



Transnational Report: effects of the crisis in the women's employment and their participation in the Trade Unions



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Chapter 1

Crisis, policies and inequality between wome and men

Chapter 1.Crisis, policies and inequality between women and men

1.1 Gender impact on European policies

It is no secret that this is probably one of the most serious financial and economic crises since the 1930s, with more than twenty million jobs lost throughout the world and more than five million currently at danger. And although women were not directly affected by the crisis in its early stages, the gender segregation existing in many sectors of the job market have caused an unprecedented impact on the female workforce.

The common explanations of sexual segregation are centred on differences in education and training, experience, sexual stereotypes and tendencies (even in collective bargaining and organizational practices), preferences and needs (even in safety and time). From women's over-representation in certain sectors of the economy to under-representation in managerial and decision-making posts, this type of situation limits women's opportunities in the job market and is an important obstacle to equal opportunities and treatment in the workplace. This situation has worsened even more due to specific recommendations from the European Commission, centred on fiscal consolidation at any price, reduction of pensions, budget cutbacks at all levels of the Administrations, deregulation and cheapening of the job market, which push increasing numbers of Europeans into poverty at work and social exclusion. And, as experience shows, women are particularly affected by this tendency towards deregulated and flexibilized employment.

Likewise, austerity measures aimed at the public sector have had a disproportionately severe effect on female workers. The adjustment in public sector expenditure in several countries has forced many public administrations to put an end to recruitment or fire current staff, with negative influences for women in particular. Austerity could lead to changes in proportions regarding the private and public sectors as well as third parties/others in relation to total employment, and also to degradation in the quality of work due to work-management strategies. Although the public sector is still a source of quality employment, both for men and for women, women's greater representation in the public sector makes this an essential matter for them.

Since 2011, when the legislative package known as the "six-pack" came into force, the

EU's economic governance approach has centred, above all, in improving the competitiveness of international costs and enforcing budget discipline.

The European Commission is currently advising Member States to reorganise collective bargaining, so that salaries are set in a more flexible way and can easily be adjusted downwards during cyclical recessions. This procedure will particularly deteriorate the position of women, who are more protected as regards salaries and social security when they are included in collective bargaining. This type of practices on the part of the EU's economic governance leaves social representatives little room for movement when carrying out their functions.

Social Dialogue has been an essential part of the history of our democratic labour relations and has been fundamental in the process of consolidating and developing the social and democratic Europe. However, social dialogue and, specifically, the unions are experiencing an unprecedented situation: the predominance of unilateral governance in detriment to the role of social dialogue in everything related to the job market and active employment policies, as well the policies to be developed in National Reform Plans.

Another attack against the autonomy and need for social representatives as part of the promotion of social dialogue in Europe lies in the REFIT Communication, published on October 2, 2013. This document aims at blocking the request of the hairdressing sector's social representatives to transform its agreement on occupational health and safety into law; this sector is mainly made up of women (80%). It also identifies the entire area of community legislation regarding occupational health and safety as potentially redundant. This decision in the context of the EU's austerity policy and an increasingly negative approach to social dialogue is harmful for the European Social Model.

In order to make Europe's commitment to the European Social Model meaningful, unjustified interventions in collective bargaining and the systematic deterioration of working conditions should stop. On the other hand, social representatives should have an effective participation in the decision-making of the EU's economic governance in that which affects their areas of competence.

This principle of participation on the part of social representatives and the integrity of Social Dialogue should be consecrated in Europe's implementation legislation, if

necessary by means of complaints brought before the European Court of Justice.

1.1.a Strategy 2020: A trade union vision on equality

At the beginning of 2010, the Commission proposed the Europe 2020 Strategy with the intention of it becoming the EU's strategy for intelligent, sustainable and inclusive growth with five main objectives in the fields of employment, research and development, education, climate change and energy, and the fight against poverty and social exclusion. And although there is no direct reference to the subject of gender, it is inferred that it is present and necessary for attaining the proposed goals.

1. Employment growth

One of the Strategy 2020's key objectives is increasing the employment rate to 75% for people between 20-64 years old. Although women are not explicitly mentioned, it should be understood that they are an essential source of labour and therefore included within these objectives.

Unfortunately, and although advances have been made in increasing female employment to more than 60% in 16 of the 27 member countries, the crisis has had a direct impact on women, which hinders the fulfilment of the objectives outlined by Strategy 2020. The segregation that exists in employment, the stimulus packages and austerity measures that have been adopted by some European countries and aimed at specific sectors have a different effect on male and female employment.

This is the case of countries such as Germany, where male employment benefited from the stimulus measures in approximately 72% of cases and female employment in only 28% of cases.

In the same way, the austerity measures aimed at the public sector have had a disproportionately severe effect on working women. The cutbacks in public service expenditure in several countries has forced many public administrations to stop hiring and/or to dismiss personnel, with particularly negative consequences for women, since, although the public sector is still a source of quality employment for men and women, women have the greatest representation in this sector.

Additionally, the situation has been worsened by the European Commission's specific advice for each country, aimed at improving market competitiveness and demanding employment deregulation. These recommendations start from the assumption that quality employment is related to greater exportation quotas; the Commission's recommendations for Member States consist in requesting them to revise their legislation regarding matters such as dismissal procedures, the use of temporary contracts and working hours, which promotes job insecurity and pushes an increasing number of European women into poverty and social exclusion.

Among women, the most vulnerable groups to the impact are young women, older women and migrant women.

- **Young women**

In the case of young women, they are characterised as being the ones most likely to be affected by high unemployment rates and a failure to enter the job market. Although young European women surpass their male counterparts in terms of education, the lack of work experience and the segregation that exists in the field of training means that women look for work in sectors with worse job perspectives. Additionally, employers are more reluctant when it comes to employing young women, since there is the constant expectation that women will take a break from their professional career to satisfy their personal need for raising a family.

- **Older women**

In the case of older women, gender differences are the result of the disadvantages that they have experienced in their professional life throughout the years. Partial or informal employment, pauses in one's professional career and inequality in the field of family responsibility, are factors that affect not only women's employability but also result in salary inequalities that, with the passing of time, lead to pension inequalities and poverty.

- **Migrant women**

Although there are vulnerable groups within the job market, migrant women are undoubtedly the most vulnerable due to gender and ethnicity. Their low level of education, their cultural differences and their poor understanding of the market in which

they carry out their work relegates them to sectors of informal or deregulated employment, where they remain invisible, receive lower salaries for their work and have few possibilities of enforcing their rights.

In order to improve women's situation and promote their access to the job market, clear and direct gender policies are required that promote, among other matters, labour desegregation, job-seeking assistance, incentives for creating businesses, labour flexibility and employment subsidies.

2. Education

In the field of education, the lack of policies with a gender vision helps cement socio-cultural stereotypes that, in turn, result in the choice of degrees and professions that are traditionally occupied by women. This choice involves an increase in the employment segregation existing between men and women, and has a negative impact on those areas in which women may have greater possibilities of professional growth and better salaries.

This is clearly reflected in the fact that, although European women account for 60% of students enrolled in higher education institutions, this percentage is not reflected in the percentage of female decision-making and managerial posts.

In order to avoid this situation, policies are required that promote women's access to and employment in non-traditional work areas, as well as professional preparation and training throughout their productive life.

1.2 Situation of women within the European Union: Spain, Italy and United Kingdom

a) Women's activity, employment and unemployment rate

Activity rate

In the European Union, the activity rate¹ in 2012 was 72%, remaining largely unchanged since 2008. Taking Italy, the United Kingdom and Spain as a reference, the most pronounced difference is in Spain, whose activity rate has increased 1.4% in this period. Considering the activity rate according to gender, in 2012 women accounted for 65% in the EU as opposed to 78% for men; the difference between sexes ranges from 20% in Italy to 11% in the United Kingdom. In Spain, women's activity rate in 2012 was slightly higher than the EU's. Said rate increased by 4% compared to 2008.

Activity rate 2008-2012						
	2008			2012		
	Total	Men	Women	Total	Men	Women
EU (28 countries)	70.7	77.9	63.7	71.7	77.9	65.5
Spain	72.6	81.8	63.2	74.1	80.1	67.9
Italy	63.0	74.4	51.7	63.7	73.9	53.5
United Kingdom	75.9	82.4	69.4	76.3	82.2	70.3
Source: Own preparation based on Eurostat data						

Situation in Spain

Men's activity rate has been decreasing as the inactive male population has increased, mainly in the situations of pensioners/senior citizens and students; this increase started in 2009, the year in which the loss of employment in construction and industry intensified.

On the other hand, women's activity rate has not stopped growing in time, and more specifically in recent years; in 2008 women's activity rate was 60% and by 2012 it had increased 4%.

In the period under consideration, almost a million women, whose cause for inactivity was taking care of housework, have joined the job market. The reasons behind this incorporation into the job market on the part of women may include, on the one hand,

¹All references to activity, occupation, employment refer to the 16-64 age group.

the expectations of finding a job in activities with a predominance of female employment, mainly in activities linked to providing care, and on the other hand, the progressive reduction of household income.

Situation in Italy

In the period under consideration, Italy's active population has barely increased, one of the reasons being the decrease in men's active population, while women's participation in the job market has remained unaltered during this period. In Italy, women's participation in the job market is exceptionally low; women have an inactivity rate of 42% compared to 29% in the EU and 27% in Spain.

In 2010, when Germany, France and the United Kingdom attained an increase in employment, our country only saw the pace of the decrease reduced; in 2011, a modest increase was recorded, followed by another decrease in 2012. In general, in comparison with 2008, employment has decreased by more than five million people. Italian employment rates were very far from the EU-27 average in 2008 before the recession and they have continued increasing.

A large part of last year's growth was due to workers who lost their jobs and are looking for a new one (six out of every ten cases); a small part is due to the increase of inactive people that decided to look for work along with those looking for their first job, especially women in both cases. In relation to age, more than half of the growth is due to the 30-49 age group, but the gap between them and the 15-29 age group in terms of unemployment rates has increased, reaching in 2012 a difference of 16% in detriment to the youngest. The crisis has exacerbated regional differences.

The number of people that are potentially available for the production process is close to 6 million, if we add potential labour to the unemployed. Among the potential workforce, there has been an increase in the number of those who claim they are no longer looking for work because they feel discouraged: they are not looking for work because they think that they will not find any and, also in this case, the phenomenon mainly affects women, especially in the south.

A joint analysis of unemployment rates and lack of participation reveals some of the Italian job market's specific characteristics.

In 2012 the unemployment rate was in line with the EU-27 average (10.7 compared to 10.4%); non-participation has continued increasing in recent years and reached high levels (20% in Italy compared to the EU-27 average of 13.5%), with maximum values

for women and for the southern regions, where the figure is almost three times that of the north (34.2% compared to 11.8%).

Situation in the United Kingdom

In general, in harmony with the United Kingdom's Office for National Statistics (ONS), employment levels have been constantly increasing and the number of employed women is also increasing. Female employment in the United Kingdom has attained its highest level since records began, while the total number of unemployed decreased again at the end of the 2013. Women's employment rate reached 67%, the highest since 1971. According to official ONS data, women account for 46% of the United Kingdom's active population.

There is a generalised concern in the United Kingdom since a large part of the increase in employment occurs among those with the lowest salaries, part-time work and precarious jobs in the private sector. In November 2012, an ONS report indicated that public sector employment accounted for 22% of total female employment and 23% of total employment. Last year, the total number of people employed in the public sector dropped to 19%; this change will have a disproportionate effect on women.

Employment rate

During 2012, the EU's employment rate was 64%, one per cent below that of 2008; in 2012, when the economic crisis was a reality, it had an unequal effect on employment in different countries: while in Italy and the United Kingdom the decrease in the employment rate was similar to that in the EU, in Spain the employment rate decreased by 9% between 2008 and 2012 to reach a level of 55%.

Employment rate 2008-2012						
	2008			2012		
	Total	Men	Women	Total	Men	Women
EU (28 countries)	65.7	72.7	58.8	64.1	69.6	58.5
Spain	64.4	73.5	54.9	55.4	60.2	50.6
Italy	58.8	70.3	47.2	56.8	66.5	47.1
United Kingdom	71.5	77.3	65.8	70.1	75.2	65.1

Source: Own preparation based on Eurostat data

Taking into consideration the gender variable, Spain is where the most marked difference takes place: the employment rate decreased by 13% in men in relation to 2008, mainly due to loss of employment, while the decrease was 4% in women. This difference in the decrease of the employment rate is due to the fact that, in 2008, the first jobs that were lost were in the construction sector and then in industry, sectors that are characterised by a high male presence, while at the end of that year jobs began to be lost in the feminised services sector².

Situation in Spain

In the period 2008-2012, the crisis involved the loss of 3,007,800 net jobs and 2,455,700 paid jobs. Throughout this period, 645,000 net jobs and 532,300 paid jobs held by women were destroyed, especially in the services sector. Job destruction was lower among women, although starting from the adjustment in the public sector (2011), the decrease intensified among women while the pace of job destruction slowed down among men.

In Spain in 2012, the employment rate of men ages 25 to 49 without children under 12 was 75%; in the case of having children of this age, the employment rate was higher (79%). The highest value among men was attained with two children under 12 (80%). In the case of women, as the number of children under 12 increases, the employment rate decreases. With one child under 12 the rate is 62%, compared to 57% in the case of two children under 12. With three or more children, the rate drops to 49%.

Situation in Italy

In Italy, women's opportunities in the job market are hindered by structural problems. The crisis has hit women hard, especially in the south, where they accept lowly qualified jobs in order to meet the family's economic needs.

A first look at Italy's employment indicators clearly highlights the existence of profound gender inequality. In Italy, the men's employment rate is 66%, while women's is 47%, with a gender difference to the detriment of women of 19%. Men's employment rate varies from 62% in the south of Italy to 76% in the north, with a greater degree of variation among women, whose rates range from 31% in the south of Italy to 57% in

²*Mercado de trabajo. Evolución 2007-2011*. A report prepared by CCOO's Confederal Secretariat for Employment and Migration, October 2011.

the north. The total employment rate is 57%. Women's lower employment rate in the south of Italy is directly related to the lesser availability of nursery services. Among the unforeseen effects of the prolonged crisis is the creation of 110,000 new female jobs between 2010 and 2011 (+1.2%), compared to the loss of 15,000 male jobs (-0.1%). However, reconciling work and family life is still very problematic for women. While the activity rate among singlemales and femalesages 35 to 40 is practically identical (91.5% for the former and 89.6% the latter), differences begin to appear among couples without children (around 15%); however, differences increase with the birth of the first child, attaining a gap of 25% with one child, 40% with two and almost 50% with the third child.

Situation in the United Kingdom

Between 2008 and 2012, the United Kingdom's employment rate for men and women dropped, reflecting the impact of the loss of employment on the public and private sector. Although Eurostat data shows a general downward tendency in the United Kingdom's total employment rates between 2008 and 2012, this tendency is not constant and the situation, according to the ONS's Workforce Survey of March 2014, shows that employment rates are increasing, in the case of both men and women. At present, in 2014, women account for 46% of the United Kingdom's workforce.

Unemployment rate

The increase in unemployment has a special impact on Spain in relation to the EU as a whole. Thus, while in the EU the unemployment rate in 2012 was around 10%, in Spain it amounted to 25%, with continuous increases leading to a convergence of male and female unemployment rates at around 25%. The opposite is true of the United Kingdom, where the unemployment rate of both genders is lower than the EU rate.

Situation in Spain

As we can see from the data, employment has only experienced a little growth, so that the situation of the unemployed is getting worse and worse, either because they cannot find work or the work they find is temporary. This means that the number of long-term unemployed has increased considerably. At present, there are almost four million unemployed people that do not receive unemployment benefits, and the situation continues to get worse. As the time of unemployment increases, the number of

protected people decreases and, in the case of women, even more so. There are currently more than two and a half million long-term unemployed that are without any benefits: three out of four people that have been unemployed for more than a year, accounting for 60% of the total, do not receive any benefits. This truly infuriating situation is even worse in the case of women: 77% of long-term female unemployed do not receive any benefits.

