

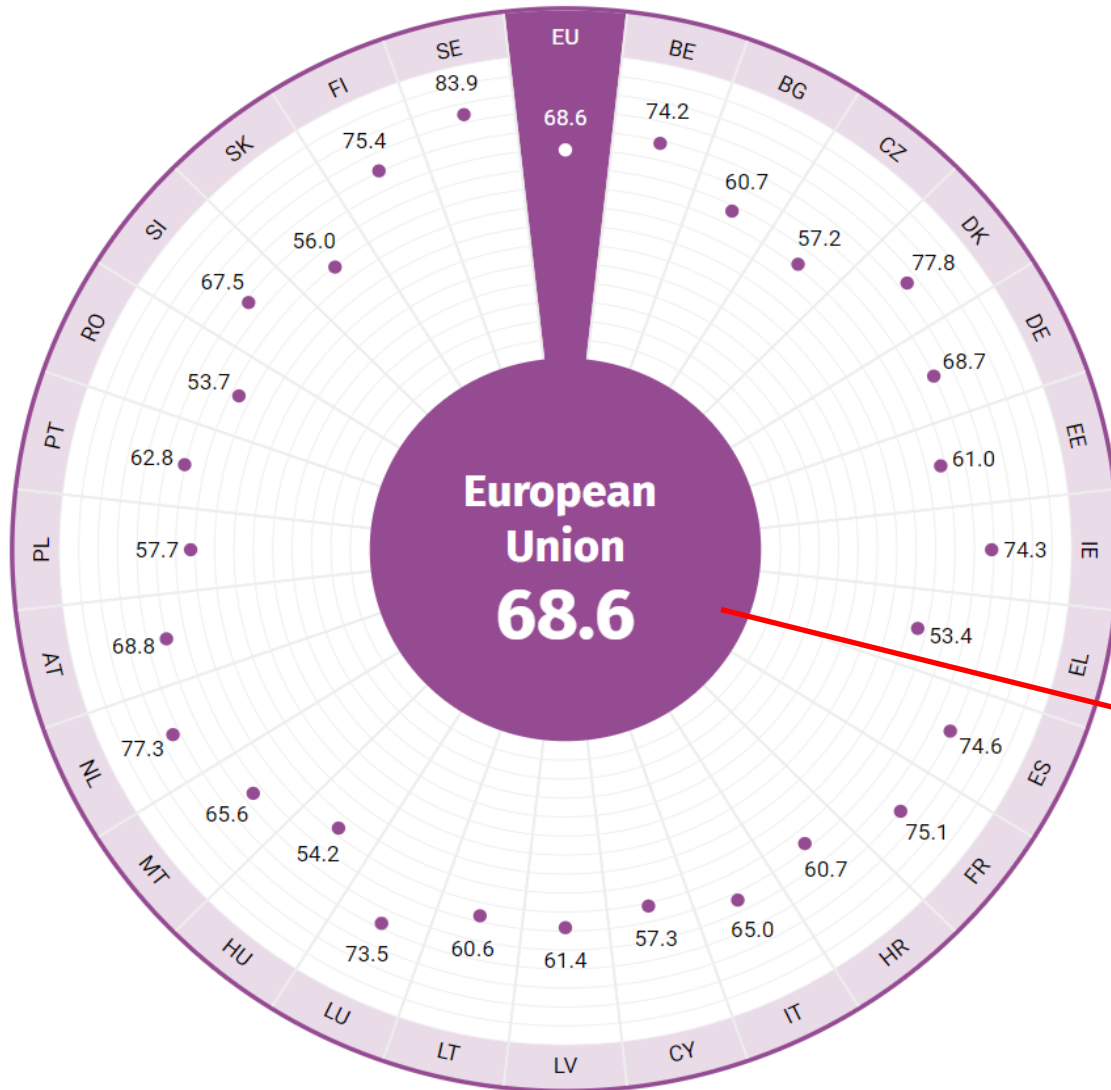
The importance of trade union work in Gender Equality

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.....THE INTERNATIONAL CONTEXT.....

THE GENDER EQUALITY INDEX



The Gender Equality Index gives the EU and the Member States a **score from 1 to 100**. A score of 100 would mean that a country had reached full equality between women and men.

The score for Violence is not included in the calculation of the index score !!!

.....HOW ABOUT OF EQUAL PAY????



After the Equal Pay Act, I went to a shoe factory.

I told the manager:

"**I guess the pay is equal** for women working here and the men over there working on the same machines."

