



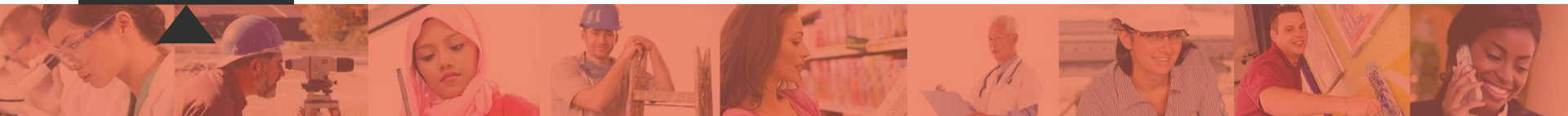
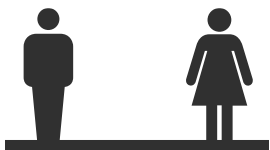
A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

100 initiatives by social partners and in the workplace across Europe



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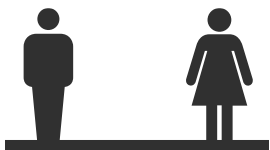
A TOOLKIT FOR GENDER EQUALITY IN PRACTICE



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Adviser, BUSINESSEUROPE





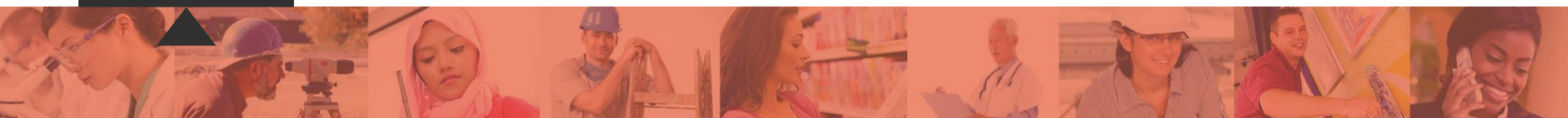
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100 initiatives by social partners and in the workplace across Europe



BACKGROUND

- EU social partners committed to achieve equality between women and men
- Several challenges remain to achieve gender equality
- Various instruments at EU level
 - Legislation
 - EU social partners' joint instruments
- Framework Agreements
 - part-time, parental leave, telework...
- Framework of Actions on Gender Equality
 1. Gender roles
 2. Decision-making
 3. Work-life balance
 4. Gender pay gap



BACKGROUND

- EU social partners work-programme 2012 - 2014

3. Gender Equality

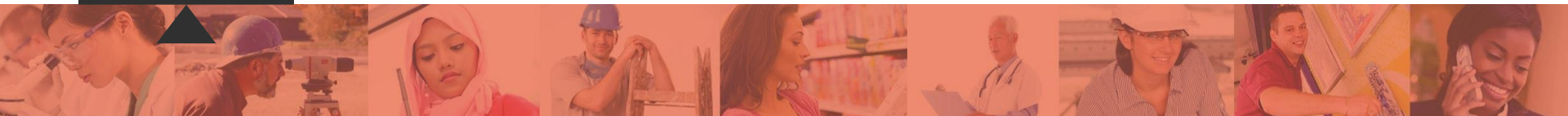
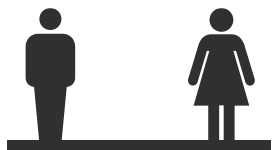
Social partners agree that further action is needed to address remaining inequalities between women and men including the gender pay gap.

To meet this end, social partners will continue to act on the four priorities agreed in the 2005 framework of actions on gender equality which remain valid and essential.

They will build on successful experiences identified at enterprise level in the implementation of the framework of actions such as a toolkit to help the setting up of measures.



- Gender Equality Toolkit = catalyst



WHAT IS THE TOOLKIT?