Situation in Italy

During this period, Italy's unemployment rate has increased by 3%. The unemployment rates reflect gender differences and regional variability. Unemployment is more probable among youths living in the south of Italy and among women.

An analysis of unemployment rates according to gender and age shows that women's unemployment is still significantly higher in relation to men's, not only in the youngest age group. This may be related to greater difficulty for women to re-enter the Italian job market after maternity leave.

The situation of unemployment is more likely to be long-term in Italy in comparison to other countries: in 2008, almost 45% of unemployed men and almost 50% of unemployed women were long-term, compared to 25.4% of men and 26% of women in OECD countries (OECD, 2009).

In Italy, the level of employment began to worsen in the third trimester of 2008 for men (0.2%) and in the first trimester of 2009 for women (-0.4%).

In relation to employment, in the crisis period of 2008-2011, the greatest negative impacts were experienced by men (-46,000 active, -438,000 working), people without a university degree (-927,000 working among those who only completed compulsory education) and residents in the south (-129,000 active, -300,000 working).

In Italy, the unemployment rate remained lower than the EU-27 average until the spring of 2012, the year when it began to increase. Since 2008, unemployment increased by a total of more than 60%, rising by 30.2% in just 2012 (more than 600,000 units). The crisis has exacerbated regional differences: in the south the total unemployment rate decreased until 2011, beginning to increase in the last year; the unemployment rate is 7.4% in the north and 17.2% in southern regions. At the same time, the duration of unemployment has increased: since 2008 the number of people looking for a job for at least 12 months has increased by 675,000 people, 53% of the total. This is a very high level, even in comparison with other European countries (44.4% of the average in the

EU-27). The figure involves large differences between territories (15 months and 27 months in the north and south, respectively) and type (the average duration of people seeking their first job is 30 months).

The increase in unemployment has been accompanied by a marked reduction in inactivity. On the one hand, there are more youths and, above all, more women participating; on the contrary, fewer adults are retiring. Women, in particular, contributed to the reduction in inactivity in 2012 in seven of every ten cases.

A joint analysis of unemployment rates and the lack of participation enable us to see some of the Italian job market's specific characteristics. During 2012, the unemployment rate was, on average, in line with the average of the EU-27 countries (10.7 vs. 10.4%); non-participation has continued rising in recent years, occupying a predominant place (20% in comparison with the EU-27 average of 13.5%), with maximum values for women and for southern regions, where the indicator is almost three times that of the north (34.2% compared to 11.8%).

Situation in the United Kingdom

The United Kingdom's unemployment rate from October to December, 2013, was 7.2% of the economically active population, decreasing by 0.4% from July to September, 2013. The percentage of people ages 16 to 64 that were economically inactive (inactivity rate) was 22%, changing very little since 2013. In the United Kingdom there are 8.93 million inactive people ages 16 to 64. There are currently 2.34 million people unemployed, which represents a decrease of 125,000 between July and September, 2013, and of 161,000 people a year before. Differentiating according to gender, there are 1.33 million men unemployed, with decreases of 65,000 between July and September, 2013, and of 86,000 the year before, and there are 1.02 million women unemployed, decreasing by 60,000 women from July to September, 2013, and by 76,000 a year before.

b) Workday and type of contract

Type of contract

Women have an increasingly greater presence in the job market throughout the European Union, with great differences in relation to men as regards the type of workday and type of contract. In relation to the type of contract in the EU, in 2012, 14% of the wage-earning population had a temporary contract; Italy had a similar

percentage in the period 2008-2012, while the United Kingdom and Spain experienced contrasting situations. Thus, while in the United Kingdom the percentages of the wage-earning population were a lot lower than in the EU throughout the period, in Spain almost a fourth of workers in 2012 had a temporary contract.

Percentage of wage-earning population with temporary contract						
	2008			2012		
	Total	Men	Women	Total	Men	Women
EU-28	14	13	15	14	13	14
Spain	29	28	31	24	22	25
Italy	13	12	16	14	13	15
UK	5	5	6	6	6	7

Source: Own preparation based on Eurostat data

Situation in Spain

During the period 2008-2012, in Spain there was a decrease in this type of contract, from 29% to 24%; despite this, the percentages are still very high. Ninety-two per cent of people with this type of contract claim that they cannot find permanent employment.

Situation in Italy

There has been an adjustment in European job markets with a decrease in the number of employed, and by means of an increase in part-time contracts. At the same time, the tendency to resort to temporary work has been modified.

After the first phase of the crisis, in which part-time workers were the first to be expelled from production processes, in many European countries the incidence of temporary work is increasing. Italy has followed such tendencies. The decrease in the employment rate has been accompanied by an increase in the quota of temporary work. Youths have seen their probability of finding a job, or of keeping it in the case of the employed, decrease appreciably; the central age groups also lose out, while older cohorts keep their job.

This tendency is confirmed by the ups and downs of the employment rate according to age; between 2008 and 2012, the indicator, which on average decreased by two per cent (from 58.7 to 56.8%), increased among those ages 60-64, especially for women (2.7% on average, 3.8% for women).

Permanent employment decreased (-5.3% between 2008 and 2012, and -2.3% in the last year), while part-time and atypical employment increased. In particular, in Italy, the decrease in employment in 2012 (69,000 people less) was accompanied not only by polarisation between types of contract, but also by a reorganisation in detriment to more-qualified professions, youths and workers in central age groups. There was a reduction, in effect, of the incidence of artisans and specialised workers, but also of qualified professions, while there was an increase in executives in business activities and services (above all, personal care workers) and unqualified workers. Within qualified professions, the group of managers and businesspeople, at the end of four years there was a loss of 449,000 units (-42.6%), almost 100,000 just in the last year, mainly small-scale businesspeople and company managers.

The largest decrease took place in construction (-11.7%) and in some tertiary sector activities (commercial services and financial activities and insurance). On the contrary, a positive tendency was observed in family services, where full-time employees increased by 7.1%, being characterised by unqualified labour often involving foreigners.

Situation in the United Kingdom

In the United Kingdom in November 2012, three times more women were working part-time than men (25% of women employed in part-time jobs compared to 8% of men).

In fact, in 2012, 74% of all part-time workers were women. In the United Kingdom, according to ONS and ASHE data in 2012, the hourly salary difference between full-time and part-time work was 37%, and part-time workers are twice as likely to earn less than the minimum wage in the United Kingdom. The United Kingdom's Work-Life Balance Survey (BIS) highlights that 59% of women with dependent children work part-time, compared to 16% men with dependent children. The relatively high cost of childcare in the United Kingdom is believed to be an important factor in this statistic, since parents spend a third of their net household income on childcare in comparison with the OECD average of 13%.

Type of workday

Thirty-two per cent of women working in the EU in 2012 did so part-time, which is a very high percentage compared to men (9%).

Taking Spain, Italy and the United Kingdom as a reference, we can see that women's part-time employment is higher than that of men's. The United Kingdom has the highest percentages of part-time work, 43% for women and 13% for men.

Reasons for part-time work					
Women					
2012	Not finding a full-time job	Illness or disability	Looking after minors, relatives and other responsibilities	Undergoing training	Other reasons
EU-28	24.3	3.3	44.4	7.3	20.7
Spain	58.2	1.0	20.7	5.0	15.1
Italy	54.5	1.4	29.8	1.8	12.4
UK	13.9	2.0	59.3	9.6	15.3
Source: Own preparation based on Eurostat data					

Analysing the reasons why people choose this type of workday, 44% of women with a part-time contract in the EU state that it is because they have to look after minors or sick persons or due to other family responsibilities, and 24% indicate that it is because they cannot find full-time work. In the United Kingdom, 59% of women that work part-time claim that they cannot find full-time work, while 15% point to other reasons, with not finding full-time work falling to third place.

Part-time employment is seen as a way of entering the job market at the beginning of one's working life, in the case of both women and men, although the situation is more unfavourable for women. Thus, in the European Union, 25% of men ages 15 to 24 have a part-time contract; in the case of women, this percentage increases to 40%.

Throughout one's working life, part-time employment is observed to be transitory in male employment (6% of men ages 25 to 49 and 11% of those ages 50 to 64 in the EU), while for women part-time employment is seen as a structural element (30% of those ages 25 to 49 and 36% of those ages 50 to 64 in the EU).

Thirty-six per cent of women in the EU ages 25 to 54 with dependent children work part-time, which is 9 times higher than that of men (4%). In the case of not having dependent children, there is still a predominance of women with part-time contracts, with their “*presence*” in such increasing throughout their working life.

Situation in Spain

In Spain, in 2012, the main reasons why women ages 16 to 64 work part-time are the following three: not finding full-time work (58%), looking after children or the sick, disabled or elderly (20%), and other, unspecified reasons (15%); the main characteristic of part-time work is its involuntary nature.

Eighty-nine per cent of those that work part-time because they have dependents (sick relatives or friends who are 15 or older) are women. The main reasons given are that care services are very expensive (37.2%) and the lack of care services for dependents (24.3%).

Situation in Italy

The gap in the employment of male and female graduates and salary differences indicate that women (among the most qualified, in this case) are still penalised in the job market.

Three years after finishing one’s university degree, gender differences are confirmed in a significant way: 71 women and 78 men out of 100 are working. Also, three years after graduating, stable employment is a male prerogative: 66% of working men and 49% of working women have a stable job.

Female graduates find it more difficult to find employment and when they do, they are more unstable and precarious jobs, associated with smaller wages. As the years go by after graduation, not only do the differences not decrease but they often increase: *“The existence of significant and persistent gender-based differences in employment, also among graduates, is a symptom of the country’s cultural and civil distancing from the objective of attaining equal participation of women in the job market; this delay also contributes to the devaluation of female university education”*. Clementina Casula (University of Cagliari) and Bruno Chiandotto (University of Florence).

Women are at a disadvantage in all degrees. Gender differences do not appear to be attributable to some of the reasons that are normally given to explain their cause, such as less training on the part of female graduates compared to their male colleagues, the persistent horizontal segregation in the choice of studies and professions, or maternity.

In fact, female graduates have better résumés than their male colleagues; their disadvantaged situation occurs in all types of degrees and those that do not have children still encounter the same difficulties as those that do. It therefore seems more convincing that the observed differences are due to a more general gender inequality rooted in the country's culture and socio-institutional structure, which results in a marked asymmetry between men and women in the division of paid and unpaid work.

Situation in the United Kingdom

Eurostat data shows that, although the incidence of temporary work is considerably lower in the United Kingdom than in Europe as a whole and in Spain and Italy, it increased slightly between 2008 and 2012. In November 2012, according to the Active Population Survey of all employed women with temporary contracts, 36% could not find a permanent job and gave this as the reason for working in a temporary job.

c) Salary difference

In the European Union, the hourly salary difference between genders is 16.2%; however, there are disparities among Member States with differences ranging from less than 10% in Italy to 20% in the United Kingdom.

Hourly salary difference 2011	
State	Hourly salary difference
EU-27	€16.20
Spain	€17.80
Italy	€5.80
United Kingdom	€20.10

Eurostat data; salary difference calculated according to hourly salary.

Eliminating the difference in hours worked by men and women, the salary gap remains. Women's average annual earnings are less than men's in any EU country; there are marked differences ranging from €12,733 in the United Kingdom to €5,322 in Italy. Expressing the salary gap in terms of men's salary compared to women's, the former amounts to 125% of the latter in Spain or 145% in the United Kingdom, i.e. women's average annual salary would have to increase by 25% to be equal to men's in Spain, and by 45% in the United Kingdom.

**Industry, construction and services
(except public administration, defence and compulsory social security)**

	Total	Men	Women	Distribution % men/women
EU-27	€30,764	€34,495	€26,513	130
Spain	€27,057	€29,799	€23,801	125
Italy	€31,680	€33,979	€28,657	119
United Kingdom	€34,817	€41,119	€28,386	145

Source: Salary Structure Survey, Eurostat 2010

Variations in the data are due to methodological differences between Eurostat and INE

It can be said that women have a double “gap” compared to men regarding the job market in terms of salary: on the one hand, women have a lower hourly average salary than men, apart from the fact that more women work part-time. This results in a lower average annual salary than men.

The salary difference generally reflects women’s different working patterns. In most countries in which women’s employment rate is low, the salary difference is lower than average; high salary differences usually occur in highly segregated job markets or in those with an important proportion of women working part-time.

Situation in Spain

If we analyse salary inequality in terms not of annual earnings but of hourly earnings, then the salary gap between men and women is clearly reduced. Women’s hourly earnings amount to 83% of men’s, and women’s hourly salary would have to increase by 19% to be equal to men’s. If we centre our analysis of salary inequality between men and women on hourly earnings, the result is that the salary gap is substantially reduced and it seems that salary inequality is not so serious as it really is, by excluding from the analysis the workday differences between men and women, as well as the different number of hours worked, which determine the real accumulated salary (monthly/annual).

Salary per normal hour of work in Spain

Year 2011	Euros/hour
Both genders	€14.53
Women	€3.12
Men	€15.68
Difference men-women	€2.56
% Salary Men/Women	119.5 %

Source INE: Salary Structure Survey 2011

Data may differ from Eurostat due to methodologies used

In the wage-earning population as a whole, including both full-time and part-time, 16.4% of women (compared to 7% of men) earn less than the minimum interprofessional salary (MIS). However, if we analyse the full-time wage-earning population, there are hardly any wage earners below the MIS, since legally there should be nobody working full-time below the minimum interprofessional salary. Nevertheless, in the case of full-time, the percentage of women receiving between 1 and 2 times the MIS is a lot higher than the percentage of men, which ratifies the fact that more women receive lower salaries than men, both in type of workday as a whole (where part-time is important) and among full-time wage earners.

Workers according to earnings compared to MIS, workday and gender (Spain)

Year 2011	Both genders	Total		Both genders	Full-day	
		Women	Men		Women	Men
% Total workers	100	100	100	100	100	100
From 0 to 1 MIS < 8,979.60	11.3	16.38	6.8	1.38	2.22	0.79
From 1 to 2 MIS < 17,959.20	33.16	38.19	28.73	31.95	37.37	28.09
From 2 to 3 MIS < 26,938.80	27.17	24.07	29.92	32.04	31.19	32.65
From 3 to 4 MIS < 35,918.40	13.6	11.4	15.54	16.46	15.41	17.2
From 4 to 5 MIS < 44,898.00	7.4	5.56	9.03	9.11	7.73	10.09
From 5 to 6 MIS < 53,877.60	3.14	2.02	4.13	3.85	2.76	4.62
From 6 to 7 MIS < 62,857.20	1.92	1.21	2.54	2.37	1.69	2.85
From 7 to 8 MIS < 71,836.80	1.05	0.55	1.49	1.3	0.76	1.68
More than 8 MIS < 71,836.80	1,25	0,63	1,81	1,55	0,88	2,03

Source: INE. Salary Structure Survey 2011. MIS 2011: €8,979.60

Workers according to earnings compared to MIS, workday and gender (Spain)

Year 2011	Both genders	Total		Both genders	Full-time	
		Women	Men		Women	Men
% Total workers	100	46.92	53.08	100	41.63	58.37
From 0 to 1 MIS < 8,979.60	100	68.03	31.97	100	66.8	33.2
From 1 to 2 MIS < 17,959.20	100	54.02	45.98	100	48.69	51.31
From 2 to 3 MIS < 26,938.80	100	41.56	58.44	100	40.52	59.48
From 3 to 4 MIS < 35,918.40	100	39.34	60.66	100	38.98	61.02
From 4 to 5 MIS < 44,898.00	100	35.26	64.74	100	35.32	64.68
From 5 to 6 MIS < 53,877.60	100	30.13	69.87	100	29.9	70.1
From 6 to 7 MIS < 62,857.20	100	29.68	70.32	100	29.67	70.33
From 7 to 8 MIS < 62,836.80	100	24.59	75.41	100	24.4	75.6
More than 8 MIS < 71,836.80	100	23.43	76.57	100	23.55	76.45

Source: INE. Salary Structure Survey 2011. MIS 2011: €8,979.60

When breaking wage earners down according to their salary level, we can see that the previous percentages are not maintained, but rather women are over-represented in the lower salary levels and under-represented in the upper salary levels, as we can see in the table above: women account for 68% of wage earners with earnings lower than the MIS but only 23% of those earning 8 times the MIS.