The director replied:

"**Of course not!** Those men are applying heels on men's shoes, while these women are putting heels on women's shoes. **It's not the same job!**"

Taken from 'The Changing Status of Women' by Olivia Bennett, 1987 (UK).

GENDER PAY GAP: new EP binding measures on pay transparency

Women in the EU earn on average 13% less than men for the same tasks!

The new rules introduce:

- End of wage secrecy: workers will be entitled to receive information on pay in their job category
- Deterrent sanctions, including fines, for employers who do not comply with the rules
- Obligation for companies with a gender pay gap of more than 5% to take action

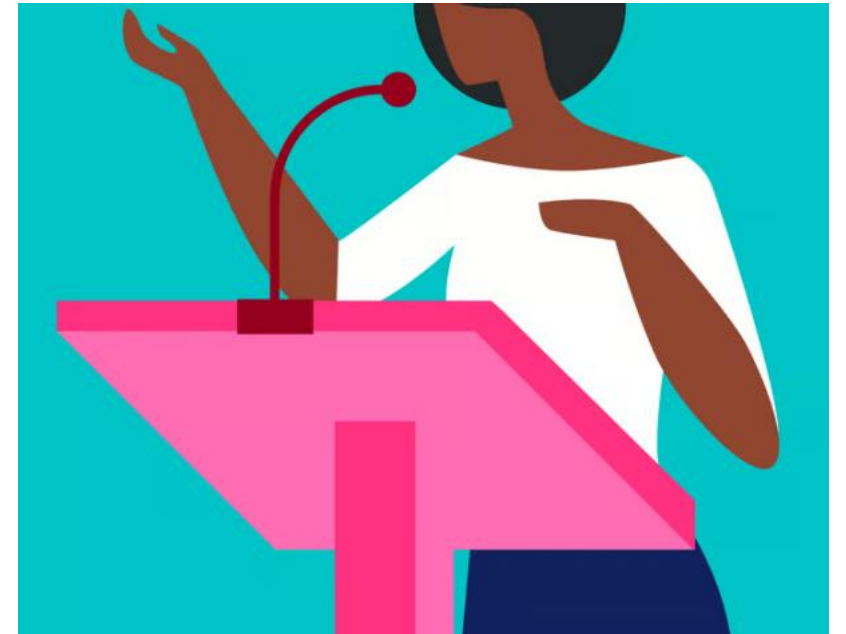
The highest gender pay gap in financial and insurance activities

The gender pay gap in financial and insurance activities is usually higher than in the business economy as a whole. In 2021, the gender pay gap in financial and insurance activities varied from 7.0 % in Belgium to 37.5 % in Czechia.

	Financial and insurance activities
Belgium	7.0
Bulgaria	33.5
Czechia	37.5
Denmark	16.4
Germany	23.3
Estonia	31.0
Spain	13.8
France	31.0
Croatia	23.5
Italy	23.7
Cyprus	20.1
Latvia	30.4
Lithuania	34.3
Luxembourg	23.1
Hungary	34.1
Malta	24.1
Netherlands	24.1
Austria	27.2
Poland	30.4
Portugal	22.3
Romania	32.3
Slovenia	24.0
Slovakia	30.8
Finland	26.4
Sweden	23.2
Iceland	29.7
Norway	25.8
Switzerland	31.5

The European directive on women in boards of directors

The directive on women in company boards is a crucial part of the EU's gender equality strategy 2020-2025. Achieving gender equality in the workplace requires a comprehensive approach, including promoting gender-balanced decision-making within companies at all levels, as well as closing the gender pay gap. This is a fundamental prerequisite for reducing poverty among women. **In November 2022, the text was voted on and approved by a very large majority of countries. It entered into force in December 2022.**



.....BUT HOW ABOUT OF **GENDER VIOLENCE????**

Gender-based violence is one of the most severe forms of gender inequality. This issue affects women disproportionately as it is directly connected to the unequal distribution of power between women and men.

The elimination of gender-based violence and the protection of victims is a goal of the European Union and one of the most important areas of work for the European Institute for Gender Equality (EIGE). Identifying the economic costs of gender-based violence contributes to better informed decision-making and supports policy development.

Gender-based violence costs us all

The pain and suffering caused by gender-based violence does not have a price. But knowing the different costs of violence can help countries channel money to where it's really needed - and where it's most cost-effective.

Gender-based violence places large costs on the economy and on society as a whole:

366 billion each year

Violence against women makes up **79 %** of this cost.

