

Report about the debate

Madrid, Spain

22 June 2016

1. Time - Place - Date

10 am – 2 pm – Madrid, Spain, - 22/06/2016

2. Add the [attendance list](#): see wageindicator.net

EMPRESAS

✕ Cristina Sabuco		BANCO SABADELL
✕ Cristina Mendia		MUTUALIA
✕ Julio Antonio Alcolea Tejedor		NAVARRO Y ASOCIADOS
✕ Salvador Navarro Martín		NAVARRO Y ASOCIADOS
✕ Isidro Fernández		ALCAMPO
✕ Alberto Navarro Iborra		SERUNION
✕ Silvia de Quintana		SERUNION
✕ Esmeralda Barroso		ECI
✕ Jose Ignacio Juana Rodero <i>UNISTE</i>		PRIMARK
✕ Laura Diaz		DIA
✕ Eva Marin		ANALISTAS



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 400004029)

Spain- Meeting Wita GPG

Project WITA GPG

ATTENDANCE LIST

Date: 22 June 2016

City: Madrid

Nr	Name & First name	M / F	name of organisation	email	City	Signature
8	Laura Garcia Cabeñas	F	SERVICIOS ESTATAL	lgarcia@servicios.ccoo.es	MADRID	
9	Carlos Primo	M	BODYBELL	cprimo@servicios.ccoo.es	MADRID	
10	Sandra De la Fuente	F	CARREFOUR	sandraff1976@gmail.com	MADRID	
11	Federico Soriano	M	CARREFOUR EXPRESS	fsoriano@servicios.ccoo.es	MADRID	
12	Martin Martinez	M	CARREFOUR EXPRESS	martinmartinez@servicios.ccoo.es	MADRID	
13	isabel Fernandez Rodriguez	F	SEC. MUJER GALICIA	fernandezfecho@galicia.ccoo.es	A CORUNA	
14	Maria del Mar Garcia Ramos	F	CARREFOUR	delmarramos@servicios.ccoo.es	CORDOBA	
15	Pilar Repiso Jimenez	F	ECI	irepiso@yahoo.es	VALLADOLID	
16	Maria Teresa Fuentes Rivera	F	MURCIA	mtfuentes@servicios.ccoo.es	MURCIA	
17	Santiago Zafra Poveda	M	RESP. A SINDICAL	szafra@servicios.ccoo.es	ALBACETE	
18	isabel Garcia	F	LIDL	argulio1975@hotmail.com	MADRID	
19	Marihel Cañadas	F	LIDL	mabelvader@hotmail.com	MADRID	
20	isabel Almela	F	SEC. MUJER VALENCIA	isabel.almela@servicios.ccoo.es	VALENCIA	
	Argeles Balbué		SERVICIOS ESTATAL	argelesbalbué@servicios.ccoo.es	MADRID	

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 400004029)



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 400004029)

Spain- Meeting Wita GPG

Project WITA GPG

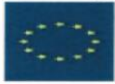
ATTENDANCE LIST

Date: 22 June 2016

City: Madrid

Nr	Name & First name	M / F	name of organisation	email	City	Signature
1	Argeles Rodriguez	F	SERVICIOS ESTATAL	arodriguez@servicios.ccoo.es	MADRID	
2	Manuel Sánchez Moreno	M	SERVICIOS ESTATAL	msanchez@servicios.ccoo.es	MADRID	
3	Cristina Garcia	F	SERVICIOS ESTATAL	cristina.garcia@servicios.ccoo.es	MADRID	
4	Jose Carlos Gonzalez Liveria	M	SERVICIOS ESTATAL	jcg@servicios.ccoo.es	MADRID	
5	Ester Rodriguez	F	DECATHLON	esterrodriguez@servicios.ccoo.es	MALAGA	
6	Miguel Lora Toro	M	SERVICIOS ESTATAL	mlora@servicios.ccoo.es	MADRID	
7	Patricia Garcia-Aranda	F	SERVICIOS ESTATAL	pgarcia-aranda@servicios.ccoo.es	MADRID	

8 FABRILIA GUARICA F. SERVICIOS ESTATAL F. GENTILES @ SPAIN.CCOO.ES MADRID - F. G. GARCIA
 GARDIOLA MATHEWS # BINGO SINDICATO gmathews@bingsobell.com BILBAO
 Cava
 Parte Taylor Mills
 Federación Intergremios de Agricultores de Madrid F. G. G.