Situation in Italy

The low valuation of abilities, labour segregation and the greater presence of non-standard work are elements that help to explain women's salary inequality. On average, female workers' net monthly wage is still 20% lower than men's (in 2012, 1,103 compared to 1,396 euros), although the difference is reduced to half when considering full-time jobs (11.5%, 1,279 and 1,444 euros respectively); among these, there are still important differences in the case of female graduates.

Furthermore, women claim to benefit less frequently than men from supplementary wages, such as bonuses. In a career often marked, apart from by a greater incidence of working below one's academic qualifications, also by episodes of discontinuity due to childbirth, the salary difference in detriment to women increases with age, especially for female graduates who also experience the "glass ceiling" effect. This disadvantage, all other conditions being equal, is only reduced in cases of post-graduate education, where the salary difference between men and women is not significant.

Situation in the United Kingdom

Equal pay for equal work is covered by the Equality Act 2010 in England, Scotland and Wales. Northern Ireland is covered by the Equality Act (NI) of 1970 in its modified version; Sexual Discrimination (Northern Ireland) 1976 and Employment (Northern Ireland) 2003.

According to the TUC's website: "Women still earn €5,000 less per year than men." The report states: "The gender-based salary gap is even greater for women working part-time, who earn 35 per cent per hour less than men working full-time..."

d) Activity sectors and type of job

Spain

Activity sectors

When women enter the job market, they do so on a large scale within the services sector. Throughout the period marked by loss of employment, the employment of wage-earning women was centred on healthcare activities and social services, education, commerce and household activities such as domestic staff employers. Women, on entering the job market, have historically centred on activities linked to providing care for third parties. In the period 2008-13, this situation was maintained as a result of considering that it is easier to find employment in such activities.

Among the economic activities that have the highest female hiring rates (2012), *Household activities as domestic staff employers* stand out, as a result of the regulation of those working in this field, which came into force on January 1, 2012. Due to this regulation, in one year Social Security affiliation increased by 39% in this area.

This situation changed during 2013 with the introduction of Royal Decree 129/2012, of December 28, which made it possible to transfer the responsibility of registration and payment of contributions to the workers; this may have influenced the decrease in those affiliated to the General Regime, which was higher than 4% every month during 2013.

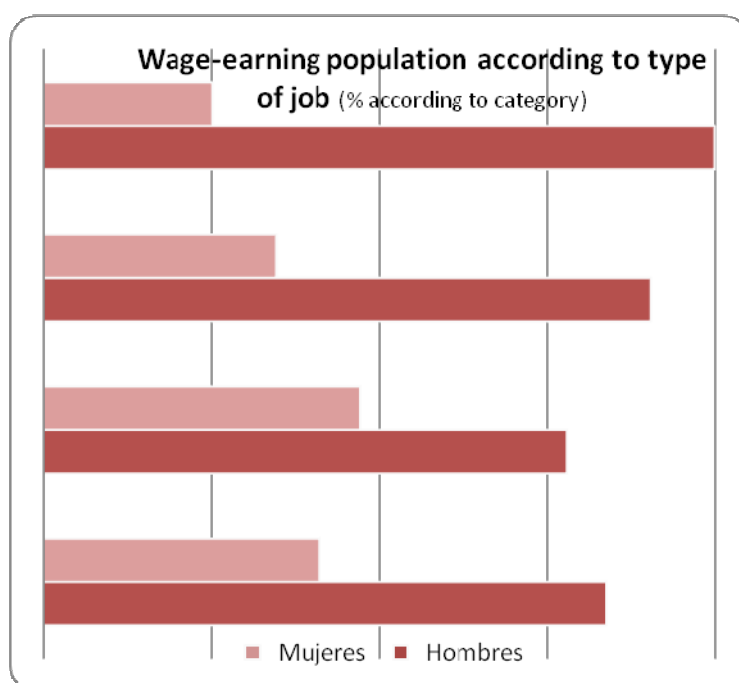
Employed population according to gender and occupation

In Spain, in 2012, there were 17,281,975 employed people. Taking CON-11 as a reference, the category of Directors and Managers accounts for 5% of the employed population. The categories that encompass more than 50% are Directors of Administrative and Commercial Departments (25%) and Directors of Production and Operations (33%). The lowest percentage (6%) belongs to Members of the Executive and Legislative Bodies; Directors of Public Administration and Social Organisations; Executive Directors.

Taking the gender variable into consideration, 70% of employed people classified as Directors and Managers are men; women are mainly found in the categories: Directors of Administrative and Commercial Departments; the most marked difference is in the category Directors of Production and Operations, where men are 8% above women. In relation to the category Members of the Executive and Legislative Bodies; Directors of Public Administration and Social Organisations; Executive Directors, women account for 30% of those employed in it.

Wage earners according to type of job

Spain's wage-earning population in 2012 amounted to 14 million, with 82% in the category of employees with bosses and no subordinates. The population distribution according to gender is equal in this category. A very different percentage is found in positions in charge of staff. The jobs with the greatest number of wage earners are *"Person in Charge, Foreman/Forewoman, Office Manager/Manageress or similar"* and *"Intermediate Manager."* In all these positions, the presence of women is significantly lower than men, with differences ranging from 60% in Director of Large or Medium-Sized Companies to 24% in Intermediate Managers.



Italy

In order to promote women's employment and stimulate the creation of stable employment ratios, the 92/2012 law on job market reform had envisioned the introduction of incentives for companies hiring women of any age, who have been unemployed for 24 months (which period is reduced to 6 months in the case of women working in a profession or in an economic sector characterised by pronounced gender inequality). This measure, which was implemented in the summer of 2013, along with subsidies for companies hiring unemployed over-50s, has enabled the hiring of 6,500 women, 4,500 of which were in the south. This, along with other types of incentives, has helped almost 14,000 women to find a job in recent months.

Type of workday

Part-time is involuntary, i.e. it is established by companies and not for reconciliation; it is becoming increasingly widespread among female workers. Finally, improving the reconciliation of work and care is one of the main objectives for fully exploiting women's potential in the workplace, and improving the productivity of public and private companies.

Despite the greater participation of female employment in the years of the crisis, the quota of employed women in Italy is still lower than in the EU; it is centred on a few professions and associated with working below one's academic qualifications, in a growing and more marked way in comparison with men.

The recovery of female employment is partly attributable to the growth of foreign female workers (76,000, 7.9%), centred exclusively on unqualified household jobs and mainly found in the 35-49 age group.

Since the crisis, the growth rate of female employment in unqualified professions is more than double that of men (female employment rose by 24.9% in the period 2008-2012, compared to 10.4% for men) and more than triple within professions related to commercial activities and services (14.1 and 4.6%, respectively). At sector level, this growth has been limited to the tertiary sector in the areas of commerce, hotels and restaurants and in that of family services, where women account for almost all employees.

The professions with the greatest number of female workers are retail and secretaries (1,737,000 units, 18% of total female employment). In this context, the deterioration of the job market's general conditions has intensified the phenomenon of gender segregation: After substantial stability around 0.87 in the period 2004-2008, starting in 2009 this index grew systematically and, in 2012, it experienced an even larger increase, attaining a value of 1.0. The increase in the segregation index was mainly due, on the one hand, to women's greater presence in teaching professions (the incidence of women is 71%), and healthcare and family services (63.4% are women), and on the other hand, to a greater masculinisation among artisans and workers, machine and vehicle operators, businesspeople and company directors. In relation to the performance of human resources, in 2012 the incidence of overqualified women, i.e. those employed in professions that require less academic qualifications, is 3 per cent higher than men (23.3% versus 20.6%).

The gender difference in the quota of overqualified workers is more marked and growing among university graduates: it rose from 5.1% in 2011 to 6.1% in 2012. Also in the case of untypical work, female incidence is still higher (by 4%), particularly in the south of the country.

Finally, it is worth highlighting that the increase in the number of female jobs is the result of new family strategies to deal with economic hardship caused by the crisis.

United Kingdom

Women account for 46% of total workers in the United Kingdom. Women have traditionally had a large presence in public services and so-called care-providing professions, such as teaching, healthcare, childcare and social welfare.

The government's privatization policies are transferring many of these jobs to the private sector or eliminating them altogether. According to the Fawcett Society, as of September 2012, 65% of public sector employees are women and 22% of all working-age women in the United Kingdom work in the public sector. It also calculated that women make up 75% of local government workers, 77% of health-service staff and 82% of education personnel.

1.3 Crisis, reforms and dismantling of the Welfare State in Italy, United Kingdom and Spain

a) Situation in Spain

Equality regulations in Spanish law see to the elimination of differences between women and men, especially in the workplace. In this case, it is worth mentioning Law 39/1999 on promoting the reconciling of female worker's family life and work; Law 30/2003 on measures for incorporating gender impact into regulatory dispositions prepared by the Government; Organic Law 1/2004 on comprehensive protection measures against gender-based violence, and Organic Law 3/2007 for effective equality between women and men.

Law 30/2003 requires that the procedure for preparing bills and draft regulations should be accompanied by a report on the gender impact of the measures established therein. Article 19 of Organic Law 3/2007 declares that *"bills featuring general dispositions and plans of special economic, social, cultural and artistic importance that are presented for*

the Cabinet's approval should include a report on their gender impact." The official protocol is to back apparently neutral policies with a "null" gender impact.³

Among these apparently neutral regulations, it is worth highlighting Law 3/2012, regarding urgent measures for job market reform. The law extends the trial period from three to twelve months, modifies the part-time contract, reduces the cost of dismissal and facilitates the suspension of labour agreements (many of which introduced improvements in aspects related to reconciling work and family life). Women have a majority presence in part-time work and, therefore, measures such as the temporary contract with a one-year trial period, the regulation of overtime in part-time contracts and the irregular distribution of the workday affect their employability. In addition, business bonuses due to maternity are eliminated.

Royal Decree-Law 8/2010, of May 20, involving special measures for reducing the public deficit, contemplated, among other measures, the application of a replacement index of 10 out of 100 in the public employment positions during 2011, 2012 and 2013. Law 17/2012, of December 27, on the General State Budget for 2013, modified this Royal Decree by establishing that, throughout the said year, no new personnel will be hired in the public sector, with the exception of a series of sectors and administrations that the law itself contemplates in its Article 23. This measure reduces women's job opportunities since the public sector, due to its more objective and less discriminatory access conditions compared to the private sector, is the source of a high percentage of female employment.

In addition, Royal Decree 1483/2012, of October 29, which approves the Regulations for collective dismissal procedures and suspension of contracts and reduction of the workday, facilitates the dismissal of public sector employees, enabling labour force adjustment plans in public administrations and their public sector companies.

Cutbacks in public services are generating a loss of jobs in clearly feminized sectors such as teaching, healthcare, local administration, as well as certain services that the State is no longer providing and which are again carried out by women; this is the case of providing care for dependents, a task that is assumed by women either within the family circle (mothers, partners...) or because the family can afford to hire a person to do so, normally a woman. Providing care in the family circle means that those doing so

³A null gender impact was attained in all Royal Decrees approved by the Government in 2012.

(mostly women) either give up their job or request a smaller workday, with the resulting salary reduction. An important element for participating in the job market is lifetime training. In this regard, in Spain the percentage of women that were not able to participate in any training or educational activity in the last year (40%) due to family responsibilities, indicates the need for reinforcing measures aimed at reconciling training and looking after dependents.

It is worrying that the sector of healthcare activities and social services is precisely the one in which there is a greater loss of jobs among women (6.1%) than among men (2.9%). The reform of local administrations is at risk of causing social neglect and the suspension of initiatives aimed at covering important needs such as care for dependents; day care for the elderly; all kinds of municipal educational services; care for female victims of gender-based violence; home help and family support; prevention and social inclusion; consumer information offices; career guidance and job training; economic promotion; culture; programmes for children, youth, women, senior citizens; immigration.

The education sector, which is highly feminised in the first stages of education, is where austerity policies and cutbacks are being especially harmful. In relation to employment, the General State Budget for 2012 eliminated the co-funding of Plan Educa3, aimed at nursery education from ages 0 to 3. The elimination of this item paralysed the increase in nursery education jobs.

The lack of job offers, increase in teaching hours, the non-replacement of teachers on leave..., has resulted in a great loss of school personnel. Thus, in a single year more than 39,000 jobs have been lost in the education sector (public and private sector), of which 70.25% belonged to women. In addition, the education reform results in an end to equal opportunities in the education model, imposing a system that abolishes education regarding ethics, gender equality, and sexual and gender diversity.

In relation to Higher Education, although it is non-compulsory, it is something that all citizens are entitled to. In a single year, from January 2012 to January 2013, cutbacks in public universities destroyed 5,976 jobs,⁴ while the number of students increased by 1.6%. Students have also seen their access to university impeded due to an increase in university fees and the introduction of Royal Decree 609/2010 on Grants and Study

⁴Data from the Ministry of the Treasury and Public Administrations.

Benefits, which limits the access of those who lack sufficient income to pay university fees.

At present, in Spain, budget cutbacks coexist with a crushing attack against women's freedoms that have nothing to do with the restructuring of public policies. From the gender perspective, the National Reform Plan completely lacks the mainstreaming that should be at the core of any government initiative, in order to guarantee the principle of Equal Opportunities between women and men, contemplating measures that, far from respecting this constitutional principle, even intensify discrimination against women in its main aspects, such as employment, the reforms introduced in the dependency law, in education reform and in social protection systems, for example. It does not stop the spreading of poverty and social exclusion throughout society, which is expanding more rapidly among women, including female workers. The risk of female poverty and exclusion in Spain is higher than that of men in all age groups and, moreover, it has risen by almost 6% during the crisis, 2.5% times the increase experienced by men.

Women make up the majority of the long-term unemployed and only a minority receive unemployment benefits, which is due to the characteristics of job insecurity and discontinuity that women often experience.

**Percentage of unemployed women according to
duration of unemployment in 2012**

from 12 to 15 months	50.4%
from 18 to 21 months	50.6%
from 21 to 24 months	52%
more than 24 months	59.9%

There is an extremely high risk of poverty and social exclusion in single-parent households (which are actually single-mother households in 89% of cases), attaining 45%, practically 1 out of every 2 mothers that are the head of households with minor children.

In 2011, the poverty index according to type of household increased considerably in the Spanish population as a whole, attaining 22% (2 out of every 10 households). But this percentage is almost double for households made up of an adult with one or more

minors (38%); i.e. out of every 10 single-parent households, almost half (4) were in a situation of poverty.

b) Situation in Italy

The crisis of these years, which has mainly affected industry, has had a more negative employment effect on men; however, women have been the main victims of the cutbacks affecting untypical and temporary employment in all sectors.

In public sector employment alone, more than 260,000 jobs are insecure and in the case of several thousand, they are now at risk, with negative consequences that affect women in two ways: as workers who could lose their job and as the beneficiaries of services that could disappear. The immense majority of new contracts are temporary and, in any case, insecure. More than half of people entering an unstable situation are female, although women represent just over 39% of total employment. Young women are overrepresented in all types of untypical contracts, which are associated with a high level of insecurity. These types are not limited to being a channel for entering the job market, in view of the rapid transition towards more stable types of employment; for women they are the only way of remaining in the job market or re-joining it after giving birth. Women account for 20% of part-time contracts, compared to 2.7% for men. Today, more than half of new female jobs are part-time, which is involuntary and in sectors with a low innovation index.