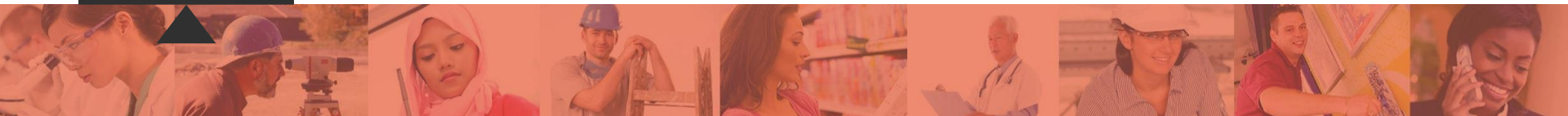


CONFÉDÉRATION
**SYNDICAT
EUROPÉEN
TRADE UNION**

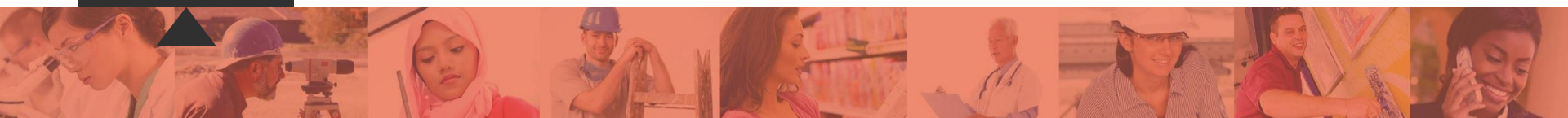
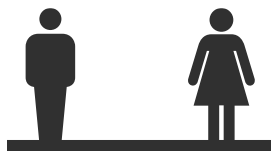
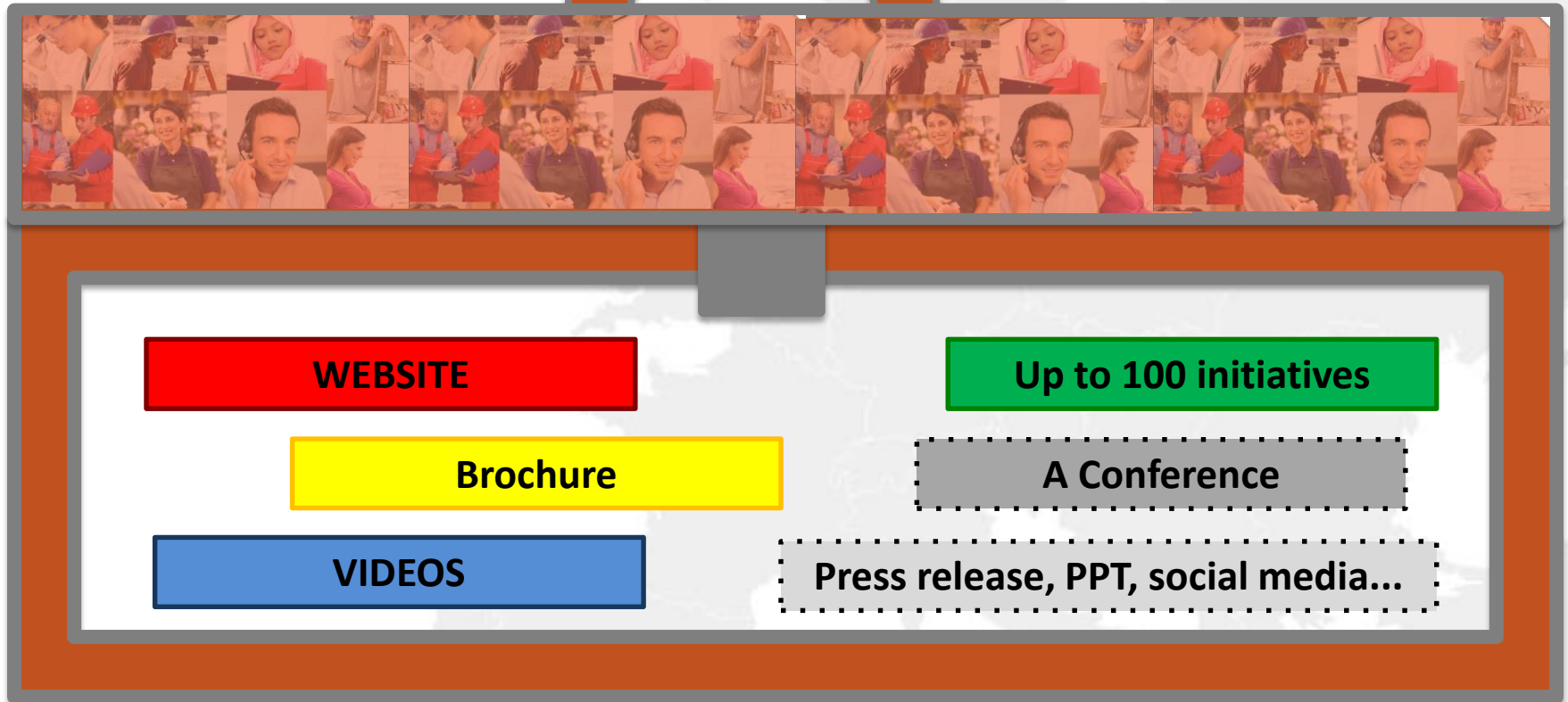
BUSINESSEUROPE