With Innovative Tools Against Gender Pay Gap – WITA GPG (2014-2016) Financed by European Commission - IUST/2013/Action Grants - Specific Programme "Progress" (2007-2013) Section 5-Gender Equality (No 400004929)

Nr	Name & First name	M / F	name of organisation	email	City	Signature
93	Javier Ruberto Sanchez	M	Atlantic	Report@atlanticon.com	Madrid	
94	Lotis Baeza ROSE ROSE ARENAS	M	CC-OO	ra.gogo@gmail.com	Madrid	
95	Angel Martínez Sanz	M				
96	Eva Maria Garcia-Abonsor	F				
97	Margarita Guerrero Barahona	F				
98	Soledad Fernández	F				
99	Raulien Osse	F	Wageningen	raulienosse@gmail.com	Amsterdam	
100	SILVIA BOLDEY	F		boldey@gmail.com	Budapest	
	Alicia Rosa Feu					
	BEATRIZ VILA VEZASCO	F	ALCAMPO	buila@servicios.cccoo.es	MADRID	



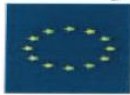
With Innovative Tools Against Gender Pay Gap – WITA GPG (2014-2016) Financed by European Commission - JUST/2013/Action Grants - Specific Programme "Progress" (2007-2013) Section 5–Gender Equality (No 4000004929)

Nr	Name & First name	M / F	name of organisation	email	City	Signature
65	Belén Alvarez	F	CAIXABANK	belen.alvarez@ccoo.ccaixa.net	MADRID	
66	Rocío Morales	F	CAIXABANK	rocio.morales@ccoo.ccaixa.net	MADRID	
67	Eva María García Alonso	F	BBVA	eva.garcia@servicios.ccoo.es	MADRID	
68	Araceli Lopez	F	ZARA	araceli@usmr.ccoo.es	MADRID	
69	Aurora Richarte Gimenez	F	DIA	aricharte@ccoo.cat	BARCELONA	
70	Ana Rosa Fernandez Alvarez	F	SABECO	anarosa.fernandez@servicios.ccoo.es	MIRANDA EBRO	
71	Susana Buendia Diaz	F	ALCAMPO	sbuendia@ccoo.cat	MATARÓ	
72	Silvia Simón García	F	PELAYO	simongarciasilvia@gmail.com	MADRID	
73	Gabriela Martín Guerrero	F	PELAYO	gabmartin@gmail.com	MADRID	
74	Elena Alcalde Martínez	F	PELAYO	ealcaldi@hotmail.com	MADRID	



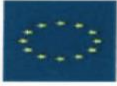
With Innovative Tools Against Gender Pay Gap – WITA GPG (2014-2016) Financed by European Commission - JUST/2013/Action Grants - Specific Programme "Progress" (2007-2013) Section 5-Gender Equality (No 4000004929)