The quota of “false” freelancers is clearly higher among women; the average earnings of those who have this type of contract is almost half, with serious consequences in terms of welfare and retirement perspectives. The female employment rate (47%) is, if we exclude Malta, the lowest in the EU-27, where the average is now 58.5%. Women’s inactivity rate in Italy is 48.5%, compared to 27% among men and an EU average of 35%. In the area of inactivity, an important reduction is observed precisely due to the female component. One out of every two working-age women (15-64 years old) is not doing any paid work and is not looking for a job. At the height of professional maturity (35-54 years old), only six out of every ten women are working; only 10% of inactive ones are looking for a job. There are marked differences between the north and south. More than 40% of unemployed women in the south have become inactive.

Meanwhile, there are more and more situations in which we observe a worrying change in the labour statute of so many female workers, in which deindustrialisation on the one hand (textile) and impoverishment in wide-ranging territorial realities (not only in the south) on the other, result in a substantial downgrading of employment in fields such as

personal care (carers, domestic work) or entertainment (waitresses, maids, PR girls in discotheques), which seemed to be made up exclusively of immigrant workers and are now seeing a clear increase among Italian women.

In relation to the impact of the crisis on young women, we observe an extremely high unemployment rate and a large number of those who stop working after the birth of their first child, an increase in insecure and low-paying work, difficulties to enter and remain in the job market, career difficulties despite the fact that young women have better academic qualifications than their male colleagues. Furthermore, the young women that predominated in insecure employment contracts were the first to be dismissed in the crisis.

Apart from the lack of jobs due to the crisis, the linear cutbacks that have been implemented by the Italian Government in recent years regarding personal services, nurseries and services for the elderly, have penalised women, forcing them to stop working. The Italian Government's response to the economic and financial crisis has mainly centred on safeguarding the budget balance, and therefore austerity policies have cut back on the transfer of resources to local entities, including the regions. These cutbacks mean less care services for people, children and the elderly.

Furthermore, the latest pension reform, always focussed on saving, forces women to work for 7 years more. This situation involves, for women over 50, an extremely stressful situation, combining work, looking after grandchildren and providing care for the elderly.

In the crisis there has been an increase in involuntary part-time contracts. These jobs are mainly done by women, who are easier to blackmail, the object of continuous humiliation regarding work and when they have to accept one of them.

Apart from this, in Italy there exists the practice of "*blank dismissal*." This phenomenon in 2008/2009 (latest available ISTAT data) forced 800,000 women to give up their job after having signed, when they were hired, a blank dismissal letter. This type of binding and consensual dismissal is used especially in the case of maternity. In relation to this abuse, the unions and many women's movements have promoted an important battle, which has led to the adoption of partially successful measures against the businesspeople that use this illegitimate practice.

In recent years, a lot of theorising has been carried out regarding the unsustainability of the welfare state, highlighted as a burden to the country's growth and development: there is not valid economic proof for this claim.

Welfare policies are central for determining the model of society. The Italian social model hinges on the free, unacknowledged care that is excluded from the GDP and provided by women, who make up for the welfare state's deficiencies.

As has been highlighted, the indiscriminate cutbacks in public sector expenditure have resulted in the reduction, or even the elimination, of essential services, causing an increase in inequalities, poverty, social fragility and even placing at risk the enforceability of rights guaranteed by the Constitution. Additionally, there is a devaluation and also an ideological attack against public sector work, worsened by the economic crisis, with especially negative effects on women, who in employment terms,

are widely present in the services sector, making it even more difficult to reconcile work and family life.

c) Situation in the United Kingdom

In the United Kingdom, the Equality Act 2010 is the main piece of legislation for combating discrimination in the workplace and in society in general. This law (particularly Section 149: the public sector's duty to equality) imposes on governments and other publicly responsible authorities, the need for eliminating discrimination and promoting equal opportunities between men and women. Therefore, the government, in fulfilment of the 2010 Law, must take into account the impact of all proposed or actual policies and activities on women and men, and should consider adopting measures for eliminating or mitigating any discrimination.

However, the reduction in the administrations' deficit due to budget changes, cutbacks in benefits and the Welfare State, and the reforms in public services have had a disproportionate impact on women in the United Kingdom, and in a recent communiqué the government confirmed that this law would be applied to budget and policy at the highest levels.

The Fawcett Society, in its 2012 Research Paper *"The impact of austerity on Women,"* states among its main conclusions: *"Women are being affected the most by cutbacks in public sector jobs, salaries and pensions"* and *"women are being affected the most in services and benefits."*

In terms of employment, the reduction in public sector employment is undoubtedly a main factor when we observe the tendency in women's employment as a whole. In

2010, the Independent Office for Budget Responsibility estimated that 710,000 jobs would be lost in the public sector up to 2017.

The TUC (Trades Union Congress), in its November 2010 briefing *“The gender impact of the cuts,”* identified that four out of every 10 women working in the United Kingdom were employed in public services, and that women account for 64% of the total workforce in public services. From this we can foresee that around twice as many women as men will lose their jobs in the public sector. These jobs will disproportionately affect certain work areas such as local government, where 1 out of every 8 jobs are carried out by women, the National Health Service (77% women), education (82%) and social services for adults (80%). Therefore, we can anticipate that the employment changes in these areas will have a disproportionate impact on working women.

In the United Kingdom, the government has argued that the loss of jobs in the public sector will be offset by the creation of new jobs in the private sector. This is true from a purely numerical perspective. However, when we begin to examine the type of work, a different panorama arises. The characteristics of this working environment are *“Zero Hour Contracts,”* a type of employment in which an employer is not required to offer an employee a certain number of hours of work, and *“underemployment,”* in which workers are accessing part-time jobs because there is no full-time work available. The number of employees with Zero Hour Contracts increased from 134,000 in 2006 to 208,000 in 2012. However, in a more recent report (*“Zero Hour Contracts, myths and reality”*) by the employer organisation “Chartered Institute of Personnel and Development” (CIPD), an employer survey estimates that a million employees have such contracts (3.1% of the UK’s workforce). The Resolution Foundation published a report in June 2013 (*A matter of time – The increase in zero hour contracts*) that identified that 53% of people with zero hour contracts were women. Since the recession began in 2008, there has been a significant increase in involuntary part-time work, which has risen from 724,000 in 2008 to 1.42 million workers in 2012, according to data from the ONS active population surveys of January-March 2008 and January-March 2012. Evidently, this has important implications for earnings, if people cannot find suitable work in order to cover increasing costs. However, another analysis by the Trades Union Congress (TUC) indicates that the problem of underemployment is even more serious, if we include all those workers who want to work more hours; it reports that 1.57 million men

and 1.73 million women are underemployed in the United Kingdom, which indicates that the crisis is affecting women and low-salary workers disproportionately.

The Government has likewise presented new legislation that means that access to legal recourse by means of the Labour Tribunal, for unfair dismissal, discrimination and numerous other violations of employment rights, is longer free. This means that those that need a legal solution the most, are the ones with the least capacity for accessing the judicial system.

Social protection

Unemployment benefits

The number of women claiming unemployment benefits (JSA) in the United Kingdom has grown in time, reaching in February 2012 the figure of 531,700, the highest in 17 years. Before, many of these women would have been economically inactive due to humanitarian commitments and received Income Support. However, now that the government has changed the rules, parents whose youngest child is older than five are now transferred to JSA. The rules of JSA require all claimants to be actively seeking employment. If they refuse a job offer, they risk losing their benefits. Women with children over 5 are therefore in a position in which the job they are offered is incompatible with their family responsibilities. Women in the United Kingdom are more likely to depend on benefits and tax credits than men, due to their responsibilities as carers and also due to their economic situation. According to the Fawcett Society, *“on average, a fifth of women’s income is made up of social welfare payments and tax credits compared to a tenth of men’s.”*

In the United Kingdom’s 2010 General State Budget, annual benefits were cut by a total of 18.9 billion. Furthermore, a House of Commons enquiry estimates that 13.2 billion has been taken from women’s income and 5.7 billion from men’s. Subsidies for children under 18 have been frozen for three years. Additionally, there have been cutbacks in Child Tax Credits and Working Tax, which were designed to support low-income families.

Pensions

The main changes in public sector pensions will affect full-time female workers and their pensions will be lower. The largest public sector union, Unison, estimates that two thirds of pensioners living in poverty are women, and almost half of all women are incapable of making a decision regarding the future. State pensions can be claimed at the retirement age recognised by the State. Before April 2010, the age was 65 for men and 60 for women. As of April 6, 2010, the age for women has been increasing for those born after April 6, 1950. These changes will take place until November 2018, when the retirement age for women and men will be 65. From then on, it will progressively increase until reaching the age of 67 for women and men in 2028. The current pension is 110 pounds per week. However, in September 2012 a higher proportion of male pensioners (80%) received a full state pension compared to 46% of female pensioners. Those who are not entitled to receive a full state pension can apply for a Category B State Pension (66 pounds/week). This clearly shows that the gender-based salary gap in retirement is even greater than during women's working life, and that poverty in old age is a real prospect for many female pensioners.

Welfare State

Women depend a lot on healthcare and welfare services due to:

- Specific needs centred on maternity and pregnancy.
- Greater responsibility looking after children, the elderly and the disabled.
- Smaller earnings.
- Greater life expectancy.
- More women than men belong to single-parent families.
- Women are more likely to be affected by domestic violence and abuse.

Therefore, the unprecedented scale of cutbacks in essential public services since 2008, including health and welfare, are having a disproportionate effect on women. With 34 billion pounds in cutbacks in 2012/13, women face greatly reduced services on which they depend: the closure of Sure Start Children's Centres, reduced subsidies for many volunteer organisations that support women, support for women belonging to ethnic minorities, refugees and asylum seekers, support for single-parent family specialists.

Other crucial areas of cut services that will greatly affect women are those related to legal support, which will drastically reduce the amount of free legal advice and women's representation in areas of family law such as divorce and child custody, the housing law, legal benefits and the immigration law. Fifty-seven per cent of all beneficiaries of legal aid were women; without this access to legal representation and advice, women will be obliged to represent themselves or will be incapable of taking any kind of legal action.

Chapter 2

Collective bargaining and social dialogue

Chapter 2. Collective bargaining and social dialogue

2.1 Collective bargaining in Spain

One of the main focuses of the Organic Law 3/07 for Effective Equality of Women and Men (LOI) is the field of labour relations. This is due to the fact the workplace is one of the most important spaces of socialisation and fulfilment for persons of both sexes; this space has been precisely one of the places where inequality has become more evident.

The procedure for preparing equality plans is linked to collective bargaining, since the LOI establishes that the priority mechanism for preparing such should be precisely collective bargaining. This is not a problem when the obliged company has its own company agreement because, in this case, this will be the natural sphere of the equality plan; however, if an agreement is not possible, the company will maintain its obligation to prepare an equality plan regardless of collective bargaining. If the obliged company does not have a company agreement, the LOI still prioritises collective bargaining as the ideal instrument. To that end, it establishes the obligation that supra-business agreements have structural references applicable to the obliged business fields.

Content of collective bargaining

Collective bargaining is the instrument by means of which the workers, either directly or by means of their representatives, establish a dialogue with employers about their own working conditions.

The right to collective bargaining is included in the Spanish Constitution, whose Art. 37.1 states: *“the law will guarantee the right to Collective Bargaining between the workers’ representatives and employers, as well as the binding force of the agreements.”* The precept is divided into three items: Right to Collective Bargaining, binding force of the agreements and guaranteed by law.

The general objective of all collective bargaining is regulating working conditions as much as possible. In Spain’s labour legislation, collective agreements have two aspects:

Regulatory aspect.- The same as laws. They affect all workers and employers included in their field of application.

Compulsory aspect.- The same as contracts. The binding force, enshrined in the Constitution and ratified by the Workers' Statute, is "erga omnes," i.e. it affects everyone and in relation to everyone.

These two aspects pervade its nature, which is the legal regulation: the regulatory aspect of the agreements has a contractual origin, since they are the result of free negotiation between the parties.

The Workers' Statute (ET) recognises the agreements as a legal regulation, the source of the labour relationship: they are the source that regulates the rights and obligations regarding the labour relationship. The jurisprudence unanimously corroborates this aspect of agreements as a legal regulation: "The agreement is the result of negotiation; it is not only an agreement but a regulation that governs the working conditions of those subject to its sphere of application..."

Collective bargaining on equality

The Organic Law for Effective Equality of Women and Men (LOI) constantly refers to collective bargaining as an instrument for attaining equal treatment and opportunities between women and men in the workplace.

The fourth section of the ET's Article 17 says *"collective negotiation can establish positive action measures in order to favour women's access to all professions. To that end, it can establish reserves and preferences in the hiring conditions so that, in ideal equal conditions, persons of the less-represented gender in the corresponding group of professional category will have preference. Likewise, collective bargaining can establish this type of measures in the conditions of professional classification, promotion and training, so that, in ideal equal conditions, persons of the less-represented gender will have preference in order to favour their access to the corresponding group, professional category or job."*

It is worth highlighting that collective agreements should include specific and effective measures, and not merely declarations of intentions or generic proposals.

They can include conventional clauses that incorporate positive actions in relation to: job offers, selection processes or access and hiring. And collective agreements should link training to the promotion of female workers and establish all types of measures aimed especially at promoting women.

Promotion in agreements

One of the problems facing equality lies in professional promotion. The ET's Art. 24 states *"promotions... will take place in accordance with what is established in the agreement or... in collective bargaining between the company and the workers' representatives"*; to that end, it will take into account training, merits, worker seniority and the businessperson's organisational capacity. Both promotions and professional promotion will comply with criteria and systems whose objective is guaranteeing the lack of direct or indirect discrimination between women and men, with the establishing of positive action measures.

As indicated above, in collective agreements, it is not enough to include general principles in order to eradicate inequality, mainly in promotion, when women's presence in certain positions and sectors is lesser; starting from these premises, the training provided by companies should be directed at favouring women's promotion.

Presence of promotion in equality plans

The Organic Law for Effective Equality between Women and Men is an unprecedented regulation due to its mainstreaming approach, its ambitious objectives, many of the measures that it incorporates, numerous legislative reforms that it involves and the participation of many and varied agents, both public and private, in the attainment of its objectives.

So-called "positive action measures" are a peculiar equality-promoting instrument. What characterises them is the fact that they seek to correct a situation of generalised inequality, by assigning a more favourable singular treatment to those belonging to the affected group. They are not measures against specific acts, but an instrument conceived to counteract systematically applied discriminatory behaviour, starting from the verification of their existence by means of statistical data.

Naturally, thus conceived, positive action measures may be of a different type and intensity: from specific actions in the field of women's career guidance and professional training, including decisions that seek to favour a greater balance between family and professional responsibilities, to the establishment of employment preferences or professional promotion for women.

Faced with this scenario put forward by the law, and starting from the fact that the equality plans include measures aimed at correcting the inequalities detected in the diagnosis, we have consulted the equality plans negotiated in 2013, at a different time from the agreement, with the objective of seeing how promotion is reflected in them. The result of this analysis shows that promotion is not a central theme in the plans; in fact, it appears in a very low percentage and does so in two different ways:

- a) Plans that include a reference to positive action in general. The text usually states: “In the case of equal merit and capacity, the person of the less-represented gender will be promoted.” Four plans were located.
- b) Plans that specify a measure aimed at promoting women to positions of responsibility. Four plans were located; only one of them contemplates a training measure aimed at promoting women to positions of responsibility.

Based on the results obtained in both agreements and plans, we can conclude that women’s promotion in general, and to positions of responsibility in particular, do not have much importance in bargaining spheres.