ceep Your voice.
Your interests.
Your future.

UEAPME



WHAT IS IT?



BROCHURE

INITIATIVE

A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

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INITIATIVE BY EUROPEAN SOCIAL PARTNERS, SUPPORTED BY THE EUROPEAN COMMISSION

WHY?

The European social partners, ETUC, BUSINESSEUROPE, CEPRIF and CEEP, are committed to have a key role to play in achieving gender equality in the labour market and in the workplace.

Equality between women and men is a fundamental principle on which the European Union has been built. Over the years, equal treatment legislation has grown to form a solid legal framework. This is the backbone for more equal participation of women and men in Europe's economic and societal.

On this basis, significant progress has been achieved towards gender equality across Europe, and the EU has played a positive role.

However, important progress made over the last decades, on men's employment rate in addition to the overall economic growth, is compared with around 70% in 2012.

It is therefore vital for the 70% employment target of the Europe 2020 strategy. This is an important unshared goal of labour, an underutilisation of women's potential, including as a source of innovation. This also represents missed opportunities for innovation and economic growth.

The challenge is not only to encourage women to become more active on the labour market but also to progress. This can only be achieved by an integrated approach, combining measures to promote labour market participation with measures to ensure equal treatment in employment, and actions to attract and retain, to combine professional and family responsibilities.

In 2010, we signed a renewed declaration on Gender Equality. This is an international best practice programme for social partners to promote gender equality by European and national social partners.

In our next programme for 2012-14 we agreed that further action is needed to address remaining inequalities between women and men including the gender pay gap. At the same time, we recognised that the four priorities jointly identified in our landmark declaration in 2010 remain valid and essential. This is how the idea of this toolkit emerged.

We aim to provide knowledge and understanding of successful initiatives initiated by our members on the workplace or by the members, by building on the results obtained through our Framework of Action on Gender Equality. The toolkit is meant to inspire and serve as a catalyst for the design, negotiation and dissemination of effective measures in different enterprises and working environments.

Effectively addressing gender equality through social partners' actions, at the appropriate levels and in line with national industrial relations practices, such as sector dialogues, collective bargaining, joint statements, recommendations, projects, etc., contributes to the ultimate goal of opening up the promise of working gender equality to all.

SYNDICAT EUROPEAN TRADE UNION | BUSINESSEUROPE | CEPRIF | CEEP

WHAT IS IT?

100 BEST PRACTICES | **25 EUROPEAN COUNTRIES** | **4 GENDER EQUALITY PRIORITIES**

A one-stop online facility providing a selection of a wide range of practices related at national level or by national social partners. The toolkit is based on the four interconnected priorities of the Framework of Action:

- 1 Addressing gender roles
- 2 Promoting women in decision-making
- 3 Improving work-life balance
- 4 Tackling the gender pay gap

The toolkit addresses a multitude of best practice initiatives, with a balanced perspective, in 25 of the most European countries. Not all kinds of sectors, have long to make progress, nor all of the latest national social partners based on voluntary, flexible and separate actions. Most of them have received local or national recognition for boosting gender equality.