Nr	Name & First name	M / F	name of organisation	email	City	Signature
37	David Tamayo Ortega	M	ECI	davidtugull@hotmail.com	MADRID	
38	Francisca Fernández Hidalgo	F	ECI	franciscanidaga@gmail.com	MADRID	
39	Gabriela Matthews Pletan	F	BANCO SABADELL	gmatheus@bancosabadell.com	BARCELONA	
40	Berta Fernández Ortega	F	SEC. MUJER CAST LEON	bertafernandez@servicios.ccoo.e	VALLADOLID	
41	Estrella Arroyo	F	PRIMARK	estrella.arroyo@servicios.ccoo.es	CORDOBA	
42	Maria Torralba Lozano	F	KFC	maria.torralba@servicios.ccoo.es	MADRID	
43	Francisco Moreno Barea	M	ALTAMIRA	frmoreno2006@gmail.com	MADRID	
44	Javier Ruberto Sanchez	M	ALTAMIRA	javine98@hotmail.com	MADRID	
45	Maria del Mar Godigino Huertas	F	NOVOBANCO	mar.godino@novobanco.es	MADRID	
46	Ángel Sebastian Velasco	M	SOCIETE GENERALE	angel.sebastian@sgcb.com	MADRID	
47	Raquel Ruiz Lázaro	F	BANCO CEISS	rruiz@econanariem.es	MADRID	



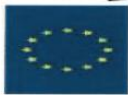
With Innovative Tools Against Gender Pay Gap - WITA GPG (2014-2016) financed by European Commission - JUST/2013/Action Grants - Specific Programme "Progress" (2007-2013) Section 5-Gender Equality (No 4000004929)

Nr	Name & First name	M / F	name of organisation	email	City	Signature
79	Raquel Molina Serrano	F	FRATERNIDAD-MUPRESA	rmolina@fraternidad.com	MADRID	
80	Eduardo de Benito Martínez	M	CESCE	edebenito@servicios.ccco.es	MADRID	
81	Eva de la Peña Caro	F	DIA	evadelape@servicios.ccco.es	MADRID	
82	Encarnación Bonilla Huete	F	SERVICIOS ESTATAL	encarni@servicios.ccco.es	MADRID	
83	Beatriz Cuesta Calberrada	F	LEROY MERLIN	beatriz.cuesta@servicios.ccco.es	MADRID	
84	Ana Espuela	F				
85	Sergio Perez Merino	M				
	Alfredo Aguirre Pedros					



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.400004929)

Nr	Name & First name	M / F	name of organisation	email	City	Signature
22	Eilthú González Alvarez	M	LEROY MERLIN	eithu@servicios.ccoo.es	MADRID	
23	Guillermo Navio Martínez	M	LEROY MERLIN	gnavio@servicios.ccoo.es	MADRID	
24	Carmen Ortiz	F	SERUNION	ortiz@servicios.ccoo.es	SEVILLA	
25	Carmen Ramos	F	SERUNION	cramos@servicios.ccoo.es	ZARAGOZA	
26	Jose Corral Fontalva	M	SERUNION	pepe.leca@hotmail.com	MALAGA	
27	Mario Morales	F	SERUNION	mario.morales@servicios.ccoo.es	MADRID	
28	Isabel Paris	F	SERUNION	maribel_paris@hotmail.com	MADRID	
29	Isabel Redondo Cea	F	SERUNION	isabelceca@gmail.com	ALICANTE	
30	Francisco Rojas	M	SERUNION	foo.rojas@hotmail.com	MADRID	
31	Lourdes Sanabria	F	SERUNION	lursanvs@hotmail.com	MADRID	



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)

Nr	Name & First name	M / F	name of organisation	email	City	Signature
51	Juan Chelle	M	SANTANDERCONSUMER	jchelle@servicios.cccoo.es	MADRID	
52	Salvador Tejedor	M	AGRUPACION SF IAD	salvador.tejedor@servicios.cccoo.es	MADRID	
53	Felipe Bañares	M	AGRUPACION SF IAD	felipe.banares@servicios.cccoo.es	MADRID	
54	Asunción Fontela	F	AGRUPACION SF IAD	esuncion.fontela@servicios.cccoo.es	MADRID	
55	Paola Torrico Portero	F	BBVA	paola.torrico@servicios.cccoo.es	MADRID	
56	Consuelo Díaz Martín	F	KUTYABANK	colezmartin77@hotmail.com	MADRID	
57	Alejandro García Blanco	M	KUTYABANK	agarciaab@kutyabank.es	MADRID	
..	Beatriz Martínez Meréndez		BANKIA	beatrizmariana@gmail.com	MADRID	

3. Add pictures



4. Add your invitation letter

Comisiones Obreras (CCOO) organised the conference with title “With innovative tool against the Gender pay Gap” within the framework of WITA-GPG project.