2.2 Collective bargaining in Italy

In Italy there is a code of equal opportunities between men and women, a kind of single text in relation to discrimination, mainstreaming and promotion of equal opportunities (d.lgs. n. 198/2006) and a Fund for policies regarding rights and equal opportunities (L. n. 248/2006). Gender-based hiring is configured as a necessary instrument for redefining a citizenship culture.

Gender-based hiring starts from the need for a specific synthesis between a universal concept of rights and the active representation of the differences inherent to the workplace. The transformation processes that have inverted the workplace in the last thirty years, particularly relocation and the tertiarisation of the production system, have changed the social scene that union forces have to deal with today. The feminisation of work has highlighted the need for changing analysis criteria and the strategy adopted by work organisations.

Italy’s conventional system is divided into two levels, the national-sectorial level and the company level. Alternatively, it can be carried out at territorial level, with reference to a particular district, province or region.

“Unitary union representations” (RSUs) are the agents empowered to negotiate at company level. These representations are a commitment formula that combine, in a single organism, the representation of all the company’s workers with that of the workers affiliated to the union association. Therefore, two thirds of the RSU’s members are chosen by universal and secret suffrage from among the participating lists, and the other third is chosen from the lists presented by the union associations that signed the national agreement applicable to the corresponding production unit, in proportion to the votes obtained. The RSUs can only be created in production units with more than fifteen workers. The number of members varies according to the size of the company, in harmony with a scale that can be improved, as expressly mentioned in the Agreement, by means of collective bargaining.

Within the negotiating process, the platforms have to be presented sufficiently in advance so that the negotiations can begin three months before the end of the agreement. During this period, the parties promise not to initiate any type of conflict, which is why it is called a *“cooling down period.”* If the parties violate this cooling down period, they have to pay all the workers a *“compensation due to lack of agreement.”* According to the time that has passed since the expiry of the agreement, this sum may range from 30% to 50% of the programmed inflation rate applied to the minimum conventional salaries in force. This serves to promote negotiation and prevents delaying conduct in the renewal of agreements.

Specifically business negotiation, in general, and welfare and reconciliation, in particular, are carried out more extensively in proportion to the growth of the business dimensions. Along with this, the determining variable is the greater union presence in companies, and consequently the willingness of companies with greater organisational complexity to deal with specific adjustments and improvements in the organisation of work, working hours, wages and, among other matters, those related to reconciliation and welfare negotiated in the company.

A new variable is the territorial one: a large part of second-level bargaining (for medium-sized and small companies) is carried out in the centre-north of the country. On the other hand, the dimensional structure of Italian companies has a determining influence on the spreading of business negotiation, which, in effect, benefits a limited, and concentrated, quota of workers; essentially those employed by medium-large companies.

A gender-based analysis of collective agreements clearly shows an interest in gender matters, which is expressed in a significant series of regulations with a specific focus (e.g. on training and professional evaluation, employment, careers, harassment, etc.). Furthermore, in the sector's national agreements, there are some articles entirely devoted to gender matters. A considerable space is, in effect, devoted to part-time, as a privileged instrument for favouring the reconciliation of care and work activities and which has requested a series of safeguard regulations, to avoid those choosing part-time, the great majority of who are women, from being discriminated, for example, in accessing training, professional careers, etc. Moreover, sector agreements have favoured the birth of business commissions for equal opportunities.

It is not easy to reconstruct the many ways in which gender negotiation has been structured in the different business and territorial realities. Important achievements have been attained regarding reconciliation between work and care activities, and more generally, between work and personal life, by means of second-level negotiation (business or territorial), which has favoured the introduction of elastic time, the use of leaves (paid and unpaid) for a varied and coordinated case-by-case basis and the introduction of an hour bank. However, there is a lack of a gender perspective that pervades the entire contract architecture or influences the most important institutes such as training and salary, which are still discriminatory with regard to women. The existence of a glass ceiling is still evident, blocking women's careers at the first levels of managerial posts; women decrease as we go up the hierarchic scale and their presence is nominal at executive levels. Furthermore, within the same level, women have lower salaries. This fact, according to companies, is explained by women's pre-eminence in part-time, while this difference, according to CGIL, is mainly due to variable wages.

Another element of economic discrimination is overtime. Presence is one of the priority criteria of merit, i.e. the quantity of hours worked ("over" the normal) is worth more than the quality of the results obtained.

Training can be another field where discriminatory attitudes against women are perpetuated or the place of their emancipation. The design of a training itinerary, in order to be really efficient, should therefore be based on a critical analysis of the organisation of work. A training process that is really inclusive for women should start from female workers and return to them, in the form of qualification certificates.

2.3 Collective bargaining in the United Kingdom

Main types of collective bargaining

There are two main types of collective bargaining in the United Kingdom. First of all, where the recognition of the union or unions by an employer is voluntary and, in second place, where statutory recognition is granted after an application to the Central Arbitration Committee. Employers with 20 or less workers are excluded from statutory recognition.

Union and collective rights are mainly governed by the Trade Unions and Labour Relations (Consolidation) Act 1992.

Both in the case of voluntary and statutory recognition, the employer has to undertake the following legal obligations:

- Provide the union with the information beforehand to help in collective bargaining.
- Informing and consulting the union or unions regarding important changes in the workplace.
- Following appropriate procedures if union subscriptions are deducted directly from the employees' pay (check pay off).
- Allowing union representatives and members time for union activities.
- Not discriminating against workers because of their union membership.

(ACAS 2010)

With voluntary collective agreements between employers and unions, that scope of the agreements governing labour relations can be much more extensive and may contain many more details in the case of functions and responsibilities. However, these agreements are not legally binding on both parties.

Collective agreements

There are many types of Collective Agreements between unions and employers, which may be:

- For a specific employer.
- For a specific group of employers in the same sector.
- In a certain public service or group of public services.
- Between an employer and several unions.
- Between a single union and several employers.

Collective agreements normally cover the workers' main terms and conditions, such as working hours, salary, holidays, sick, maternity, paternity and parental leave, disciplinary and complaint procedures, notification periods, dismissal measures, as well as indicating in detail how disputes will be settled and how the relationship will function at different levels. Collective agreements cannot contain terms and conditions that are inferior to legal minimums, nor can they violate the law.

For example, employers are obliged by the National Minimum Wage Act and cannot agree individually or with a union to pay workers less than what is established by law, unless they form part of a group of workers that are specifically excluded by virtue of the Law. (LRD: The Law at Work 2013).

Collective agreements can contain dispositions and salary levels above legal minimums.

The Department for Business, Innovation and Skills' Annual Statistics Bulletin 2012 regarding the number of union members states that *"larger workplaces, those with more than 50 or more employees, had a larger proportion of workers in a union and were more likely to have a union present in the workplace."* *"Employees in large workplaces were more likely to have their pay affected by a collective agreement."* The report also reveals that the proportion of UK employees whose pay was affected by a collective agreement was around 42% in large companies, compared to 16% in companies with less than 50 employees.

Collective bargaining on equality

Unions play an important role in improving women's working conditions in the United Kingdom's workforce and despite the traditional *"favour males in priorities"* in the union's bargaining agendas, unions have dealt with women's needs, not only in terms of equality between men and women, but also as a way of improving union organisation. (Tavora, I, 2012).

The TUC Equality Audit 2012 shows that 97% of unions establish their priorities for collective bargaining regarding equality in a centralised way, by means of conferences or an Executive Committee decision. The priorities mentioned in the report include equal salaries and audits on equal salaries, careers and pay scale, particularly for BME women, equal pensions, maternity leave and pay, race equality...

A problem for many unions, looking towards the future, is balancing work and personal life.

In the audit, the unions wonder whether the collective agreements that they have negotiated with employers for parents, carers and future parents were better than basic legal rights. The study covered the following:

- Payment of maternity benefits
- Maternity leave
- Paternity (pay)
- Paternity (leave)
- Additional paternity leave and pay
- Adoption leave and pay
- Dependency/holiday carers
- Parental leave
- Support for carer
- Prenatal support time
- Fertility treatment time

In total, 57% of United Kingdom unions had negotiated collective agreements above the statutory minimums for such dispositions.

Law

In 2010, the United Kingdom merged all legislation on equality into a new law. The Equality Act 2010 replaces all previous legislation regarding discrimination in equal salaries.

The Act prohibits discrimination due to the following *“protected characteristics”*:

- Age
- Disability
- Sex Change
- Marriage and Civil
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex or Gender
- Sexual Orientation

The act applies to all employees, job seekers and ex-employees, as well as sub-contracted workers, temporary workers and casual workers and apprentices, trainees and people with work experience.

Other specific groups that are covered are police officers, lawyers, associates and civil servants. Specifically, the act forbids direct and indirect discrimination, unfair treatment, harassment, persecution.

In terms of equal pay, LRD 2013 states the following: “in regard to equal pay, in general terms the act says that women are entitled to receive the same pay as men (and vice versa) in the same job when they carry out the same work, unless the employer can indicate an explanation for the difference that is not based on gender.”

2.4 Supranational collective bargaining: European joint consultative committees

Social dialogue is a unique legal concept that consists of different supranational elements and constitutes one of the European social model's pillars. The parties that make up this social dialogue are known as representatives and they are consulted about legislative proposals regarding employment and social affairs (Article 154 of the Treaty on the Functioning of the EU (TFEU)). After consultation, the representatives can negotiate agreements that they will put into practice autonomously, in harmony with their national practices, or request their application by means of a Council decision (Article 155 of the TFEU).

Social dialogue can be:

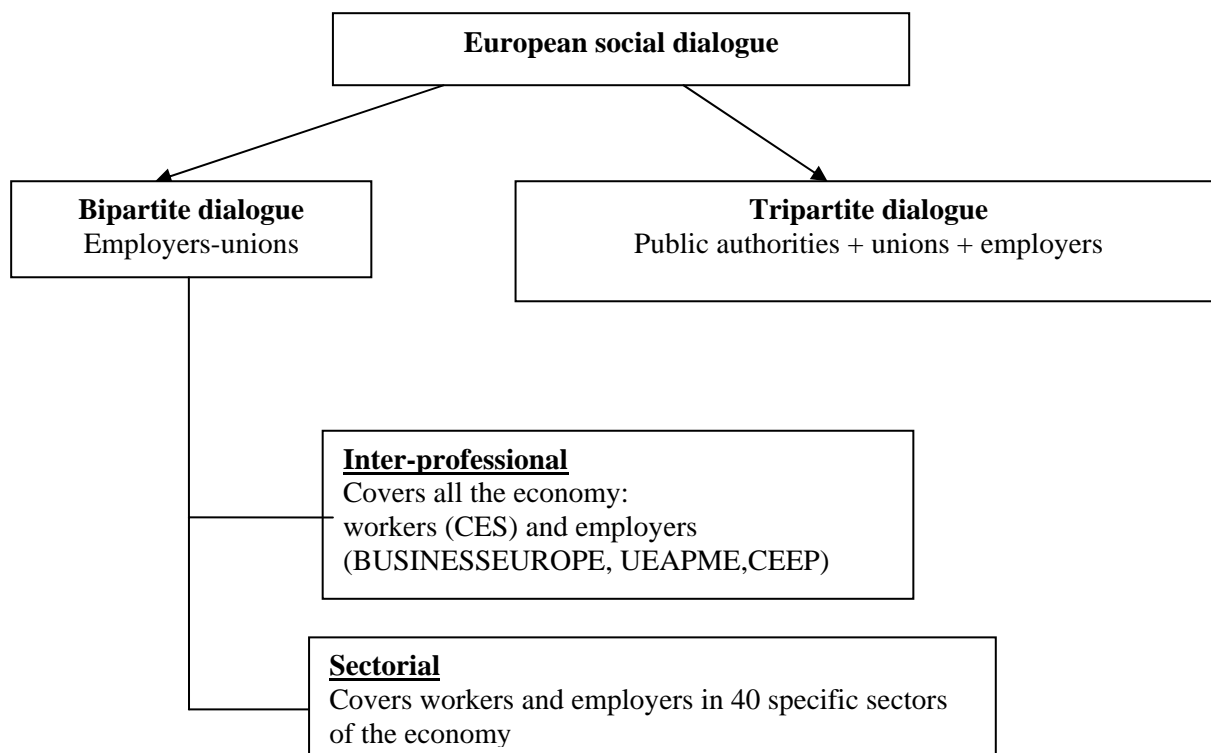
- * Tripartite, carried out by social representatives and European institutions. The actors meet during the Tripartite Social Summit for Growth and Employment.

- * Bipartite, carried out by employer and union organisations between each other.

European social dialogue can be:

- * Inter-professional; in this context, the representatives meet to deal with problems regarding the economy as a whole, especially at the Tripartite Social Summit and the social dialogue committee.

- * Sectorial; the social representatives are grouped into activity sectors in the sectorial dialogue committees.



Gender equality in European social dialogue

Although Articles 154 and 155 of the Treaty on the Functioning of the European Union does not specifically mention the balance that should exist, in the representation of men and women among the representatives of European social dialogue, their objectives include gender equality in relation to labour opportunities and treatment.

However, despite this, women tend to be underrepresented in European social dialogue committees. According to studies carried out by the European Commission, female participation in plenary sessions varies from 10 per cent in areas such as iron and steel, sugar and shipbuilding, from 40 to 50 per cent in areas such as trade, government and hotels, and up to 70 per cent in hospital and healthcare areas.

Additionally, there is a gender representation gap in both European union organisations and employer organisations. At union level, only 22.7% of members occupying decision-making and management posts are women and only five of the chairpersons of these organisations are women. The gap is even greater in employer organisations,

where only 11.7% of their members are women and only 2 out of 59 chairpersons are women.

European joint consultative committees

Joint consultative committees are organs representing the employees of several European countries within a single company. They are used to inform and consult employees about the company's progress and any important European-wide decision that may have an impact on their working conditions. These committees were created by the EU's 94/45/EC directive, which was updated by directive 2009/38/EC.

The Member States are those that determine whether a company is entitled to create a joint consultative committee, which requires that a company has at least 1,000 employees among Member States and 150 or more workers in two Member States.

The request of 100 employees in two countries and the initiative of an employer may trigger the process of creating a joint consultative committee. The composition and functioning of each one are adapted to each company's situation, and require the signing of an agreement between the company management and the workers' representatives in the countries where the company operates.

Joint consultative committees fulfil an essential function in European labour relations, since they are considered the most important organisms representing interests at European business level. They reflect the growing need for adapting the way in which business is done within the context of a common market, where national consultation and information mechanisms are insufficient.

To date, 1,293 joint consultative have been created, of which 1,055 are still active; 975 multinationals have established committees and 59 of such companies are in the process of creating one.

Women and joint consultative committees

In relation to the gender composition of joint consultative committees, the need for a balanced composition was introduced by directive 2009/38/EC, Article 6, which

established that the composition of a joint consultative committee should have a balanced representation of employees in relation to their activity, category and gender. However, each joint consultative committee is free to determine its composition and functioning according to its needs, which makes it difficult to obtain generalised information regarding the gender policies adopted by them. For this report, UNI provides two case studies in which we can observe the gender policies within joint consultative committees.

1. BNP Paribas

In 2006, discrimination was identified as one of the 30 greatest operational risks within the financial group. For that reason, the General Management and the joint consultative committee, supported by the workers' federations (FECEC and UNI), promised to work in favour of professional equality in order to guarantee that each man and women receives, in all stages of their professional life, equal treatment, based on their abilities and performance, regardless of their gender.

The framework agreement, from which the agreement on equality is derived, was adopted on July 10, 2012, and is applicable within all branches and subsidiary companies, controlled by and integrated into the BNP Paris group that are located within the European joint consultative committee's geographical perimeter.

The subjects contemplated in the agreement include: a guarantee of equal opportunities at the time of recruiting, equal pay, professional promotion, access to management posts, professional support after finishing maternity leave, training and preparation, and attaining a balance between professional and private life.

