



PROJECT

“Union Action and Collective Bargaining for Equal Pay”

ACCTIOON EQUAL PAY



MINUTES

2nd Technical Seminar

Madrid, September 30, 2015



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INTRODUCTION

The Woman's Institute, in different meetings with associations and social partners, has been informing about the Memorandum of Understanding signed between the Kingdom of Norway, Iceland and the Principality of Liechtenstein (Donor States) and the Kingdom of Spain (Beneficiary State) in 2011, regulated by the Financial Mechanism of the European Economic Area (FMEEA) 2009-2014. Specifically, it has been informing about the assignment of funds to the Spanish State to manage the Programme of Gender Equality and Reconciliation of Work and Family Life.

The Programme of Gender Equality and Reconciliation has the objective of implementing projects that promote equality between men and women in the workplace, female entrepreneurship, balanced boards of directors in companies, the reconciliation of work and personal life, the socio-labour inclusion of groups of vulnerable women and tackling gender-based violence.

DATE AND PLACE

September 30, 2015, in Madrid (Spain), in Banco Santander's Union Section Building (Calle Bolivar, No. 1, 1st floor).

OBJECTIVES

.-Evaluating the practical usefulness of the work carried out in the ACCTIOON EQUAL PAY project.

.-Analysing the content of the Report on the Gender Pay Gap: Impact, Collective Bargaining and Union Action, and of the guide The Gender Pay Gap: Union Analysis and Proposals for Collective Bargaining in dialogue with



workers' representatives in union sections, who are in a position to introduce the gender perspective into negotiating processes.

PARTICIPANTS

Those in charge of the Woman and Equality Secretariats in Industry, Construction and Services federations, FSC, CCOO Services, Healthcare, SCM technical team, Confederal Technical Office, members of union sections or workers' representatives that are negotiating with the authority to implement union platforms and introduce the gender perspective: Altem, Colegio concertado Santa Teresa, Metro de Madrid, Tunstall Televida, Gamesa, Loewe, Paradores, Logista, Siemens, Renault, Sogeti España, Thyssenkrupp Manufacturing; Universidad Rey Juan Carlos, Dragados, Fraternidad, Sacyr-Valoriza, Dulcesa, Nutreco, Empresa Mixta Servicios Funerarios, Caprabo, Banco Santander, Aquagest.

The seminar was attended by 40 people. The participants were selected from the state federations of CCOO.





PROGRAM



2º SEMINARIO TÉCNICO Aplicación práctica del Estudio de Brecha Salarial de género

30 de septiembre

Sección sindical del banco Santander
C/Bolívar 1, 1º
(Metro Legazpi)
28043 Madrid

Objetivos

-Valorar la utilidad práctica de los trabajos realizados en el Proyecto ACCTIOON EQUAL PAY.

-Análisis de los contenidos del Informe sobre la brecha salarial de género: impacto, negociación colectiva y actuación sindical, y de la Guía La brecha salarial de género: análisis y propuestas sindicales para la negociación colectiva en diálogo con representantes de trabajadores de secciones sindicales, comités de empresas que estén en disposición de introducir la perspectiva de género en los procesos de negociación.

Programa

10.00 – 10.30 h. Presentación del desarrollo del Proyecto ACCTIOON EQUAL PAY
Ponente: Raquel Gómez. Equipo técnico Secretaría Confederal de Mujer e Igualdad de CCOO.

10.30 – 11.15 h. Ponencia: Estudio sobre Brecha Salarial de Género. Hipótesis, análisis cuantitativo y avance de resultados.

Ponente: Luis Zarapuz. Gabinete Económico Confederal de CCOO.

11.15-11.30 h. Descanso

11.30- 12.45 h. Mesa de federaciones: Contraste de Datos y observación participante.

Ponentes:

Isabel Roldero. Secretaria de la Mujer de Industria de CCOO.

Silvia Espinosa. Secretaria de la Mujer de Sanidad de CCOO.