The estimated cost of gender-based violence against women and men in the. **This is the break-down of costs:**






























The **COST OF INTIMATE PARTNER VIOLENCE*** is **174 billion** a year. Intimate partner violence against women makes up **87 %** of this cost.



* Intimate partner violence refers to a sub-set of gender-based violence which is defined by the Council of Europe as 'all acts of physical, sexual, psychological or economic violence between former or current spouses or partners, whether or not the perpetrator shares or has shared the same residence with the victim.'

No country can afford gender-based violence

Member State	Cost of gender-based violence	Member State	Cost of gender-based violence
 Belgium	€ 9,4 bn	 Lithuania	€ 2,3 bn
 Bulgaria	€ 5,7 bn	 Luxembourg	€ 0,5 bn
 Czechia	€ 8,7 bn	 Hungary	€ 8 bn
 Denmark	€ 4,8 bn	 Malta	€ 0,4 bn
 Germany	€ 68,1 bn	 Netherlands	€ 14,1 bn
 Estonia	€ 1,1 bn	 Austria	€ 7,3 bn
 Ireland	€ 4 bn	 Poland	€ 31,2 bn
 Greece	€ 8,8 bn	 Portugal	€ 8,4 bn
 Spain	€ 38,5 bn	 Romania	€ 16 bn
 France	€ 55,1 bn	 Slovenia	€ 1,7 bn
 Croatia	€ 3,3 bn	 Slovakia	€ 4,4 bn
 Italy	€ 49,1 bn	 Finland	€ 4,5 bn
 Cyprus	€ 0,7 bn	 Sweden	€ 8,3 bn
 Latvia	€ 1,6 bn		
		EU-27	€ 366 bil

EIGE has **calculated the cost of gender-based violence in the EU** and in each Member State based on extrapolated data from the United Kingdom. This links the cost of **gender-based violence** in each EU Member State directly to its population size.



Ratifications of C190 - Violence and Harassment Convention, 2019 (No. 190)

Country	Date	Status	Note (enter into force)
Albania	06 May 2022	Not in force	on 06 May 2023.
Antigua and Barbuda	09 May 2022	Not in force	on 09 May 2023.
Argentina	23 feb 2021	In Force	
Bahamas	30 nov 2022	Not in force	on 30 Nov 2023.
Barbados	01 Sep 2022	Not in force	on 01 Sep 2023.
Canada	30 Jan 2023	Not in force	on 30 Jan 2024.
Central African Republic	09 Jun 2022	Not in force	on 09 Jun 2023.
Ecuador	19 May 2021	In Force	
El Salvador	07 Jun 2022	Not in force	on 07 Jun 2023.
Fiji	25 Jun 2020	In Force	
Greece	30 Aug 2021	In Force	
Ireland	12 Jan 2023	Not in force	on 12 Jan 2024.
Italy	29 Oct 2021	In Force	
Lesotho	15 Mar 2023	Not in force	on 15 Mar 2024.
Mauritius	01 Jul 2021	In Force	
Mexico	06 Jul 2022	Not in force	on 06 Jul 2023.
Namibia	09 Dec 2020	In Force	
Nigeria	08 Jun 2022	Not in force	on 08 Nov 2023.
Panama	01 Nov 2022	Not in force	on 01 Nov 2023.
Peru'	08 Jun 2022	Not in force	on 08 Jun 2023.
San Marino	14 Apr 2022	In Force	
Somalia	08 Mar 2021	In Force	
South Africa	29 Nov 2021	In Force	
Spain	25 May 2022	Not in force	on 25 May 2023.
United Kingdom of Great Britain and Northern	07 Mar 2022	In Force	
Uruguay	12 Jun 2020	In Force	

The importance of trade union work in Gender Equality..... **WHY?**

“Trade unions can play an important role in improving the employment conditions of women and advancing gender equality in employment. While union bargaining agendas have traditionally centred on male-biased priorities, as women increased their share in employment, unions started to recognize the importance of engaging with women’s workplace concerns not only in the interests of gender equality but also as an essential element of union revitalisation strategies” (Dickens 1999).

Women make up more than 50% of Europe’s population and around 45% of trade union members:
it’s simply FAIR.

Trade-Unions have to contribute to promote women’s rights and equality between women and men in the labour market and society in general.