2. Carrefour

In the case of Carrefour, the members of the European Information and Negotiation Committee (CICE) subscribed in 2012 a joint declaration of intent within the context of the negotiations underway with the company.

In this declaration, the parties promise to subscribe to the rules of non-discrimination and diversity of the ILO and the OECD's Development Aid Committee, and propose that recommendations in the following subjects be implemented in the European countries where Carrefour is present:

- Analysing each year women's place within the Group's structures in Europe and the efforts carried out and pending in order to favour their development.
- Favouring equal opportunities in hiring.
- Guaranteeing equal opportunities throughout the professional career.
- Developing better working conditions for women.
- Facilitating the adopting of measures that enable better reconciliation between professional and personal life.

Chapter 3

Women's participation in unions

Chapter 3. Women's participations in unions.

Beginnings, Gender Map, Advances and Good Practices, Obstacles, Challenges.

3.1 Women's union participation in the Union Confederation of Comisiones Obreras (CCOO)

a) Beginnings and commitments to effective equality between women and men

Since its beginning as a confederal organisation (1977), a *new type of unitary trade union*, Comisiones Obreras expressed its foundational commitment to equality and its interest in incorporating the fight to eradicate gender-based discrimination into union action; since the 1st Confederal Congress, it has had a specific union structure, Women's Secretariats (SM), being the first union to create and maintain this structure, which has always participated in the union's top-level decision-making.

CCOO has evolved from the fight for political, social and labour rights to the present-day formulation of gender policies and their mainstream development. At present, CCOO defines itself as a *trade union of men and women*.

Below we briefly highlight the statutory modifications and main events in different congress periods.



The vision of Gender in Statutes and Congresses:

The **1st Confederal Congress** (June 1978) saw the official establishment of the Confederal Trade Union of CCOO and, among its different Secretariats: the Women's Secretariat. The Federation Trade Union of CCOO's Programme included: *"The Confederal Trade Union of CCOO should be especially concerned about the effective awareness of the working women's double discrimination of class and gender, fully*

defending the demands expressed in the fight for women's liberation and providing the necessary resources."

The Statutes expressed the need for Women's Secretariats: *"the need is seen for creating these Women's Secretariats, which serve as a channel for the study, consolidation and definition of their specific demands."*

5th Congress (December 1991). It established the statutory obligation of creating and/or extending the structure of Women's Secretariats in all territorial and confederal spheres, integrating it into the corresponding management organs.

- It agreed to hold a statutory conference defining CCOO as a *trade union of men and women*, crucial in the integration of gender policies in CCOO.

The **1st Confederal Conference "CCOO, a union space for men and women"** was held in **June 1993**, seeking to lay the foundation for union and organisational action integrating men and women.

6th Congress (January 1996) explicitly supported the Women's Secretariats and the women's magazine *Trabajadora*.

The Statutes add, in the *Definition of Principles* inspiring the CCOO's action, a new principle by means of which CCOO is shaped as a trade union for men and women, with the commitment of promoting equal opportunities, fighting gender discrimination, adopting gender mainstreaming in union policy, incorporating positive action measures in the workplace and promoting proportionality in women's representation in the union's decision-making spheres.

The **7th Congress (April 2000)** continued positively valuing the work of the Women's Secretariat and encouraging the organisation as a whole to integrate gender policies into the mainstream.

- It approved a Resolution for a **CCOO Equality Plan**, establishing CCOO's commitment to effective equality between women and men.

The **8th Congress (April 2004)** effectively incorporated **gender mainstreaming into the approved confederal Action Plan**. The CCOO's Confederal Secretariat for Women defined the basic objectives of its work plan for the 2004-2008 mandate.

The **9th Congress (December 2008)** modified the Statutes to replace the objective of “attaining proportionality (between genders) in the existing membership” by that of “**advancing towards parity**” in all of the union’s management organs; and introduced new guidelines to attain this objective in Article 11, which regulates the electing of organs.

- It contemplated a specific action for improving the relationship between women’s membership and their employment rate in the different sectors, establishing improvement percentages in relation to the starting situation and two evaluations to identify advances and difficulties.

10th Congress (February 2013). Positive actions for advancing in parity. The Statutes include the CCOO’s commitment to the objective of attaining gender equality; Article 11 guarantees parity presence in management structures and in delegations, and if women’s affiliation in any union structure is below 30%, it foresees positive action to increase the said proportion by 10%.

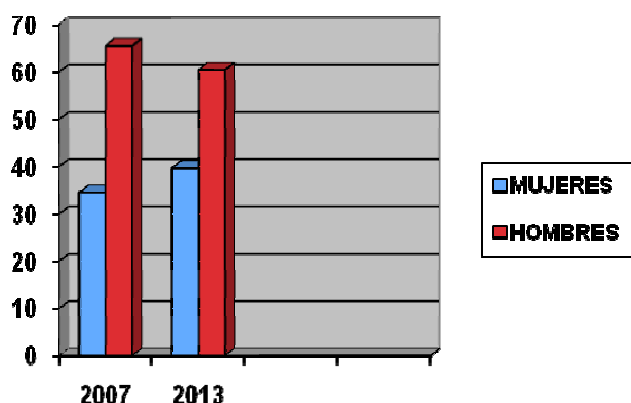
b) Gender Map

CCOO has been renewing, in the different congresses, its commitment to equal treatment and non-discrimination between women and men, and to the mainstreaming of gender policies in the union organisation’s structures as a whole, advancing strategies that increase women’s presence in membership, in union elections and in management organs.

In relation to gender equality, the union establishes specific membership plans with the objective of improving the relationship between women’s membership and their employment rate, establishing improvement percentages with regard to the starting situation, both in feminised sectors and in those in which women have a low labour participation.

Below is the evolution of statistical data regarding women’s membership, participation and union representation in CCOO, which reveals important, although insufficient, growth in different fields of participation.

Evolution of female and male CCOO members. Period 2007- 2013

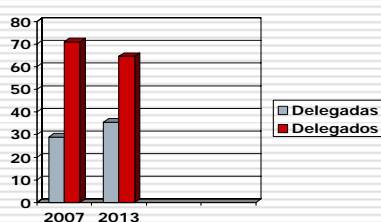


2007: 375,869 female members (34.46%); 715,013 male members (65.54%).

2013: 386,745 female members (39.61%); 589,609 male members (60.39%).

Evolution of CCOO female and male delegates. Period 2007-2013

Delegadas y delegados CCOO



The evolution of the data for the period 2007/2013 shows an important increase in the number of female delegates and a decrease in the number of male delegates.

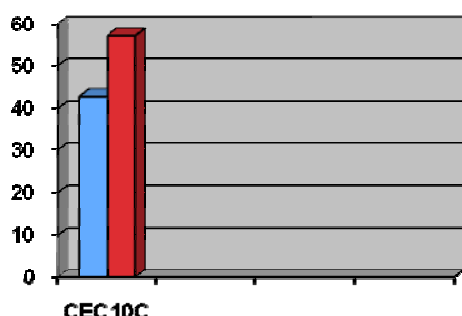
2007: 32,706 female delegates (28.94%) and 80,324 male delegates (71.06%).

2013: 39,498 women delegates (35.58%) and male delegates (64.42%).

Management organs: In the field of management organs, there have been permanent imbalances between membership and representation. Therefore, in the different congresses and at statute level, compensatory measures have been passed: proportionality and positive action aimed at attaining at least a proportion of 60/40% for each of the genders.

Confederal Executive Commission (CEC)

The presence of women in the Confederal Executive Commissions resulting from the different congresses has been increasing, from 21% in 1991 to parity (41%) in 2008. At the **10th Confederal Congress of 2013**, the Confederal Executive Commission was made up of 14 people, 6 women and 8 men, representing 43% and 57% respectively.



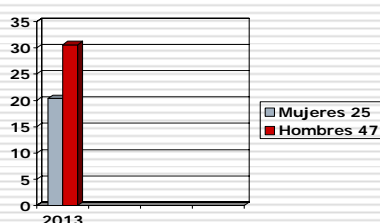
Executive Commissions of State Federations Territorial Executive Commissions (regions)

The **State Federations' Executive Commissions** reflect a positive evolution from 2007 to 2013, with an increase in women's presence from 30.9% to 36.4% respectively.

The situation is similar in the field of **territorial Executive Commissions**. The evolution of 2007 to 2013 shows an increase in women's presence, rising from 30.9% to 42.2% respectively.

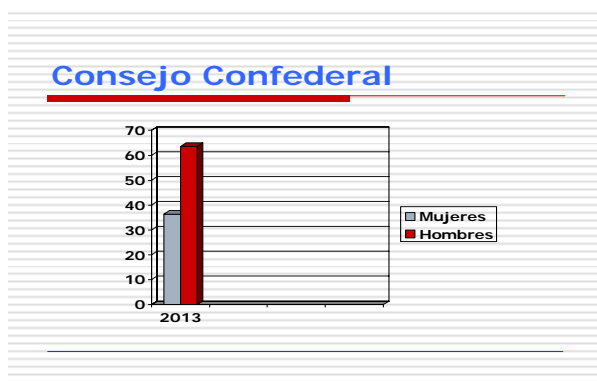
Confederal Committee

Comité confederal



The Confederal Committee is a new organ that was created at the 10th Confederal Congress (2013), made up of 62 people, 25 women and 37 men, which represents 40.4% and 59.6% respectively. Its composition incorporates a positive action measure to guarantee percentages of 40/60 for each gender.

Confederal Council



The Confederal Council is the maximum governing organ between congresses; it is made up of 176 people, 64 women and 112 men, which represents 36.4% and 63.6% respectively.

c) Advances and good practices

From the beginning, CCOO has recognised the need for dealing specifically with the social and labour problems affecting women. The Women's Secretariats are the channel for incorporating gender criteria in union policy. In harmony with the social, cultural and political changes taking place in Spain, CCOO will continue integrating measures and strategies with a gender perspective, debating and settling contradictions and gaps in relation to the specificity of women; in short, shaping an equality strategy, both internally and externally, to combat gender-based discrimination and promote women's union participation and representation.

Below some actions, events or positive action measures are highlighted that have had a great impact on the advancement of equal opportunities between women and men.

Strategies for gender equality

The statutory reforms and advancements undertaken during congress periods have favoured the implementation of equality strategies, mainly positive action and gender mainstreaming in union policies in order to advance in women's presence and representation in the union's maximum management organs.

1991. 5th Congress: It passed an amendment to the Statutes to promote a greater participation of women in management organs and boost the creation and functioning of Women's Secretariats.

- It agreed to hold a Conference on women and men.

1993. 1stConfederal Conference “CCOO, a union space for men and women,” seeking to lay the foundation for a union and organisational initiative to integrate men and women.

1995. 6th Congress: Explicit support for Women’s Secretariats and the *Trabajadora* magazine.

Statutory modification:

- Inclusion in the Definition of Principles: “CCOO trade union of men and women.”
 - Adopting gender mainstreaming in union policy.
 - Incorporating positive action measures in the workplace.
-
- Promoting proportionality in women’s representation in the union’s decision-making areas.

2000.7th Congress. It passed an Equality Plan in order to advance in developing gender mainstreaming policies and increase women’s presence in responsibility organs.

2004. 8th Congress: It effectively incorporated **gender mainstreaming** into the confederal Action Plan that was passed for the period 2004-2008.

2013. 10th Congress: The Statutes expressly mention the commitment to the objective of attaining equal representation in management organs; Article 11 guarantees equal presence in management structures and delegations, and if women’s affiliation in any union structure is less than 30%, positive action is contemplated to increase the said proportion by 10%.

A series of positive achievements and advances that, however, have to be reinforced so that the organisations as a whole apply and guarantee this practice, in the different levels and structures, with gender mainstreaming strategies to overcome the existing obstacles.

Gender mainstreaming, training and awareness

CCOO has constantly undertaken a process of reflection and implementation of positive action and gender mainstreaming strategies, as well as training, information and awareness initiatives, both internally and externally. To that end, it has been carrying out measures, programmes and awareness campaigns in relation to women's employment and labour conditions, as well as favouring the creation of specific structures and greater female union membership and representation.

Training and awareness activities are an element of guidance, information and awareness for the union structure as a whole, Joint Consultative Committees and Union Sections, Legal Offices and Consultancies, members of bargaining committees, workers' legal representatives, union and prevention delegates, etc., as a way of dealing with and reacting to discriminatory situations in labour conditions and in union participation inequalities.

The materials and campaigns undertaken (union guides, information brochures and posters) have mainly dealt with aspects regarding the improvement of women's employment and labour conditions, the treatment of sexual and gender harassment, the preparation and negotiation of equality plans, reconciliation and co-responsibility, the protection of maternity, labour health from a gender perspective, non-sexist language, etc., as well as updating legislative changes and national and Community jurisprudence in relation to equal opportunities and the rejection and condemnation of other social aspects, such as gender violence, and sexual and reproductive health.

Awareness campaigns, which occasionally go beyond the labour and union sphere, deal with socio-political problems and are aimed at promoting educational changes that enable a break from stereotypes and traditional roles socially assigned to women and men, as well as offering support to certain campaigns led by the women's movement.

CCOO incorporates **gender mainstreaming** in the union's objectives that make up its strategy for equal opportunities for women and men in the workplace and in society, and in order to attain gender equality in the union's representation and management structures as a whole.

Gender mainstreaming in union policies is the main strategy for dealing with and preventing gender inequalities. Additionally, positive action and female empowerment initiatives are likewise essential.

Strategies required for overcoming obstacles in order to attain gender equality, determined by the persistence of gender inequalities in the different social, labour, economic, political and cultural spheres.

In the last decade, equality and labour legislation have experienced profound changes in relation to women's labour rights and advancing in the principle of equal opportunities and treatment between women and men; this has favoured the advancement of gender mainstreaming and the application of positive action measures to combat discrimination and guarantee the balanced presence of women and men in the representation of the different organs and institutions.

Social dialogue and collective bargaining

- CCOO's permanent commitment in its demands, clauses and bargaining criteria in order to guarantee non-discrimination and equal treatment in the workplace, in the context of collective bargaining, by negotiating equality measures and plans.

- Inter-confederal Agreements for Collective Bargaining (mainly since 2002), which are of great importance for the awareness and dissemination of gender demands.

■ The current context of economic crisis and labour reforms, with a strong impact on the deterioration of labour relations, loss of rights and job insecurity, has resulted in a paralysis of social dialogue and profound obstacles to advancing in collective bargaining.

d) Obstacles

- ☐ Imbalances in women's participation in the different organs and levels of CCOO management and representation.
- ☐ Deficits in training, awareness and communication in relation to equality between women and men internally and in the field of collective bargaining.
- ☐ Insufficient integration of gender mainstreaming in union policies.

Imbalances in women's participation and representation in CCOO. Advances have been made, but with stagnation and setbacks in the creation and development of Women's Secretariats (SM), resulting in more deficiencies in the lowest-level structures, which have less human resources and materials.

Horizontal and vertical segregation of Secretariats in CCOO. Women have a greater presence in Secretariats that could be called feminised, and a smaller presence in Secretariats that enjoy more importance and recognition.

Women's levels of membership, representation and presence in the different spheres of participation have evolved positively, despite the economic crisis, although there are still insufficiencies that have to be suitably dealt with. There are few women with executive positions in areas such as union action and collective bargaining, and especially in negotiating committees.

Deficits in training, awareness and communication in gender equality are still important, since it has not been sufficiently incorporated into the planning of training, training content, educational materials, information campaigns, in the messages, language or images used.

Training in gender equality is essential since it provides preparation for the systematic application of gender mainstreaming, information, concepts, data and methodologies for detecting gender discriminations, as well as knowledge and handling of reference legislation and regulations. The incorporation of the gender perspective in union training and job training is essential for the different fields of social representation, collective bargaining and inside the union.