KEY FIGURES

INITIATIVES BY PRIORITY* (Years on new initiatives provided)

work-life balance	gender roles	women in decision-making	gender pay gap
62	48	47	26

INITIATIVE BY AGREEMENT TYPE

Initiatives by social partners	61
Initiatives by national social partners	21
Initiatives by other stakeholders	4

INITIATIVES BY COUNTRY

Austria	0	France	1	Latvia	0	Slovenia	0
Belgium	3	Germany	6	Netherlands	2	Sweden	1
Denmark	2	Denmark	10	Norway	1	Spain	2
Czechia	0	Denmark	2	Poland	0	United Kingdom	0
Cyprus	0	Hungary	1	Finland	1		
Czech Republic	1	Ireland	0	Slovenia	0	Spain	0
Denmark	4	Italy	0	Spain	0	100%	100

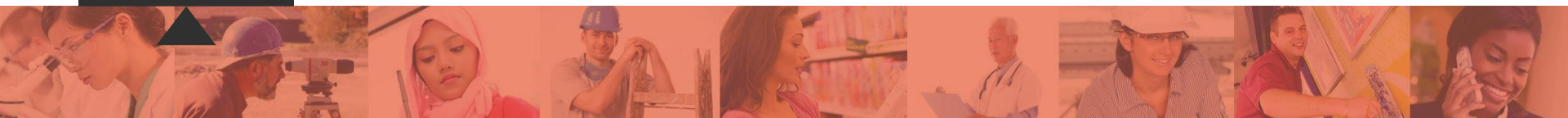
FOR WHOM?

National and European social partners - HR managers - gender equality practitioners and experts - governments - policy makers - public institutions - trade unions - representatives - both unions - professional organisations

HOW TO USE IT?

Available online via **Baglyarov's Resources Centre** and **ETUC Resource Centre**.

Search by different selection options: priority, industry sector, geographical type and size. Download each practice and make good use of it.