Cultural change
Regulation
Bargaining
Starting from ourselves

Around the world, trade unions have played a pivotal role in organizing workers in the workplace, providing their members with information and advice, and representing their members when negotiating with employers on improving working conditions and workplace policies and when pressing for improvements in national law and practice. There are different types of measures and initiatives that trade unions can take, for instance:

- **raising awareness of gender equality issues and monitoring gender commitments;**
- **advocating and campaigning for improvements in national and international law and practice;**
- **underscoring statutory rights and improving legislation through collective bargaining agreements (CBA);**
- **assisting workers in defending their rights;**
- **consulting and representing women workers, taking into account their diversity;**
- **promoting equal representation in decision-making, including on issues relating to gender equality;**
- **negotiating collective agreements on gender issues with employers and employers' organizations;**
- **developing, reviewing and monitoring gender-equality policies at work and in the union itself;**
- **developing gender-responsive approaches to all labour issues;**
- **contributing to research efforts and making women's experiences in the workplace more visible.**

Trade unions have made some initiatives in respect of gender equality at work and women's economic empowerment in the areas of:

- **promoting women to leadership positions in trade unions;**
- **achieving non-discrimination in employment and equal pay for work of equal value;**
- **ending violence and harassment against women in the world of work;**
- **promoting work–life balance and the equal sharing of care responsibilities;**
- **achieving decent care jobs in the care economy**

In our previous meetings dedicated to the gender gap, we shared a road map in which we would start mapping a number of items considered relevant at country level. This is currently a work in progress.....**The topics mapped were as follows:**

Parental Leave Mother
Parental Leave Father
fertility
adoption
interruption of pregnancy
recognition of de facto couples
Menopause conciliation

remote working
wages gap

violence and harassment
measures for women victims of gender violence

women on boards % of rep.

Rep. In T-U

Positive Actions Gender



item	country	Level of the agreement	conditions	applicability	national legislation
Parental Leave Mother	EL	National Sectoral Collective Agreement & Company Agreement	4 months plus 2 weeks (before or after birth) plus reduced working hours (2 hours for the first 2 years and one hour for the next 2 years)	Banks	
	ES	National	16 weeks leave	National	Organic Law 8/2021
	IT	national collective agreement "Insurance sector" (16.11.22) - art 48 bis "paternity and parental leave" -the social partners recommend that companies favour the use of the leave provided for in Legislative Decree No. 105	<p>Compulsory: mothers must abstain from work for 5 months, to be divided in various ways: 2 before the presumed date of birth and 3 after, or one before and 4 after, or even all 5 after the birth, provided the doctors agree. In the case of adoption, the 5 months are all due after the child enters the family. During this period, the new mother receives 80% of her last paycheck each month.</p> <p>Not compulsory - Employees' parental leave (Art. 32, 34, Legislative Decree 151/2001, amended by Art. 2 of Legislative Decree No. 105/2022) The indemnifiable periods of parental leave are as follows - to the mother, until the twelfth year (and no longer until the sixth year) of life of the child's life (or from entry into the family in the case of adoption or fostering) is entitled to a compensable period of 3 months, not transferable to the other parent; - to the father, until the twelfth year (and no longer until the sixth year) of the child's life (or from entry into the family in the case of adoption or fostering) is entitled to a compensable period of 3 months, not transferable to the other parent; - both parents are also entitled, alternatively, to an additional indemnifiable period of a total duration of 3 months, for a maximum total indemnifiable period between the parents. maximum total compensable period between the parents of 9 months (and no longer 6 months). On the other hand, the individual and both parents' maximum limits provided for by Article 32 of the T.U. Consolidated Act</p>	National	National Law Legislative Decree 105/2022 on: 'Implementation of EU Directive 2019/1158 of the European Parliament and of the Council of 20 June 2019'