The application of gender mainstreaming has made important advances in union work, although it has still not been effectively incorporated into union policy; the organisations as a whole have to improve their collaboration and participation strategies, firmly backing the exchange and sharing of union objectives. Advances have been made, but obstacles and difficulties persist that require action strategies that guarantee the application of statutory measures and advance in gender training and awareness in the structure as a whole.

It is necessary to continue demanding that the organisations as a whole apply and guarantee this practice in the different levels and structures, with mainstreaming strategies that overcome the existing obstacles. A permanent task that has to be carried out both internally and externally by the union.

e) Challenges and Proposals

Attaining effective equality in women's participation, representation and empowerment

- Strengthening, highlighting and consolidating the work of Women's Secretariats, valuing and recognising women's role in CCOO, training women in leadership that favours their access to decision-making posts in the different fields of responsibility.
- Data on women's participation and representation in the union show important advances, as well as imbalances that have to be overcome; it is therefore essential to continue working in the organisations and structures as a whole to identify the obstacles that hinder equal representation, and to effectively implement training and awareness measures, positive actions, new ways and methods of working, etc., to enable the development and application of the committed congress objectives.
- Increasing women's membership and representation. Marking objectives and strategies in order to advance in women's presence in CCOO candidacies for union elections and guaranteeing their presence in negotiating committees.
- Generating a union debate in the organisation "*CCOO trade union of men and women*" as a whole, in order to overcome glass ceilings and advance in women's empowerment.

- Guaranteeing, in the different social, labour, economic and cultural spheres, the application of positive action measures and the strategy of gender mainstreaming in social and union policies as a whole, in order to advance in women's participation and representation, in their access to decision-making, towards an equal presence between women and men.
- Creating a permanent analysis and evaluation system regarding the application of gender mainstreaming in union policies.
- Improving the preparation and dissemination of CCOO's Gender Map (confederate organisations, structures and levels in different spheres).
- Organising union workdays to favour the reconciliation of people's personal and family life.
- Promoting in social dialogue, collective bargaining and policies, the application of the necessary measures and strategies, efforts and resources in order to combat discrimination, inequality and all expressions of violence against women.
- Guaranteeing in the field of collective bargaining, the dissemination and possible improvement of labour, social and economic rights established and contained in equality regulations.

- **Awareness campaigns to ATTRACT WOMEN TO THE UNION.**
- **Advance and guarantee the application of strategies for EQUAL REPRESENTATION in union structures as a whole.**
- **Promoting training and awareness in different levels and structures.**
- **Promoting WOMEN'S PRESENCE IN NEGOTIATING COMMITTEES.**
- **Integrating GENDER MAINSTREAMING into union policies as a whole.**

3.2. Women's union participation in the Confederación General Italiana del Lavoro (CGIL)

a) Beginnings and commitment to effective equality between women and men

After World War II, Women's Commissions were established with the objective of incorporating the subject of women's employment in union policies.

At the CGI Congress of 1947, Beautiful Adele presented a letter from female workers demanding, in harmony with the Italian Constitution, the right to work and fair pay.

1950: Law 870 was approved regarding the protection of working mothers.

1952: There was a labour dispute regarding equal salary, with fights of considerable political and ideological importance.

1963: Dismissal due to marriage was repealed.

1968: With the first intergovernmental conference on women's employment, a profound reflection was started regarding the situation of women, their emancipation and the importance of social services.

In the fight for equality measures between men and women carried out in Italy, in which the CGIL participated actively, we can highlight:

- The Women's Committees of the CGIL demonstrated in the mid-seventies to consolidate women's rights during years of social unrest.

1971: With the approval of Law No. 1204, the social value of maternity was declared for the first time.

1974: Referendum law on divorce.

1975: Reform of the Family Law.

1977: Equality Law between men and women in the workplace.

1977: A crucial year in women's history in the CGIL, since it became increasingly urgent to deal with what was still called the "the matter of women," by means of an analysis of women's presence in the union organisation, surveys, training courses, seminars and conferences.

1978: Approval of Law 194 on abortion.

10th CGIL Congress in 1981: The main debating point was the definition of an independent and specific study for women, implemented between 1975 and 1977. The congress favoured the creation of a Women's Coordination structure, as a centralised management tool for women's policies. In some territories, the coordination women are very active. At federal level, starting in 2006, the matters were dealt with from the gender perspective, adopting the "integration" method, in harmony with the European definition.

1991: Law 125 was approved in a positive action to attain gender equality in the workplace.

2000: Law 53 on maternity and paternity leave, reconciliation of work and personal life.

The **Statutes of the CGIL** (Italian General Confederation of Labour) express its foundational commitment to full equal rights between women and men, include the principle of non-discrimination between genders and promote the advancing of an equal opportunities policy.

Article 1. Definition:

“The CGIL is a general union organisation that is pragmatic, unitary, secular and multi-ethnic, made up of democratic women and men, which promotes the free association, self-protection and collective solidarity of workers and employees, those who work in cooperatives or other types of self-management, quasi-employees, the unemployed, those looking for their first job, pensioners and the elderly.”

CGIL membership is voluntary. This involves the full equality of rights and duties in the complete fulfilment of “membership of an ethnic group, nationality, language, sexual orientation, gender identity, cultures and political groups, professional diversity and social interests, being a believer or non-believer.” It also involves “acceptance of the principles and dispositions of these Statutes, since they use the values of personal, civil, economic, social, political freedom and social justice as a prior, basic and essential requisite for a democratic society.”

Article 2: Fundamental Principles

The CGIL upholds the value of solidarity in a society without privileges and without discrimination, with the right to work, to health, to social protection, to equally distributed welfare, to culture that will enrich the lives of all. It likewise supports **the elimination of political, social and economic factors that prevent women and men** (native and immigrant) from deciding on the basis of equal rights and opportunities, recognising the differences in their lives and their work. It also promotes

in society, by means of negotiation, a **policy of equal opportunities between women and men, and unifies their internal right to the principle of non-discrimination between genders.**

Article 6: Union Democracy

The Statutes establish, in Article 6 paragraph h), a disposition against discrimination... “in training of governing organs, from Committee Members, pensioner associations, to the Executive [...] that indicates that **none of the genders can be represented below 40% or above 60% [...] ...**

b) Gender Map

The CGIL has a total of 5,712,642 members.

According to 2014 data, there are 1,909,792 female affiliates, which represent 47.23% of the total of 4,043,509 affiliates.

The National Secretariat has a 50/50 representation and the General Secretary is a woman.

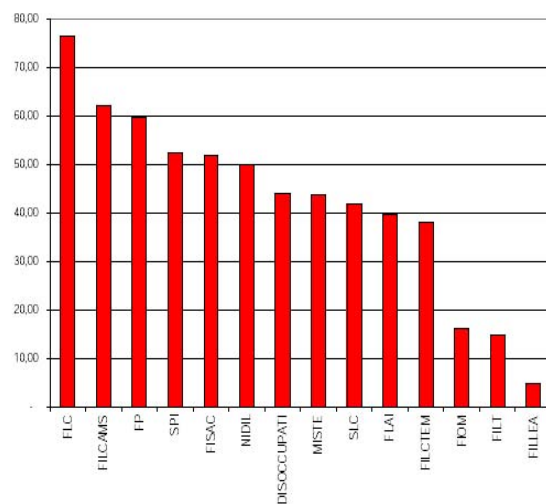
GLI ISCRITTI PER GENERE

CATEGORIE	UOMINI	%	DONNE	%	TOTALE
FLC	30.359	23,69	97.812	76,31	128.171
FILCAMS	125.093	37,94	204.601	62,06	329.694
FP	113.082	40,28	167.649	59,72	280.731
SPI	1.040.304	47,63	1.143.831	52,37	2.184.135
FISAC	30.397	48,15	32.729	51,85	63.126
NIDIL	21.505	50,19	21.341	49,81	42.846
DISOCCUPATI	5.347	56,10	4.184	43,90	9.531
MISTE	4.440	56,36	3.438	43,64	7.878
SLC	40.157	58,32	28.702	41,68	68.859
FLAI	119.618	60,24	78.959	39,76	198.577
FILCTEM	100.744	61,99	61.785	38,01	162.529
FIOM	203.838	83,91	39.079	16,09	242.917
FILT	86.912	85,25	15.040	14,75	101.952
FILLEA	211.921	95,22	10.642	4,78	222.563
TOTALE	2.133.717	52,77	1.909.792	47,23	4.043.509

La presenza di donne tra gli iscritti alla CGIL è del 47,23%.
Se però si analizzano i soli lavoratori attivi la percentuale di donne si abbassa al 41,19%.

SOLO ATTIVI	1.093.329	58,81	765.857	41,19	1.859.186
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LA PRESENZA DELLE DONNE NELLE CATEGORIE



Area Organizzazione
CGIL Nazionale

Partial data from 2014, based on a sample of 103 Women's Committees currently using ARGO aligned with the national server.

c. Advances and Good Practices

The gender policies implemented by the CGIL are part of its permanent commitment to fighting inequality and the socio-labour discrimination of women, gender violence, women's freedom and democracy.

Its activities include campaigns centred on March 8 (International Women's Day) and November 25 (International Day for the Elimination of Violence against Women).

In the preparation of its first Social Report, the CGIL identified the need for introducing gender analysis, in the awareness that the response to the needs of both female and

male workers cannot be neutral, but must take into account the differences in women's and men's personal, family, social, labour and economic life.

Gender analysis should constitute a positive action in preparing for a suitable balance between genders, enabling a significant advance towards "gender-sensitive" activities carried out by all of the CGIL. "Gender-sensitive" themes such as work, reconciliation between personal life and work, gender discrimination, gender equality in international policy and equal opportunities in the union's internal processes. The presentation of reports regarding gender matters should be a practice adopted at all levels and in all spheres, and should be carried out before taking decisions and after analysing the results.

The CGIL's Forward Conference in 2008 passed a Resolution regarding the implementation of organisational policies, aimed at promoting and improving the female framework that operates at three levels:

- Recognition of the value of the difference in all of the policies behind CGIL's demands.
- Women's representation in executive organs in harmony with the fight against standard discrimination established by the CGIL's Statute.
- The adoption of a "policy of the times" that takes gender needs into account, in order to help women join and stay in the union.

In July 2012, the CGIL organised a National Assembly on Women, which began a process of comparison, study and investigation by means of three specific seminars that were held in 2013 in Europe.

In 2013, the CGIL carried out a series of campaigns and assemblies of union delegates and leaders under the theme:

Le donne cambiano...



Likewise, in the conference held in January 2013, the CGIL presented a **“Work Plan”** with the objective of proposing measures to promote growth and employment, considering the theme of women as a driving force for national growth.

Of great importance is the development of training and awareness strategies, incorporating mainstreaming and empowerment as a policy of theoretical support for equal opportunities within the CGIL. The gender perspective is formally considered a work method for the entire organisation, with the commitment of taking women's point of view into account in all of the union's decisions and activities.



d) Obstacles

- Obstacles are detected in order to advance in gender mainstreaming in the union's action and policy as a whole.
- Deficiencies in order to attain effective equality in social and labour spheres.
- Deficits in carrying out gender impact reports in the analysis of data, studies and activities that are undertaken in the union.
- There are still gender imbalances in union membership and representation.
- Difficulties in the necessary reconciliation and co-responsibility between women and men.

e) Challenges and Proposals

Advancing in the necessary effective equality between women and men, in the social and labour sphere and inside the union, requires implementing a series of measures and strategies that favour a greater and better adoption of **gender mainstreaming in the union's policies as a whole**.

The CGIL, in the preparation of its first Social Report, identified the need for introducing the gender perspective in the union's action and policy as a whole, identifying workers' needs, since policies cannot be neutral but should take into account differences in the personal, family, social, labour and economic life of women and men.

Gender analysis should constitute a positive action that will serve as a comparative reference in order to advance towards a suitable balance between women and men, which will enable a significant advance by carrying out gender-centred activities in the CGIL as a whole. "Gender-sensitive" themes affect work, reconciliation between personal life and work, gender discrimination, gender equality in national and international policies, and equal opportunities in the union's internal processes.

The presentation of reports regarding gender impact should be a practice adopted at all levels and in all spheres, and should be carried out before taking decisions and after analysing the results.

3.3 Women's union participation in the United Kingdom's Communication Workers Union

a) Beginnings and commitments to effective equality between women and men

Regulatory Aspects

There are a series of laws in the United Kingdom that include female workers' right not to be discriminated against. The three main instruments include: 1. The Equality Act 2010; 2. The United Kingdom's Human Rights Act 1988 and 3. The UN Convention to Eliminate All Forms of Discrimination Against Women (CEDAW).

The Equality Act 2010 defines the following categories as "protected characteristics": age, disability, sex change, marriage or civil union, pregnancy or maternity, race or nationality, religion or belief, gender and sexual orientation. If a woman thinks that she has suffered discrimination in the workplace, the law offers resources for initially turning to the Employment Tribunal Service.

The CWU's statutes include the following rules under which women should be considered members:

Rule 2.1.5

"Promoting and encouraging proportionality and the equitable representation of all members, in industry, in the Union and society in general."

Rule 2.1.6

"To actively identify any cause or barrier preventing the Union from fully representing its members. This should include positive action in favour of women and racial minorities, until the Union is convinced that its structure reflects and supports a gender and racial balance of the members that it represents."

b) Gender Map

Women's participation and representation in the Union

It should be pointed out that the CWU, as is true of most of the United Kingdom's trade unions, is unique in the way that it is structured due to historical and cultural events. It should not therefore be considered representative of British trade unions.

The Communication Workers Union (CWU) is the largest trade union in the United Kingdom's communications industry. It was created in January 1995 when the

communication workers trade union joined forces with the National Communications Union.

The CWU and its affiliated union organisations have carried out numerous awareness campaigns with a direct impact on women.

Equality Campaigns:

- Right to Abortion
- Women's Letter
- Vanguard Consortium
- Social Anti-Discrimination Law
- Mary MacArthur Trust
- Maternity action

In 2007, the CWU elected the first Postal Chairwoman and now has, for the first time, two women elected as chairwoman and vice-chairwoman. These are the highest posts for lay activists in the entire Union.

The National Executive Committee (NEC) has 5 women (26.3%) out of a total of 19 posts elected from among its members. The CWU is organised into two groups, namely: 1. Postal and 2. Telecoms and Financial Services. These two groups are led by two industry executives: the Postal Executive Committee (PEC) and the Telecoms and Financial Services Committee (T & FSEC).

The PEC has 3 women (17.64%) out of 17 members and the TFSEC has 6 women (37.5%) out of 16 members. There are now 19 female secretaries (13.19%) in our 144 branches, which is an important improvement compared to the situation 10 years ago. A third of the assistant regional secretaries are women, although the ten regional secretaries are all currently men.

There are six permanent sub-committees dependent on the NEC, with the Equal Opportunities Subcommittee being mainly responsible for women's affairs; its responsibilities include:

"The development of all matters related to the policy of equal opportunities; advising the Industrial Committee in its case on all matters related to equal opportunities and coordinating the Equal Opportunities Advisory Committees' activities, such as those established in the regulation." (CWU Compendium, 2015: 6). There is a special

relationship between the Equal Opportunity Committee and the corresponding Advisory Commission.

The CWU has 23 national officers, of which 4 (17.39%) are women: two are appointed and two elected. At CWU HQ, there are a total of 158 people, excluding officers, of which 67.7% are women and 22.8% are BME. This may indicate occupational segregation as regards the number of women occupying administrative and support jobs, such as catering and cleaning.

c) Advances and Good Practices

Women's participation as CWU members varies throughout the United Kingdom and should be considered within the historically patriarchal paradigm, being aware that, unfortunately, the traditional employment areas in which the CWU is active have historically and traditionally been occupied by men. The advances towards a greater female union presence have to do with the creation of Regional Women's Committees; Women's Advisory Committee recognised nationwide; the CWU Women's Conference, with participation in the General Conference: some women have seats reserved for national delegations and working parties.