KEY FIGURES

100 BEST PRACTICES

25 EUROPEAN COUNTRIES

4 GENDER EQUALITY PRIORITIES

1



Addressing **gender roles**

2



Promoting **women in decision-making**

3

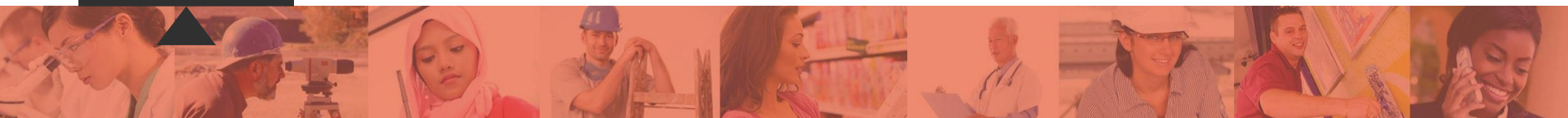


Supporting **work-life balance**

4

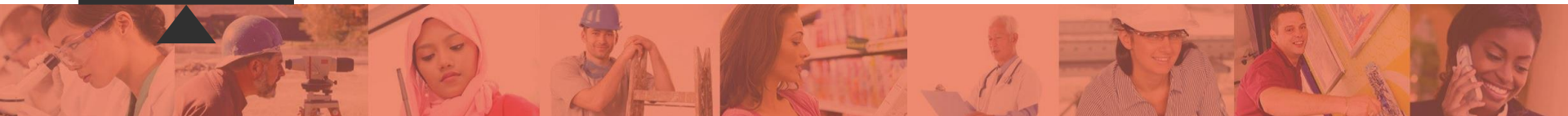
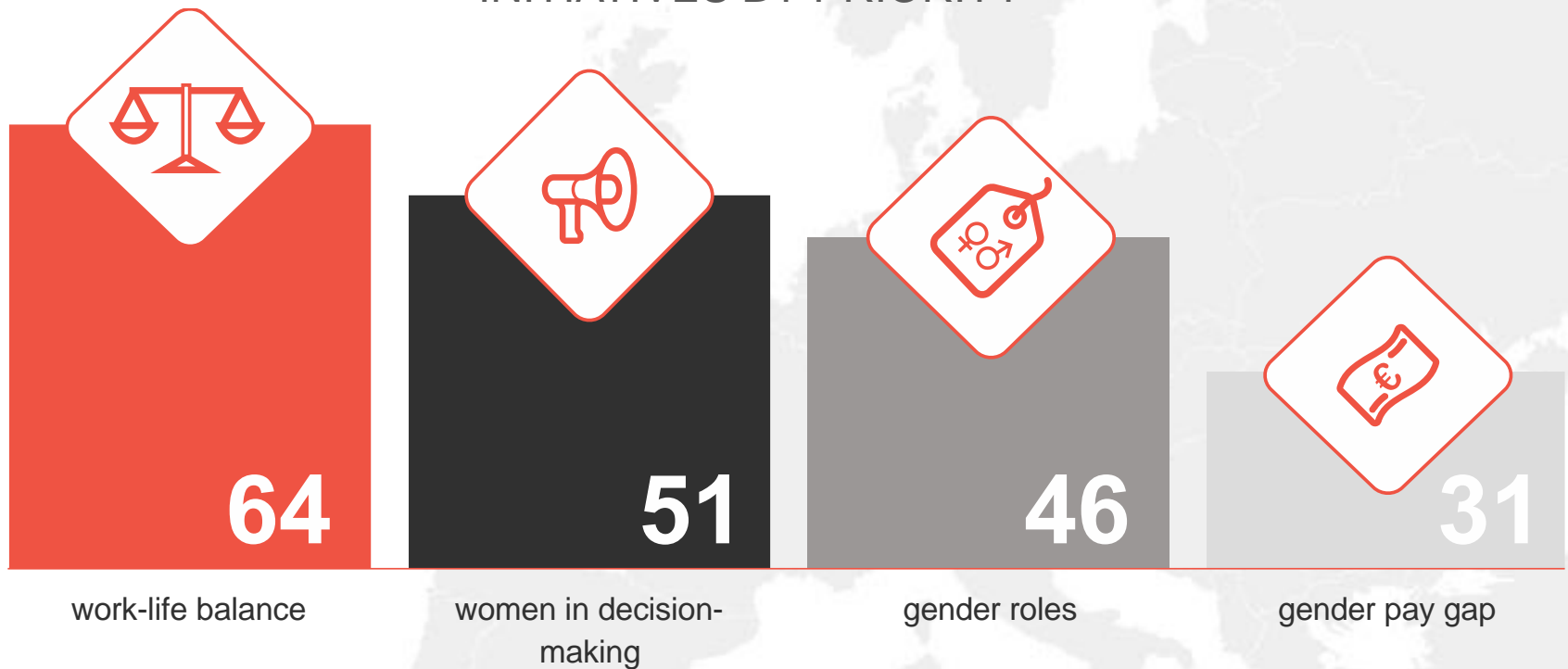


Tackling **the gender pay gap**



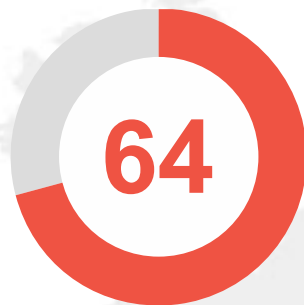
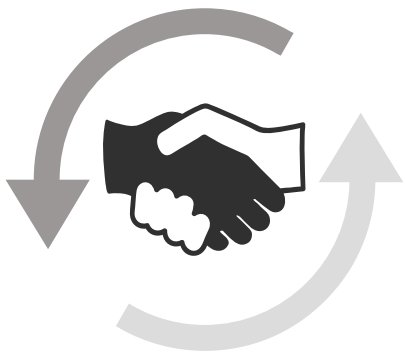
KEY FIGURES

