership, and also among delegates, but we still have to promote the negotiating committees, which is a key factor since this is where women can acquire experience in negotiating, experience in union work. In 2013, women accounted for 25% of delegates in negotiating committees, 27.33% in 2014, and 32.57% in 2015 (according

to data up to June). We are advancing, but there is room for more progress. We have to take into account CCOO's commitment to equality and parity.

Ana Herranz, CCOO Confederal Secretariat for Women and Equality, set out CCOO's proposals for tackling the pay gap, based on two main pillars: initiatives in public policies, as well as union action.

CCOO's proposals in public policies: the end of cutbacks in essential social services (childhood, dependency, social protection); the need for implementing specific indicators and the mainstreaming of active employment policies; restoring incentives for hiring women after 5 years of inactivity or 24 months after childbirth (but not under the category of entrepreneurial contract)... We have to improve the working and National Insurance conditions of domestic workers. The processes of professional qualification of caregivers and other feminised sectors should be completed. Labour insertion should be established with personalised itineraries, in order to overcome women's specific socio-labour barriers. A new regulation of part-time contracts should be implemented. We have to tackle segregation in the choice of studies and professions, with a real co-educational policy. The Equality Law should be developed by means of specific regulations, especially with regard to remuneration and transparency. We need to guarantee more specific training and resources for the Work Inspectorate, in order to tackle the gender pay gap.

The ANC's Equal Opportunities Commission should be activated. We have to revert, rectify or minimise the Labour Reform's impact (taking sectorial collective agreements as a point of reference). We have to introduce salary evaluation systems into Equality Plans, with the necessary corrective measures (diagnoses prior to the equality plan, audits...), always with union participation. We have to break inertias in collective bargaining, which often leads to an automatic repetition of bonuses, allowances, double wage scale, which have a large gender impact. We are also aware of other aspects of union action that are essential in order to attain pay equality. Training our negotiating delegations, and female union members in general, with regard

to equality and, especially, to the gender pay gap, the integration and full development of gender mainstreaming in all union structures and actions, increasing the number of women in all bodies featuring union participation, including negotiating committees. Leadership of feminist union members... Equality, parity, co-responsibility, to end all social and labour gaps. CCOO is going to do it. It is only right that we do so.

6. Conclusions and Closing



Ana Herranz thanked all CCOO organisms, institutions and organisations involved in implementing the ACCTIOON EQUAL PAY Project for their support. She pointed out that, throughout its existence, CCOO has had the priority objective of improving working conditions for all workers, naturally including women and their specific socio-labour difficulties and barriers. And it has never forgotten to tackle, from a union perspective, the gender pay gap. But thanks to the ACCTIOON EQUAL PAY Project, CCOO has intensified and deepened its union action in order to attain pay equality with regard to: collective bargaining, in the analysis of the causes, in the formulation of proposals, in the preparation of efficient tools so that our delegates can easily detect it and counter it in their companies, and in social, labour and union awareness. Now we know more and there are more of us to tackle it.

7. Release

Final conference announcement

. Web CCOO Mujeres. **La acción sindical frente a la brecha salarial de género: experiencias, desafíos y estrategias**

<http://www.ccoo.es/noticia:99251-->

[La acción sindical frente a la brecha salarial de género experiencias desafíos y estrategias](#)

. Web Proyecto. **La acción sindical frente a la brecha salarial de género: experiencias, desafíos y estrategias**

<http://www.ccoo.es/noticia:99251-->

[La acción sindical frente a la brecha salarial de género experiencias desafíos y estrategias](#)

Development and conclusions of the Final Conference

. **Convocatoria de Rueda de Prensa** previa a la inauguración de la Conferencia final. Asistencia de periodistas de diversos medios: Radio Nacional de España, El diario.es, además del equipo de comunicación de la CS de CCOO, quienes tomaron declaraciones de Ana Herranz (cortes radio y vídeo9).

