A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

100 initiatives by social partners and in the workplace across Europe
A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

100 initiatives by social partners and in the workplace across Europe
A TOOLKIT FOR GENDER EQUALITY
IN PRACTICE

Cinzia Sechi
Adviser, ETUC

Guillaume Cravero
Adviser, BUSINESSEUROPE
A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

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
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?
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

work-life balance: 64
women in decision-making: 51
gender roles: 46
gender pay gap: 31
KEY FIGURES

INITIATIVES BY AGREEMENT TYPE

- Unilateral employers or trade union initiatives: 64
- Bipartite agreements: 25
- Tripartite agreements: 8
### Key Figures

#### Initiatives by Country

<table>
<thead>
<tr>
<th>Country</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria</td>
<td>9</td>
</tr>
<tr>
<td>Finland</td>
<td>1</td>
</tr>
<tr>
<td>Latvia</td>
<td>2</td>
</tr>
<tr>
<td>Sweden</td>
<td>5</td>
</tr>
<tr>
<td>Belgium</td>
<td>7</td>
</tr>
<tr>
<td>France</td>
<td>6</td>
</tr>
<tr>
<td>Netherlands</td>
<td>2</td>
</tr>
<tr>
<td>Switzerland</td>
<td>1</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>2</td>
</tr>
<tr>
<td>Germany</td>
<td>12</td>
</tr>
<tr>
<td>Norway</td>
<td>1</td>
</tr>
<tr>
<td>Turkye</td>
<td>2</td>
</tr>
<tr>
<td>Croatia</td>
<td>1</td>
</tr>
<tr>
<td>Greece</td>
<td>2</td>
</tr>
<tr>
<td>Portugal</td>
<td>1</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>6</td>
</tr>
<tr>
<td>Cyprus</td>
<td>4</td>
</tr>
<tr>
<td>Hungary</td>
<td>1</td>
</tr>
<tr>
<td>Romania</td>
<td>1</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>1</td>
</tr>
<tr>
<td>Ireland</td>
<td>4</td>
</tr>
<tr>
<td>Slovenia</td>
<td>3</td>
</tr>
<tr>
<td>Europe</td>
<td>6</td>
</tr>
<tr>
<td>Denmark</td>
<td>4</td>
</tr>
<tr>
<td>Italy</td>
<td>10</td>
</tr>
<tr>
<td>Spain</td>
<td>6</td>
</tr>
</tbody>
</table>

**Total:** 100
WEBSITE DATABASE

A Toolkit for Gender Equality in Practice

**Search the database**

- **Keyword**: Keyword
- **Type**: Enterprise initiative
- **Priority**: Promoting women in decision-making
- **Activity sector**: Construction
- **Country**: Spain
- **Organisation size**: 50 - 250

**Search results**: 27 result(s)

- **Organisation**: Athena Swan Charter for Women in Science
  - **Type**: Social Partners
  - **Sector**: Higher Education
  - **Country**: United Kingdom

- **Organisation**: FNAC
  - **Type**: Enterprise initiative
  - **Sector**: Retail trade, except of motor vehicles and motorcycles
  - **Country**: 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!

Ms Cinzia Sechi  
ETUC  
Bvd du Roi Albert II, 5  
B-1210 Brussels  
Tel: +32 (0)2 224 04 68  
Fax: + 32 (0)2 224 04 54  
Email: csechi@etuc.org

Mr Guillaume Cravero  
BUSINESSEUROPE  
Av. de Cortenbergh, 168  
B-1000 Brussels  
Tel: +32 (0) 2 237 65 92  
Fax: +32 (0) 2 231 14 45  
Email: g.cравero@businesseurope.eu
Thank you!

A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

100 initiatives by social partners and in the workplace across Europe