INITIATIVES BY PRIORITY

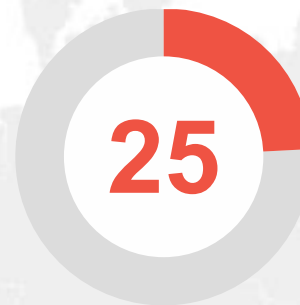


KEY FIGURES

INITIATIVES BY AGREEMENT TYPE



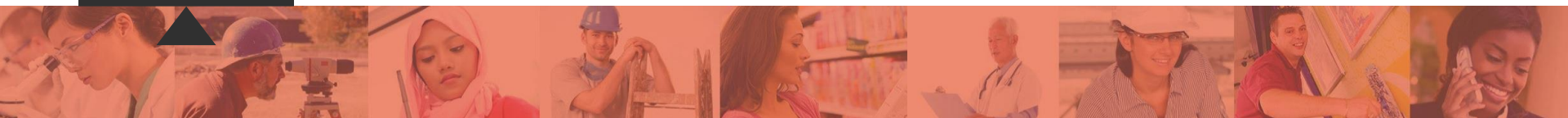
unilateral
employers or trade union
initiatives



bipartite
agreements



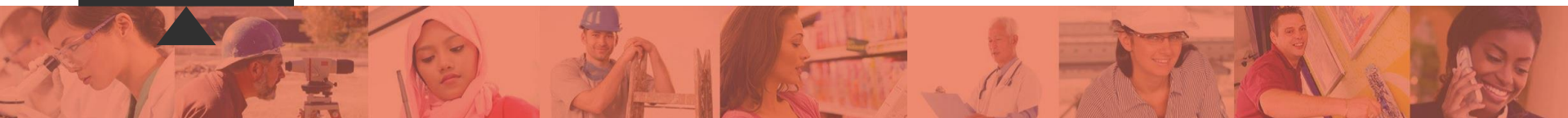
tripartite
agreements




KEY FIGURES

INITIATIVES BY COUNTRY


Austria	9	Finland	1	Latvia	2	Sweden	5
Belgium	7	France	6	Netherlands	2	Switzerland	1
Bulgaria	2	Germany	12	Norway	1	Turkye	2
Croatia	1	Greece	2	Portugal	1	United Kingdom	6
Cyprus	4	Hungary	1	Romania	1		
Czech Republic	1	Ireland	4	Slovenia	3	Europe	6
Denmark	4	Italy	10	Spain	6	TOTAL	100



WEBSITE DATABASE

 **A Toolkit for Gender Equality in Practice** Home | Priorities ▾ | Initiatives

Initiatives



Search the database 

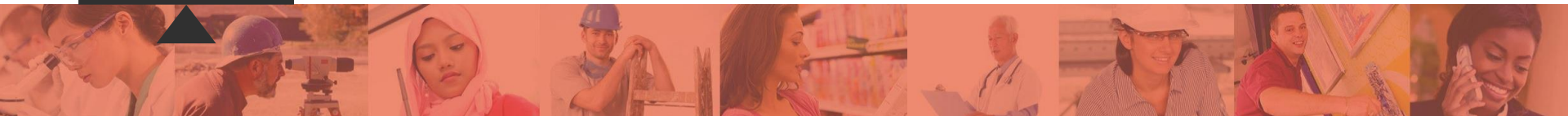
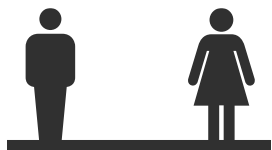
Keyword: Type:

Priority: Activity sector:

Country: Organisation size:

