



With Innovative Tools Against Gender Pay Gap – WITA GPG (2014-2016) Financed by European Commission - JUST/2013/Action Grants - Specific Programme "Progress" (2007-2013) Section 5–Gender Equality (No 4000004929)

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## **10 GPG clauses in collective agreements**

(Final)

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## Introduction

Collective bargaining is one of the most important trade union tools to reach fair pay. Paradoxically the economic crisis of 2008 enforced trade unions to bargain for equality and collective agreements served to reduce pay inequalities. Despite of the importance of collective bargaining to deal with inequalities, there are difficulties like “women tend to be less involved and represented, therefore their needs and specific pay issues are “routinely ignored”. So, the equal representation of women in collective bargaining teams and decision-making processes is important too. Further, collective agreements need to be systematically checked for their gender impact. (Pillinger 2002, p. 12). Not only the collective agreements but also other measures taken by social partners at different level could serve to reduce gender pay gap (GPG). Such measures are the gender equality plans (at company or sectoral level) including also the topic of equal pay. Here we have 10 good practices in concern of the above measures.



### *Collective agreements for gender equality - Austria*

In Austria the collective bargaining process – among several other issues – used to focus on how to decrease GPG. In the collective bargaining round in 2011 a special idea emerged in the interest of gender equality. The white-collar union, GPA-djp, suggested holding *additional wage bargaining rounds only for female employees*. Despite that these special additional bargaining rounds were not accepted and realised, GPA-djp reached to sensibilise with this suggestion the social partners and at the end of the day in the regular bargaining rounds unions tackled with major impetus the working conditions for women as before.

New achievement has been that according to the collective agreements in several sectors (retail, general crafts, trade sector, private telecommunications, IT sector and the milk industry) the parental leave of ten months and in the stone and ceramics sector the parental leave of 16 months is credited for pay progression.

In the metalworking sector for every child parent is entitled to take 16 months leave for every child (instead of the previous 10 months for only one child).

The largest single collective agreement for female workers is the agreement in the retail sector. The new collective agreement includes that special payments, like holiday pay and Christmas bonus must to be paid a month earlier that is at the end of June and at the end of October. A new benefit is that the 10 months leave “will not only be calculated towards the classification in wage groups, but also towards service anniversary bonus payments, irrespective of the length of employment with a specific company, thus taking into account the high fluctuation in the sector.” Allinger, Bernadette (2011).



### *Collective agreements against GPG in Sweden - the practice of 'Equality allowance'*

Collective agreements in 2007 agreed by trade unions representing blue collar workers asked higher wage increases in contractual sectors with low wages and a high number of women. The trade union confederation, LO, described this as a special means for promoting gender equality and a step towards more equal wages. (CEEP, UNICE/UEAPME, ETUC (2009) p. 110.) The 14 LO affiliated national unions coordinated their demands ahead of the national union negotiations at sectoral level, including demands for equality in pay and working conditions. LO agreements gave priority to adjust wage differences between sectors dominated by women and men since 2007. These rounds of negotiations provided an *"Equality allowance"* with the purpose of equalising the wages, in addition to the general demands for wage increases. The size of the equality allowance was decided in the respective negotiating sector depending on the number of women who earned less than SEK 20,000. The negotiations at national union level resulted in agreements of three years' duration. The largest negotiated wage increases were achieved in the retail and municipal sectors, both dominated by women. The 2013 agreement specified that all national agreement areas that had lower average wage than SEK 25 000 / month, should have a minimum increase in Swedish crowns instead of percentages.



### *Collective agreement with clause on equal treatment in the Spanish cleaning industry*

2 % of employees in Spain are employed in cleaning activities. One of the three subsectors where collective bargaining takes part – is the building cleaning (the others are the street cleaning and the railway cleaning.)

Regarding the cleaning of buildings, collective bargaining is mainly carried out at provincial and regional level, although a multi-employer national framework agreement exists. The multi-employer framework agreement was concluded in 2006 by ASPEL, AFELIN, UGT and CCOO and it has a subsidiary character. There are 39 provincial multi-employers agreements and 10 regional multi-employer agreements. (EurWork (2012))

The *Collective Bargaining agreement on the cleaning of buildings* includes a clause on non-discrimination and equal treatment for all workers (with specific criteria for the less represented gender in relation to appointments, conversion of jobs to fixed-term contracts, gender neutral selection, promotion and training of staff, quotas expressed as percentages of women and men in order to generate a more balanced distribution in positions of responsibility, maternity leave and continuity of bonuses and wage increases).