item	country	Level of the agreement	conditions	applicability	national legislation
Parental Leave Father	EL	National Sectoral Collective Agreement & Company Agreements	14 days of leave after Birth. If mother does not make use of, the father can ask for reduced working hours (2 hours for the first 2 years and one hour for the next 2 years)	Banks	
	ES	National	16 weeks leave	National	Organic Law 8/2021
	IT	national collective agreement "Insurance sector" (16.11.22) - art 48 bis "paternity and parental leave" -the social partners recommend that companies favour the use of the leave provided for in Legislative Decree No. 105	<p>Compulsory paternity leave--> unlike the previous regulations: 10 days with 100% of his wage. -may be taken from 2 months before the expected date of childbirth until 5 months after the birth of the child (no longer only within 5 months following the birth); -is doubled to 20 days in the case of multiple births.</p> <p>Not compulsory - Employees' parental leave (Art. 32, 34, Legislative Decree 151/2001, amended by Art. 2 of Legislative Decree No. 105/2022) The indemnifiable periods of parental leave are as follows - to the mother, until the twelfth year (and no longer until the sixth year) of life of the child's life (or from entry into the family in the case of adoption or fostering) is entitled to a compensable period of 3 months, not transferable to the other parent; - to the father, until the twelfth year (and no longer until the sixth year) of the child's life (or from entry into the family in the case of adoption or fostering) is entitled to a compensable period of 3 months, not transferable to the other parent; - both parents are also entitled, alternatively, to an additional indemnifiable period of a total duration of 3 months, for a maximum total indemnifiable period between the parents. maximum total compensable period between the parents of 9 months (and no longer 6 months). On the other hand, the individual and both parents' maximum limits provided for by Article 32 of the T.U. Consolidated Act</p>	National	<p>National Law</p> <p>Legislative Decree 105/2022 on: 'Implementation of EU Directive 2019/1158 of the European Parliament and of the Council of 20 June 2019'</p>

item	country	Level of the agreement	conditions	applicability	national legislation
fertility	EL	National Sectoral Collective Agreement	Strengthening methods of medically assisted reproduction (IVF -in vitro fertilisation). Seven (7) working days of paid leave shall be granted to female employees undergoing medically assisted reproduction methods upon certification by the attending physician or the director of the medically assisted reproduction facility. The employer r will pay 1000 Euros for each attempt per (female) worker and up to four attempts.	Banks	
	ES	National	Art 36 of the Banking Agreement. It is unpaid leave for assisted reproduction techniques. From one week to one month	Banks	
adoption	EL		Same rights	Banks	By national legislation
	ES	National	Art 31 of the Bank Agreement. The time needed to carry out the procedures	Banks	
	IT		Same rights		By law
interruption of pregnancy	IT		free decision until 3° month		By law

item	country	Level of the agreement	conditions	applicability	national legislation
recognition of de facto couples	EL		Same rights	Banks	By national legislation
	ES	National	'Art 31 of the Bank Agreement. The same right as a marriage is recognised.	Banks	
	IT	Best practice Intesa San Paolo	<p>same rights in terms of company welfare (such as insurance policy,)... That of the banking group is an incisive choice that is part of the path towards equality and inclusion started together with the trade unions. In fact, Intesa Sanpaolo's internal LGBTQ+ community was recently set up, and in 2021 a specific internal process was defined to support those who have embarked on a gender transition path for socialisation within the work context.</p> <p>Since 2019, the credit institution has also started to collaborate with a non-profit association created to help member companies understand and realise to the maximum the business potential related to the development of strategies and good practices that respect diversity.</p> <p>the company is more inclusive than the state these corporate welfare innovations have already been implemented. Intesa Sanpaolo has, in fact, recognised parental leave for the non-biological mother of a homosexual couple. At the level of legislation in Italy, protections for same-sex couples are still limited.</p>	bank	
remote working	EL	National Sectoral Collective Agreement & Company agreements	Same rights as employees in physical presence		
	ES	National		National and Bank	teleworking Law 10/2021 of 9 July 2021. It is also included in art 27 and 28 of the banking agreement.
	IT	National Sectoral Collective Agreement & Company agreements. For INSURANCE SECTOR --> national collective agreement "Insurance sector" - annex n 18 --> framework agreement on flexibility of access to work. Declarations of the parties on telework and declaration on agile working	DECLARATION ON TELEWORKING AND DECLARATION ON AGILE WORKING	Insurance Sector	
	IT	National Sectoral Collective Agreement & Company agreements	Remote Working Smart Working	Banks	