The image shows a conference program for the event 'With innovative tool against the Gender pay Gap'. The program is divided into two columns, both titled 'Con herramientas innovadoras contra la brecha salarial'. The left column lists activities from 10:00 to 12:00, including accreditation, inauguration, and a round table. The right column lists activities from 12:00 to 14:00, including a break, a round table, a debate, and the closing. The program features logos for WageIndicator.org, CCOO servicios, and Banco Sabadell. It also includes a quote in Spanish: '“Cuando como mujer ganas menos que un hombre por trabajos de igual valor, eres libre de iniciar una acción legal. No es un camino fácil, pero puedes requerir ayuda de los sindicatos y consultar Wageindicator.”' and a URL: www.banco.es.

Con herramientas innovadoras contra la brecha salarial

10:00-10:15 Acreditación de asistentes y entrega de materiales

10:15-11:00 Inauguración de Jornada

María Estebananz - Secretaria de Mujer, Diversidad y Juventud de Servicios CCOO

Paulien Osse - Directora de la Fundación Wageindicator

11:00-12:00 Mesa redonda: 'Actuaciones contra la brecha salarial en el marco de la empresa'

Ángel Díaz Gutiérrez - Subdirector General para la Igualdad en la empresa y la negociación colectiva

Cristina Medina Ibarrota - Directora de Igualdad, Manager EFR de Mutuaialia

Cristina Sabuco García - Directora de retribución, compensación y beneficios de Banco Sabadell

MODERA: Ángeles Rodríguez - Secretaria Negociación Colectiva de Servicios CCOO

“Cuando como mujer ganas menos que un hombre por trabajos de igual valor, eres libre de iniciar una acción legal. No es un camino fácil, pero puedes requerir ayuda de los sindicatos y consultar Wageindicator.”

www.banco.es

WageIndicator.org

CCOO servicios

12:00-12:15 DESCANSO

12:30-13:30 Mesa redonda: 'La negociación colectiva como herramienta para eliminar la brecha salarial'

Manuel Sánchez Montero - Secretario de Acción Sindical de Servicios CCOO

Cristina García Alonso - Responsable Planes de Igualdad de Servicios CCOO

Beatriz Vila - Responsable PIO Alcampo

Szilvia Barbély - Fundación Wageindicator

MODERA: María Estebananz - Secretaria de Mujer, Diversidad y Juventud de Servicios CCOO

13:30-14:30 DEBATE

14:00 CLAUSURA

José María Martínez - Secretario General de Servicios CCOO

5. How many men/women?

32 men/74 women

6. How many employers, how many workers?

11 employers/106 workers

7. Which sector?

service sector (CCOO Servicios) bank, insurance, trade

8 Which Occupation?

various, including employees of banks, insurance companies, trade

9 What is the aim of the debate? max 200 words

The aim of the debate was a) to make to know the most important actions in several companies against the Gender pay gap; b) to make to know the governmental steps to implement the European Commission recommendation of March 2014 in Spain by different measures to increase Gender pay Gap and make salaries transparent; c) to look at good practices in companies; d) to disseminate the results of WITA-GPG project, including the sample collective agreement to increase gender equality and the best clauses against gender pay gap..

9 Is WITA-GPG – Fair treatment Check used?

Yes

10. **Yes/No.** Please, explain?

Fair treatment check survey was distributed among the participants and they received it online through e-mail as well.

11. How did you use the check?

36 persons filled the survey. They filled the survey by itself without having it debated or discussed. Most of the people (23 against 13) answered with 'no' to the following question: En mi empresa hombres y mujeres reciben igual salario por el mismo o similar trabajo (trabajo de igual valor) sin discriminación (In my company the women and men receive the same wage for the work of the same or similar value).