María Estebanant. Secretaria de la Mujer de Servicios de CCOO.

Palmira Maya. Secretaria de la Mujer de Construcción y Servicios de CCOO.

12.45-14.00 h. Taller: Detección de buenas prácticas en la negociación colectiva frente a la brecha salarial de género.

Coordinación: Ana Sánchez. Secretaria de la Mujer de FSC.



14:00-15:15 h: Comida

15.15-16.15 h. Difusión del Proyecto: informe, guía y monográfico de Trabajadora.
Ponente: Raquel Gómez. Equipo técnico Secretaría Confederal de Mujer e Igualdad de CCOD.

16.15 – 16.45 h. Conclusiones y cierre del seminario.

CONTENT

This 2nd technical seminar has the main objective of analysing the content of the *Report on the Gender Pay Gap: Impact, Collective Bargaining and Union*



Action and the Guide *The Gender Pay Gap: Union Analysis and Proposals for Collective Bargaining*, in dialogue with workers' representatives in company union sections that are in a position to introduce the gender perspective into negotiating processes.

The technical seminar is also aimed at focussing on the contents of conventional texts, highlighting articles that, under supposed neutrality, may have adverse effects on working conditions, directly affecting salary. The objectives were implemented by means of presentations, exchange of experiences and work groups, in view of the training and informative nature with which the seminar was designed.

The seminar was presented by Raquel Gómez, member of the Confederal Woman's Secretariat team, who explained the different initiatives carried out during the project.

The first presentation was made by Luis Zarapuz, member of the Confederal Technical Office, who delivered a concept approach to the gender pay gap, its components, the factors involved therein and statistic analysis, paying special attention to the importance of knowing the different methodological approaches, since the perception of the resulting gender pay gap features important variations. As an example, and in order to stimulate the delegates' participation, he analysed the gap in the healthcare and teaching sectors.

The presentation and subsequent debate was followed by the federations table. This table was made up of the following: Isabel Roderó, Woman's head of Industry, Silvia Espinosa, Woman's head of Healthcare, Palmira Maya, Woman's head of Construction and Services, and María Estebaranz, Woman's head of Services.



The table was moderated by Ana Sánchez, Woman's head of the Citizen Services Federation (FSC).

Industry accounts for 22% of working women, who are in the following situation:

- They are concentrated in lower-paying sub-sectors.
- Only 1 out of 4 Directors and Managers are women, while they account for 61% of those working in accounts, administration and other office jobs.
- Thirty-two percent have university studies and 19% have advanced vocational training qualifications. The feminisation rate increases as the training level increases.



- Almost 100% of employed women in 2014 had a temporary contract (79% of men) and 16% had a part-time contract, compared to 6% of men.
- Twenty-seven point four per cent of women are overqualified for their job; and they find it more difficult to access company training.
- Gender gap in industry: 27% (2012 data).

In view of this situation, collective bargaining intervention proposals have to be especially careful with, among other aspects, personal bonuses, seniority, adaptation periods.

In equality plans, special attention should be given to the following areas:

- Selection/promotion: affirmative action, manager training, adaptation to installations, objective and standardisation of procedures, contacts with training centres.
- Professional classification: objective evaluation of jobs, designation, analysis of itineraries, training.
- Part-time contract: consultation on voluntary nature and gradual conversion.
- Organisation of personal and work time: adaptation of working hours, flexible start and finish times, measures favouring co-responsibility...
- Training: during working hours, participation of workers' legal representatives in planning, minimum percentage of women, etc.

In Healthcare and Socio-Healthcare Sectors, the average annual salary is €32,787 for men and €22,844 for women. Between 2008 and 2012, men's average annual salary increased by 7.5%, while women's decreased by -1%.



One of the clearest causes of the gender gap is the glass ceiling. Men, even when they are a minority, occupy management posts, including the public sector.