item	country	Level of the agreement	conditions	applicability	national legislation
wages gap	ES	National		National	It stands at 30%, which means that women earn about 16,000 euros less than men.
violence and harassment	ES	National		National	Included in art 59. Although each entity has its own harassment protocol
	IT	national collective agreement "insurance sector"	Insurance Sector "Joint statement on gender-based harassment and violence in the workplace" dated 14 June 2019	Insurance Sector	Legislative Decree No. 198 of 11 April 2016 as amended and supplemented (Code of Equal Opportunities between Men and Women), art 26 defines harassment and harassment in the workplace; European Framework Agreement of 26 April 2007; Council of Europe Convention of 11 May 2011 (Istanbul Convention); Article 24(1) of Legislative Decree No 80/2015; d lgs n 254/2016."
	IT	national collective agreement "insurance sector"	Protection of the dignity of workers (article 25) Aequal opportunities (article 49)	Insurance Sector	
	IT	JOINT DECLARATION ON HARASSMENT AND GENDER-BASED VIOLENCE IN THE WORKPLACE	Included in Bank Sector Collective Agreement	Banks	
	IT	Collective Agreement	Art. 73 PROTECTION OF THE DIGNITY OF WOMEN AND MEN AND "DE FACTO COUPLES"	Banks	
	IT	national	Ratification of C190 on 29.10.2021 --> in force from 29.10.2022		C190

item	country	Level of the agreement	conditions	applicability	national legislation
measures for women victims of gender violence	IT	national	<p>Measures to combat violence against women began with the ratification of the Istanbul Convention and then with the amendments to the penal code and criminal procedure code aimed at toughening the penalties for certain crimes most often committed against women, the enactment of the Extraordinary Action Plan against gender-based violence and the provision of appropriations to support victims. The legislator has intervened in this area mainly pursuing the objectives of crime prevention and victim protection, however, at the same time providing for a tightening of penalties for the commission of so-called gender crimes.</p> <p>The measure that has most affected the fight against gender-based violence is Law No. 69 of 2019 (so-called Red Code), which strengthened the procedural protections of victims of violent crimes, with particular reference to crimes of sexual and domestic violence. An extension of protections for victims of domestic and gender-based violence was also provided for by Law No. 134 of 2021, reforming the criminal trial, while Law No. 53 of 2022 enhanced the collection of statistical data on violence gender-based violence</p>	national	<p>Law No. 122 of 2016 (implementation of Directive 2004/80/EC, on compensation to crime victims), then amended by the European Law 2017 Law No. 167 of 2017. The determination of the amounts of compensation recognisable to victims of violent intentional crimes was made by Decree of the Ministry of the Interior of 22 November 2019 (G.U. no. 18 of 23.01.20);</p> <p>Law No. 69 of 19 July 2019 (so-called Red Code);</p> <p>Law No. 134 of 2021 (enabling act for the reform of the criminal trial);</p> <p>Law No. 205/2021 (art 144 bis of the Privacy Code);</p> <p>Law No. 53 of 2022 (enhanced collection of statistical data on gender-based violence).</p>
Victims of gender-based violence	ES	National		National	<p>art 60 of the banking agreement. Although in the negotiation of the current equality plans of big banks such as Santander and Caixa they are trying to improve the agreement but there is still nothing concrete.</p>

item	country	Level of the agreement	conditions	applicability	national legislation
Positive Actions	IT	national	<p>The provisions contained in this law are aimed at employment of women and to achieve, the substantial equality between men and women at work, also through the adoption of measures, called positive actions for women, in order to remove the obstacles that in fact prevent the realisation of equal opportunities.</p> <p>The positive actions aim in particular at the purpose of:</p> <ul style="list-style-type: none"> a) eliminate the de facto inequalities to which women are subjected in educational and vocational training, in access to employment in career progression, in working life and in periods of mobility; b) encourage diversification of career choices for women in particular through school and vocational guidance and training tools; encourage access to self-employment and entrepreneurial training and the professional qualification of self-employed women and female entrepreneurs; c) overcome conditions, organisation and distribution of work which have different effects, depending on gender, on the employees with prejudice in training, professional advancement and career advancement or in the economic and remuneration; d) promote the inclusion of women in the activities, professional sectors and levels in which they are under-represented and in particular in technologically advanced sectors and at levels of responsibility; e) encourage, also through a different organisation of work, working conditions and working time, the balance between family and professional responsibilities and a better division of such responsibilities between the two sexes. 	national	Law No. 125 of 1991

item	country	Level of the agreement	conditions	applicability	national legislation
Gender data	EL	Data in Banks' annual reports	55% women- 45% men	Banks	
	IT	national	Every 2 years: data about composition of workers/employees (quantitative&qualitative)	companies with more than 100 employees.	Law No. 125 of 1991
women on boards	ES	National		National	In the two leading banks we find: In Banco Santander 6 female directors representing 40% and in Caixabank 6 female directors representing 42.86%.
% of rep. In T-U	EL	OTOE	11 women & 64 men	Political body of OTOE	
	IT	CGIL	40%	political bodies	absent

Thank You !