.Web CS de CCOO. **"El salario de las mujeres tendría que incrementarse un 32 por ciento para igualarse al de los hombres"**

<http://www.ccoo.es/noticia:99359-->

[El salario de las mujeres tendría que incrementarse un 32 por ciento para igualarse al de los hombres](#)

.Vídeo CS de CCOO. Ana Herranz presenta la Jornada conclusiones Proyecto EQUAL PAY

<https://youtu.be/0pbvxc-hmno>

. Web CCOO Mujeres. **ACCTIOON EQUAL PAY: acción sindical y negociación colectiva por la igualdad salarial**

<http://www.ccoo.es/noticia:99376-->

[ACCTIOON EQUAL PAY acción sindical y negociación colectiva por la igualdad salarial](#)

. Web Federación de CCOO Sanidad. **"El salario de las mujeres tendría que incrementarse un 32 por ciento para igualarse al de los hombres"**

<http://www.sanidad.ccoo.es/websanidad/Secciones:Mujeres:Noticias:912708-->

[El salario de las mujeres tendría que incrementarse un 32 por ciento para igualarse al de los hombres](#)

.Web de Federación de CCOO Servicios. **Conferencia Final "la acción sindical frente a la brecha salarial de género: experiencia, desafíos y estrategias".**

<http://www.ccoo-servicios.es/mujer/html/34896.html>

.Web de Federación de CCOO Servicios. **Vídeo: Presentación Jornada Brecha Salarial de Género**

<http://www.ccoo-servicios.es/mujer/html/34899.html>

. Web Federación de CCOO FSC: La brecha salarial de género: Análisis y propuestas sindicales para la negociación colectiva

<http://www.fsc.ccoo.es/webfscanarias/Inicio:913034-->

[La brecha salarial de genero Analisis y propuestas sindicales para la negociacion colectiva](#)

. Web de CS de CCOO. **Informe sobre la brecha salarial de género: impacto, negociación colectiva y actuación sindical**

<http://www.ccoo.es/noticia:99356-->

[Informe sobre la brecha salarial de genero impacto negociacion colectiva y actuacion sindical](#)

. Web de CS de CCOO. **La brecha salarial de género: análisis y propuestas sindicales para la negociación colectiva (Guía sindical)**

<http://www.ccoo.es/noticia:99357-->

[La brecha salarial de genero analisis y propuestas sindicales para la negociacion colectiva](#)

.Web de CCOO País Valencià. **"El salario de las mujeres tendría que incrementarse un 32% para igualarse al de los hombres"**

http://www.pv.ccoo.es/pv/Accio_del_sindicat:dona :actualitat:912778--

[El salario de las mujeres tendria que incrementarse un 32 para igualarse al de los hombres](#)

. Web de Federación de CCOO Servicios. **LA BRECHA SALARIAL DE GÉNERO (Guía)**

<http://www.ccoo-servicios.es/mujer/html/34910.html>

External Sites:

. Web Consejo Económico y Social (CES) de España. **El Presidente del CES inaugura la Conferencia "La acción sindical frente a la brecha salarial de género: experiencias, desafíos y estrategias"** organizada por CCOO

<http://www.ces.es/web/guest/actividad-institucional/->

[/asset_publisher/NuEKhDs5QbvR/content/ACT_20150924_sem_fund_1_mayo](#)



. Web Instituto de la Mujer y para la Igualdad de Oportunidades. **Rosa Urbón participa en la presentación de resultados del programa ACCTIOON EQUAL PAY, realizado por Comisiones Obreras**

<http://www.inmujer.gob.es/actualidad/noticias/2015/Septiembre/Acctioonequalpay.htm>



. Noticias de Madrid.es. **Diario Digital. "El salario de las mujeres tendría que incrementarse un 32 por ciento para igualarse al de los hombres"**
<http://noticiasmadrid.es/2015/09/el-salario-de-las-mujeres-tendra-que-incrementarse-un-32-por-ciento-para-igualarse-al-de-los-hombres/>



El mercurio digital: "El salario de las mujeres tendría que incrementarse un 32 por ciento para igualarse al de los hombres"
<http://www.elmercuriodigital.net/2015/09/el-salario-de-las-mujeres-tendria-que.html#.Vh0CV-ztlHw>



8. Final notes

English Translation



Photo Reportage: José Luis Romero y Julián Rebollo

The celebration of the Final Conference was broadcast on Twitter, with the hashtag:

#acctioonequalpay

All the information, including the photo album, also published in the **Facebook** de la Revista *Trabajadora*

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