12. How do you rank the knowledge about the gender pay gap in general?

1 till 10 - 9

13. Please, explain

The Spanish participants both of employer's and employee's side were well aware of the phenomenon and recognised the need to act against it. Several participants met gender pay gap also in their own work place as the fair treatment check indicated it too (almost 2/3 of the people who filled the check answered that in the workplace there is not equal wage for equal value and only 1/3 answered in a positive way).

14. How do you rank the knowledge about monitoring the gender pay gap changes in a company –

1 till 10 - 8

15. explain

The participants of the seminar including the representative of the government and the representatives of employers were well aware of the need to monitor GPG at company level. The Directorate of Equality in the company and collective negotiation even elaborated recently a tool for auto diagnostics of gender pay gap in the companies.

16. How do you rank the knowledge about collective agreements

1 till 10 - 8

17. explain

The participants were employers, government representatives and trade unionists dealing directly with collective negotiation.

18. How do you rank the knowledge about the role a collective agreement can play by reducing the gender pay gap?

1 till 10 - 8

19. explain

All social partners and sides – trade union, employers and even the government side support the idea of collective bargaining and reducing gender pay gap by using collective negotiation.

.

20. Which people did you invite for the debate?

Trade unionists, employers, HR, government side, women, man

21. Explain

The event was organised by CCOO but with the aim to have a possibility to meet the social partners of the three sides.

22. Was your invitation strategy good?

Yes

23. Explain

More than 100 trade unionists from different parts of Spain (even from Barcelona) had the opportunity to meet together and with the government and employers.

24. Did you have the right people around the table? Right people meaning from different interest groups (employers, employees).

Yes.

25. Explain

Around the round tables were sitting employees and representatives of employees, employers and representative of government.

26. Was your group diverse?

Yes.

27. Explain

The group included employees, trade unionists, employers from different companies, of different age groups, of different type of employment, government representative .

28. Expected outcome. When inviting a group of people you should know already what type of outcome you expect. So, what did you expect exactly?

Disseminate the tools available to reduce gender pay gap; discuss the model collective agreement or chapter of collective agreement to increase gender equality

29. Explain

Several good practices were disseminated by employers, and also the government side explained in a detailed way what they created to fulfil the EU Recommendation on wage transparency. Also the WITA-GPG project presented the tool elaborated within the framework of the project, that is the clauses and the model chapter or collective agreement to promote gender equality.

30. What was the real outcome? Topics?

Presenting the new tools and good practices.

31. Explain

- Tool for autodiagnosics was presented. Several good practices (fe Banco Sabadell, Mutuاليا), WITA-GPG were presented and debated ont he possibility in concern of further use.

32 . How will you use the outcome for the next debate? Choose the most important.

Knowledge on the issue.

33. Explain

We should take into consideration that the level of knowledge of Spanish trade unionists on the issue is very high.

34. How will you use the outcome to reach the aim?

Further disseminationd

35. Explain

The issues on gender pay gap and tools to reduce it are now known by a big number of trade unionists. There is a need to further widening of circle..

36. Was the debate - as an instrument - effective?

Yes

37. explain

Despite of the big number of participants the separated different round tables gave possibility to further and deeper debate of the questions in concern.

38. What do you want to change for the next debate - did you make funny mistakes;)

Do a debate in a small circle.

39. Explain

.We could tackle some very concrete issues in concern of sample collective agreement in a small and highly professional circle.

40. Did you invite media?

The organizer union invited its own media.

41. Explain

The seminar was organised by Comisiones Obreras.

42. Was there media coverage - link clippings

<https://www.facebook.com/tusalario.es/?pnref=story>

43. Explain

In the Facebook page Tusalarío we can find all important docs of the meeting.

44. How do you follow up?

by e-mail.

Please send the report same day to office@wageindicator.org