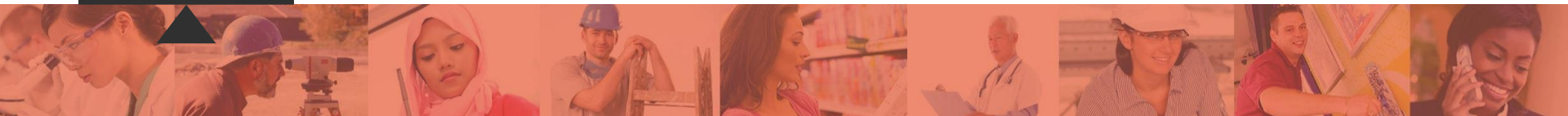
Search results: 27 result(s)

Organisation ▾	Type ▾	Sector ▾	Country ▾	View	Download PDF
Athena Swan Charter for Women in Science	Social Partners	Higher Education	United Kingdom		
FNAC	Enterprise initiative	Retail trade, except of motor vehicles and motorcycles	Spain		



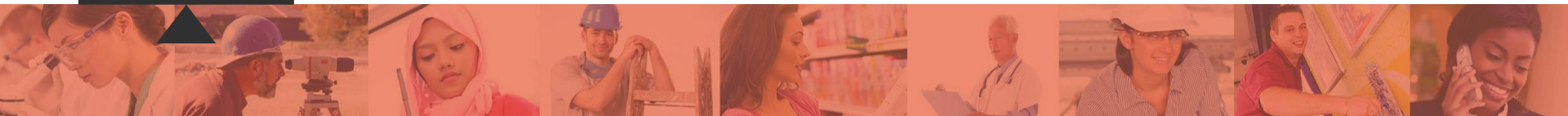
FOR WHOM?

- National and European social partners
- HR managers
- Gender equality practitioners and experts
- Governments
- Policy makers
- Public institutions
- Workers' representatives
- Trade unions
- Professional organisations



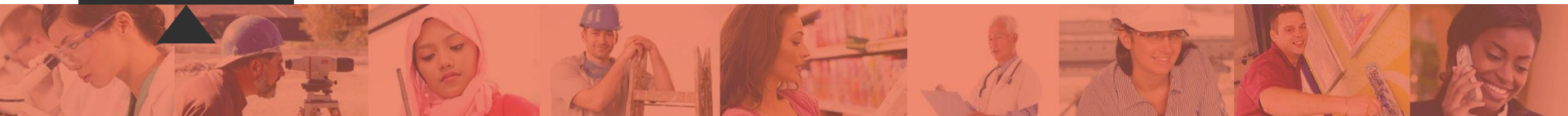
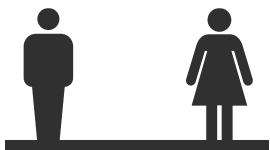
HOW TO USE IT?

- Available online via
 - Employers' Resources Centre
WWW.ERC-ONLINE.EU/GENDERTOOLKIT
 - ETUC Resource Centre
WWW.RESOURCECENTRE.ETUC.ORG/GENDERTOOLKIT
- Download each practice and make good use of it!



WHAT'S NEXT?

- Check initiatives and get back to us with your feedback
- Aim to finalise before the next Social Dialogue Committee of 25 June
- Disseminate information to your affiliates and more widely
- Updates foreseen in the upcoming integrated projects 2014-16



THANK YOU!

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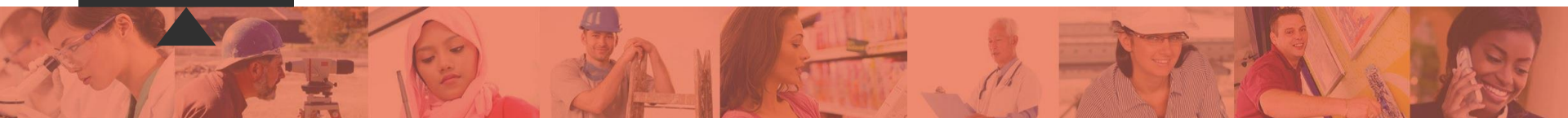
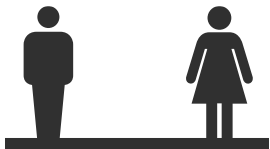
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Thank you!



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