It also provides Equality Plan on occupational non-segregation, promotion, training, equal wages, reconciliation of personal, family and working life, and specific training concerning equality among workers, prevention of sexual harassment.



*Social partners' agreement on professional equality for women and men - France, EDF*

The agreement of 2012-2014 signed by the French trade union confederation, FO and the company EDF on professional equality between women and men includes a chapter on “The pursuit of equal pay” to reduce gender wage gap including priorities to address pay differences through “allocation of individual increases in the selection process.

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Pay increases are allocated in terms of testing the skill level and the individual professionalism, at least once a year. A similar situation is determined by the position in employment, seniority and training. According to the agreement these measures must be monitored. The equality of full-time and part-time workers must also be guaranteed. Special monitoring must be applied for part-timers to ensure they are equal to those in full-time employment.



*Social partners' agreement on professional equality for women and men - France Telecom*

The agreement of 2011-2014 between the trade union confederation, FO and France Telecom SA on professional equality for women and men contains also an entire chapter on remuneration policy and equal pay. The agreement states that an annual analysis of pay is to be carried out and a budget for equal pay and an action plan is to be established for the implementation of corrective measures of wage differentials. According to the agreement employees must be notified by the potential impact on their retirement and pension of options such as part-time work and parental leave. It also covers the payment of contributions for parental leave, family leave, family solidarity leave and leave for family support.



### *Collective agreement in Finland to reduce GPG*

Sectoral agreement (2/2012/-1/2014) reached by the Union of Church Professionals within Akava included a direct and concrete measure to reduce gender pay gap. According to the agreement 0,5 % of total wage costs should be allocated to diminish pay inequality between men and women. (Pilingier (2015), p.72).



### *Sectoral collective agreement in water sector, Hungary*

In Hungary despite the several attempts there are only very few sectoral collective agreements. One of these agreements was signed in 2013 by the Trade Union Federation of Water Public Service Workers and several regional water companies (Transdabubia Regional Waterworks, Northern-Hungary Regional Waterworks, and Regional Waterworks along Tisza, Great Plain Water and Bács Water incorporations). The 5<sup>th</sup> chapter of the collective agreements includes that for the employers responding to the initiative of the trade unions may (!) elaborate equality plans. These equality plans should concern in particular the women, workers more than 40 years old, roma workers, and workers with disability, single parents and parents caring for two or more children under ten years old. The equality plan may deal with programs on their wage, employment situation, working conditions, professional career, training, health and safety or parental role and duties.



*Collective agreement bound by the Hungarian Railway Workers Union*

The collective agreement signed by MÁV Felépítménykarbantartó és Gépjárműjavító Kft as employer performing the tasks of maintenance and repair in the railways and the Railways Union, the Free Railways Union Solidarity and Union of Workers of Railways Infrastructure at 24<sup>th</sup> January, 2014 includes the need to observe the requirement of equal treatment and in particular in concern of remuneration (9§).



### *Equal opportunity plans on remuneration – Hungarian Railway Workers*

Equal opportunity plan signed at 18 July 2013 by Hungarian Railways and railway trade unions - Hungarian Railways, Railways Workers' Union, Free Railways Workers' Union Solidarity, Locomotive Drivers' Union, Free Trade Union of Engineers and Technicians, Railway Track Workers' Union, Independent Union of Railway Workers and Trade Union of Machinists)- includes a full subchapter on equal opportunities on wages and benefits. The employer undertakes to endeavour the requirements of equal pay for equal work. In the interest of this he reviews the classification system from the point of view of a possible discrimination; he yearly reviews the wage systems and compares it with the micro- and macroeconomic data and makes proposals to eliminate the disadvantages. He also monitors permanently the wage categories system, reviews the job descriptions to eliminate the discriminative elements.



### *Arrangement in collective agreements on equal opportunities and training for collective negotiators in Slovenia*

In Slovenia there are special collective agreement arrangements according to which women in industry are allowed to work in conditions connected to extra pay.

The Association of Free Trade Unions, ZSSS, offers training for collective negotiating on equal opportunities at sectoral and company level to increase the visibility of equal opportunities in companies. It contains for example topics like yearly wage mapping to detect elements generating wage gap, using gender statistics on professional promotions, flexible working time for young families, etc.).

Following the suggestions of the ZSSS, the National Statistics Office offers more gender pay gap statistics (medians, bonuses, allowances, etc.). (CEEP, UNICE/UEAPME, ETUC (2009) p. 99-100).



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