The CWU is currently working in attaining better proportionality in its own structures and organisations. It is important to recognise that this work stems from a debate carried out in our Women's Conference and then in our main forum with the formulation of gender policies. The General Conference in 2011 thus stated: "The Conference takes note that the proposals in the CWU Women's Conference were passed, calling for action to apply Rule 2 of the Statutes."

Therefore, the National Executive, along with the Advisory Committees, will be in charge of preparing a series of proposals on how to attain this by means of all sectors of the union, and will present a motion to the General Conference of 2012, along with the necessary changes in the regulations." (Agenda CWU General Conference of 2011 available online).

There are ten CWU Regional Committees placed between the branches and the National Structure, and the Regional Secretary supports the General Secretary regarding matters of policy, structure and organisation of the coordination branches, as

well as several sub-committees for channelling policy in accordance with the article. Within the ten regions there are women's regional sub-committees, whose objectives are:

“a) Promoting and activating women's equality campaigns; b) Encouraging CWU women to participate more actively in branch affairs, the union as a whole, as well as political matters affecting women; c) Encouraging CWU women to become committee members and union activists; d) Informing the Regional Committee about matters considered in the Women's Regional Commission; e) Dealing with matters related to women, to be carried out by means of the branch, Regional Structure and headquarters; f) Working in collaboration with the CWU National Female Advisory Committee, Branch Equality Officers/Female Officer and the TUC.” (CWU Compendium, 2015: 45).

As part of the internal discussion underway in the union, it has been proposed that at least one woman occupy an official post in the Regional Committee itself, and this will continue to be debated this year.

Training and Awareness Strategies

In 2012, a total of 1,935 CWU activists attended a training course, of which 245 were women. Regrettably, the proportion of women participating in courses is 12.6%, despite the current policy of prioritising women and BME applicants for courses and nursery services. The implementation of women's regional courses was only slightly better (13.7%). This seems to show that women are not participating sufficiently; it is important to know the reasons for this lack of participation, e.g. if female training is not being promoted or encouraged enough. As regards the progression of the most advanced courses aimed at high-level representatives, in 2012 women accounted for 12.63%. (CWU, 2014: Proportionality Report).

In an attempt to deal with these matters, it is worth highlighting a CWU Women's Leadership Course being held by CWU and which will be monitored in order to ascertain the progression of the training carried out. On the other hand, work continues to include equality matters in the CWU Core training programme.

d) Obstacles

There are still significant indications of gender segregation in CWU jobs, e.g. in the highly masculinised industry sector, women members occupy administrative and support posts. The same is true in traditionally masculinised occupations such as engineering and management jobs, where the executive members are men.

Women's "place" in the British job market and trade union movement is still a problem today, being fiercely debated in all sectors of the media, within the workers' movement and clearly within academic circles. This fact should prove that a problem therefore exists: labour segregation by means of the division of work according to gender, something that applies to women's participation in the union sphere. This assertion is backed by evidence showing that there are more women than men with low salaries and with a disproportionate position in the job market, as well as in union structures and positions.

e) Challenges and Proposals

In relation to the unions' reaction to women's inequality, it is worth studying the different strategies adopted by British trade unions in order to attain gender equality, and provide a vision of the differences between "liberal" and "radical" approaches and concepts of equality and positive action. This has been done while being aware that, in the case of trade unions, dealing effectively with effective equality in women's labour participation involves beginning with their own organisations.

Examples of a radical union reaction to gender inequality are establishing posts reserved for women, creating women's committees, creating women's conferences and promoting self-organised groups (Ibid: 159). On the contrary, the liberal approach includes providing nursery services at meetings, conferences and courses; providing women-only courses; literature on gender matters; establishing agents specialising in women and gender.

To conclude, below we show a series of positive discrimination measures (radical interventions) and liberal measures (elimination of barriers to enable individual freedoms) to be considered in this project. We likewise include a series of proposals favouring the promotion of awareness and the union's capacity for attaining greater balance in union participation and representation.

Recommendations for improving women's participation

Radical positive action

- Promoting Women's Conferences and favouring the dissemination of adopted proposals and decisions to the forums that formulate the appropriate policies.
- Reinforcing women's constitutional position in advisory committees or equivalent.
- Reserving seats for women within each of the unions' organisational structures.
- Self-organised women's groups such as women belonging to Branch Learning Committees.

Liberal Action

- Collecting and disseminating gender information on women's presence in difference spheres: representation organs; attendance at courses; conference delegations.
- Certain media outlets that deal with women's matters.
- National Unions' commitment to Women's Secretariats.
- Provision of nurseries (including nursery vouchers) if required to favour women's participation in union events.
- The trade union will promote women-only courses.

We also believe that there are four main factors that will influence the union's capacity to be more proportional:

- 1 Improving commitment to and mentoring of women at grass roots level and in the workplace, and providing support for local organisations so that they can carry out this vital function.
- 2 Promoting changes in social structures, regulations and culture in order to eliminate barriers in participation and introducing positive measures where current processes are clearly failing.
- 3 Developing and supporting the development and progressive of new activist women, by means of social networks, resources, training, information and counselling.
- 4 Ascertaining the problems facing activist women, who they are and where they work, and understanding their different needs by means of a radical improvement in our compiling and use of membership data and other relevant job market data at national and local level; the gender map should therefore be

a tool in our union action in order to prepare reports, policies, strategies and processes.

3.4. Women's union participation in UNI GLOBAL UNION EUROPA

a) Beginnings and commitment to effective equality between women and men

UNI Global Union Europa believes that commitment to Equal Opportunities is necessary in order to grow and strengthen the union and to break down the divisive barriers created by the inequality that exists in our society. We fight against all kinds of discrimination in the workplace, including discrimination due to sex, gender, race, ethnic origin, sexual orientation, age, lifestyle, religion, HIV status, etc. Our fight seeks to improve not only labour conditions but also life itself for male and female workers as a whole.

We recognise the drastic increase in inequality. We are therefore working in collaboration with our members to create innovative solutions such as global initiatives, international conferences, tools, etc., supporting them with the weight that comes from the unity and strength of all the unions making up our global federation.

Equal Opportunities celebrate and encourage diversity. We recognise that each person benefits from a more diverse workplace, because each individual has unique and different abilities that can improve everything.

Providing equal opportunities for all workers is vital for UNI Global Union's mission and we cannot do so without everyone's help.

b) Gender Map

Internal structures aimed specifically at women and gender equality problems are a constant feature among the surveyed organisations. In some cases, these structures have been modified to deal with the theme of "equal opportunities" as a whole, to highlight the idea that gender equality is not only a "women's problem" but is a particular type of inequality among other types; these should be solved by means of the work of both men and women, with the ultimate objective of attaining fair and democratic societies.

According to territorial scope, functioning and the problems they cover, we find different types of structures, namely Secretariats, Regional/National Offices, Departments, Official Committees, Congresses. ([World Committee](#), [Africa](#), [Americas](#), [Asia & Pacific](#))

Proposals for advancing towards balance in representation

In 2008, UNI Europa's Executive Committee decided to establish a working party, with the objective of presenting a proposal for improving the gender balance in all of UNI Europa's decision-making organs.

The results showed that in 2003, out of a total of 56 members in UNI Europa's decision-making organs, only 19 were women (33.92%). However, in 2008 this figure had decreased to 15 women (22.39%). As a result, the working party gathered on March 3, 2009, and presented an initial proposal to the Management Committee, which was subsequently adopted by the Executive Committee in June 2009.

The proposal had the objective of increasing the number of women in UNI Europa's decision-making organs to 40%. To that end, each zone was asked to have an additional seat for a woman, if there were less than 40% of incumbent women in the zone. Moreover, the proposal includes modifying UNI Europa's constitution in order to adopt these changes.

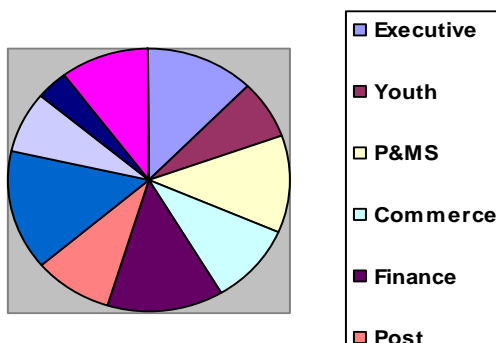
At UNI's World Congress in Nagasaki in 2010, this objective was adopted as a Resolution. Its objective was to attain at least 40% women's representation in UNI's decision-making organs in 2014.

As of January 2014, UNI Europa had attained 34% representation of women in its different decision-making structures as follows:

Figure A: Breakdown of UNI Europa's Female Composition (January 2014)

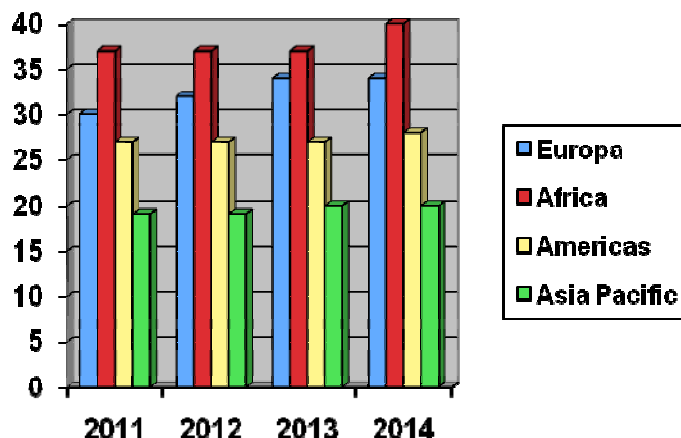
Structure	Total Members	Men	Women	%
Management	31	22	9	30
Executive	76	44	32	42
Youth	12	9	3	25
P&MS	10	6	4	40
Commerce	24	16	8	33
Finance	55	30	25	45
Post	10	7	3	30
Property serv.	15	9	6	50
MEI	27	20	7	26
Graphical	8	7	1	12
ICTS	23	15	8	35

Figure B: Breakdown of UNI Europa's Female Composition according to sector (January 2014)



On the other hand, and as a result of the 40% resolution approved in the UNI's 2010 World Congress in Nagasaki, UNI Equal Opportunities has structured and worked during the last three years in a campaign called 40for40 in order to attain this objective. To date, Africa **has already attained the 40% goal**, closely followed by Europe (see Figure C).

Figure C: Growth of the 40por40 campaign according to region (2011-2014)



c) Advances and Good Practices

A questionnaire was prepared and sent to affiliates in order to determine women's needs in the unions in different sectors. The themes included the number of women in the union, women occupying decision-making posts, special programmes for women's professional training, campaigns centred on women that are carried out by the union and the challenges facing women in the sector. The survey's results were presented in a brochure of good practices: <http://www.uniglobalunion.org/publications>.

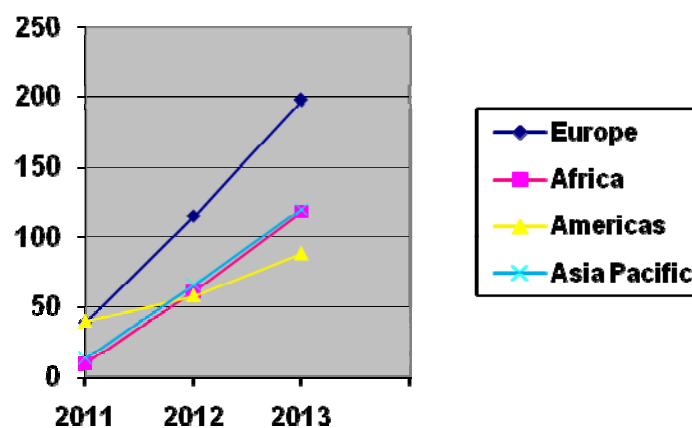
Moreover, UNI Equal Opportunities carried out a campaign aimed at attaining the goal of the 40% representation resolution: "40for40 Campaign." To that end, UNI Equal Opportunities has worked hard with the regions and sectors to promote the campaign in different meetings, conferences and events where our affiliate unions are present. It is by means of these events that UNI can promote, both within UNI and its affiliate unions, the objective of 40% female representation in decision-making organs.

The first step is presenting the campaign in a meeting or the workplace, explaining the importance of gender balance with a strong female representation. Once the campaign has been presented and explained, union leaders are asked to join the campaign and commit themselves to attaining this objective by signing our 40for40 Declaration.

By 2013, 324 union leaders from 219 unions from all over the world had signed the declaration and 3 national ministers had given their full support to the campaign (see Figure D).



Figure D: Declaration signed per region since 2011



d) Obstacles

Women face different obstacles in order to attain equality. Some are these obstacles are cultural, economic, religious or social. In the case of trade unions, the two largest are the resistance of the organization's structures to change (including more women in decision-making posts) and deeply rooted traditions and prejudices that hinder the establishment and development of practices enabling women to advance.

These obstacles are followed by other more subjective ones:

- Women's responsibilities in relation to their families, children, the elderly and dependents, which limit their time and commitment to their growth within trade unions.
- The fact that gender matters are viewed as secondary "themes" or "women's problems" within trade unions and are therefore not given priority.
- The lack of economic resources to carry out activities aimed at improving gender equality.
- There is a lack of policies within trade unions that facilitate the implementation of activities for improving gender equality.

e) Challenges and Proposals

For women to be equally represented in trade unions, the first step that organisations should take is encouraging them to join their ranks. To that end, trade unions should take into account the fact that women, due to their socially assigned roles, have specific priorities and needs. The organisation's activities should therefore include the perspective of gender equality.

Among these activities, we can highlight the following:

- The establishment of a gender equality policy, based on the recognition of diversity, which seeks to overcome the existing inequalities between men and women.
- **The establishment of quotas or posts reserved for women.** There is a series of positive action measures that are designed to deal with the specific problem of low female representation, within a specific time frame. Examples include hiring women for preparing to assume elected representation in the compulsory levels of decision-

making and obliging the incorporation of women into candidacy lists or voting lists. This validity is subject to overcoming the obstacles preventing suitable female representation in positions of power.

- **Modification of the trade union's Statutes.** Trade unions can modify or include specific clauses in relation to gender equality in their constitutions, statutes or basic documents. This type of dispositions may include declarations reflecting the organisation's commitment to eradicating discrimination and gender differences, with positive action measures such as theaforementioned, or references to the adoption of inclusive policies within its objectives and guidelines.

- **Breakdown of data according to gender.** Compiling statistical data regarding gender among union and affiliate members is a useful tool for diagnosing deficiencies in gender representation and then developing activity programmes in order to overcome them. It is also useful to monitor the policies that have been adopted and the results derived from them.

- **Gender equality activities for both sexes.** These are union actions aimed at raising awareness regarding gender-specific matters among members and stage activities including the gender perspective, even when other matters are being dealt with. Awareness of gender equality between men and women is crucial when one of the main obstacles to attaining it is the existence of stereotypes and prejudices, in relation to potential female abilities.

- **Communication, information and promotion of an equality culture.** Among the measures adopted for increasing awareness regarding gender matters are disseminating information among union members using the media, such as magazines, brochures, posters and other similar communication campaigns.

- **Developingabilities and training for women.** Education is a basic tool when it comes to empowering women by developing the necessary abilities that favour a more active participation. Learning more about their rights, legislation and negotiating tools increases their leadership, enabling them to access posts of greater responsibility.

- **Actions aimed at solving female members' specific problems.** One of the reasons why women participate less in union activities is due to limitations imposed by

their family responsibilities. Therefore, in order to improve equality in their structures, many organisations take measures to deal with these limitations and include activities that have to do with health, maternity, sexual harassment, etc.

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