Affirmative action in favour of selecting women for management posts involves:

- .Training: affirmative action to help women access promotion-oriented training.
- .Demanding that training be carried out during working hours.

In the Construction and Services federation, women are mainly concentrated in Home Help (86%) and Premises Services (67%). Due to the special characteristics of these services, the following measures are being promoted in equality plans:

- Facilitating a change in sequence, shift or time off, with the manager's prior authorisation, when family and/or personal circumstances make it difficult to go to work according to the established schedule, as long as the characteristics of the corresponding job are susceptible to the application of the measure, and the necessary ratio and/or organisational conditions exist.
- Making it possible to work in a different workplace to take care of family and/or personal circumstances of special importance.
- Facilitating moving the workplace to a convenient place for the worker (private/family home, spouse's workplace, children's school, etc.).



The Services federation explained a negotiating practice applied in a state company. It thereby highlighted the importance of negotiation processes and the need for equality training for those involved in such processes.

After the debate, a workshop centred on conventional clauses was held. This involved forming 5 work groups, which then discussed the conclusions as a whole.

The last part of the seminar featured the presentation of different materials that had been prepared: awareness diptych, report, union guides, monograph of "Trabajadora" magazine, as well as online documents that include the presentations of the seminars held in Valladolid, Toledo and Caceres.

GRAPHIC DOCUMENTATION

In view of the internal nature of the seminar, the graphic documentation was carried out by those present. The photos of the session are included in the project album, which is available on the Facebook page of "Trabajadora":

2015-2014 album/ #ACCTIOON EQUAL project
<https://www.facebook.com/media/set/?set=a.775620892509635.1073741854.348986205173108&type=3&uploaded=33>

DISSEMINATION

Due to the fact that it was an internal meeting, it was a statement internal to the entire structure of the organization (territories and federations), for which disseminated the convening of the seminar and to carry out the selection of delegates and delegates of the companies that have participated.

The initial release was the next:



ANA MARIA HERRANZ SAINZ EZQUERRA <aezkerra@ccoo.es>

8 jul.

Estimadas compañeras,

finalmente la jornada que os he comentado por teléfono la realizaremos el día 30 de septiembre. para las que no he podido contactar se trata de realizar una jornada sobre brecha salarial con personas que están en secciones sindicales o comités de empresas y negociando o que tengan capacidad de realización de plataformas sindicales e introducir la perspectiva de género.

20 personas pueden ser de fuera de Madrid, es decir que os podría cubrir los gastos de desplazamiento y las dietas y si alguna necesita dormir la noche anterior tengo hasta seis plazas que podéis cubrir.

las otras 20 personas son de Madrid, por lo tanto serían entre cinco o seis personas por federación de las cuales dos/tres tienen que ser de fuera de Madrid.

Estaría bien si no estáis de vacaciones que nos aportaseis ya el nombre de las personas, correo, teléfono, procedencia... para poder ir gestionando ya los billetes y alojamiento para quien lo precise.

Gracias por vuestra colaboración como siempre

Ana Herranz Sainz-Ezquerro
Secretaria Confederal de la Mujer e Igualdad
CCOO

PRESS RELEASE

Industry federation web:

CCOO Industry highlights that union action should focus on the gender pay gap.

http://www.industria.ccoo.es/industria/Informacion:Por_areas:Mujer_e_Igualdad:913303--

[CCOO_de_Industria_recuerda_que_la_accion_sindical_debe_poner_el_foco_en_la_brecha_salarial_de_genero](#)

Construction and Services federation web:



ACCTIOON EQUAL PAY: acción sindical y negociación colectiva por la igualdad salarial

[http://construccionyservicios.ccoo.es/fcs/Areas:Politicas de Igualdad:Noticias:913604--](http://construccionyservicios.ccoo.es/fcs/Areas:Politicas_de_Igualdad:Noticias:913604--)

[ACCTIOON EQUAL PAY accion sindical y negociacion colectiva por la igualdad salarial](#)