## CONVENTIONS, DIRECTIVES, REGULATIONS, RECOMMENDATIONS AND STUDIES

EUROPEAN UNION – Equal pay between men and women for the same jobs or jobs of equal value

On 5 March 2010, the Commission adopted the Charter of Women, aimed at reinforcing and promoting equality between men and women in Europe and in the world.

In 2016, continuing the Strategy for equality between women and men 2010-2015, the presented the strategic commitment for gender equality - 2016-2019, which outlines the following priorities and key

- increase women's participation in the job initiatives: market and increase gender equality in terms of economic independence;
- reduce gender disparities in remuneration, income and pensions, thus helping fight against poverty among women;
- encourage equality between men and women in the decision-making process;
- fight against gender violence and defend and support victims; and
- promote gender equality and women's rights all over the world.

The Union believes that attitudes to gender equality are changing, but the younger generations are not immune from the disparities between men and women and gender stereotypes. Women are more likely to have a higher education qualification, but continue to be overrepresented in the areas of study linked to traditionally female jobs, such as the care provision sector, and underrepresented in areas such as the sciences, mathematics, ICT and engineering and other connected careers. As such, the inequality in the professions is taking on new guises rather than diminishing, and despite their investment in education, young women are still two and a half times more likely to be economically inactive than young men..

Convention - ILO:

No. 183 (2000) - on protection in maternity

No. 171 (1990) - on night work

No. 156 (1981) - on workers with family

responsibilities

No. 11 (1958) - on discrimination (employment and occupation)

No. 103 (1952) - review of the Convention on

maternity protection

No. 100 (1951) - equal pay

No. 87 (1949) - Right to organise and collective

bargaining convention

No. 89 (1948) - night work (women)

No. 3 (1919) - maternity protection

Directive 2010/41/UE of the European Parliament and Council, relative to the application of the principle of equal treatment of men and women who exercise an independent occupation;

Directive 2006/54/CE of the European Parliament and Council, relative to the application of the principle of equal opportunities and equal treatment of men and women;

Directive 2006/54/CE of the European Parliament and Council, of 05-07-2006, relative to the application of the principle of equal opportunities and equal treatment of men and women in the areas of employment and professional occupation;

Directive 2003/88/CE of the European Parliament and Council, of 04-11-2003, relative to certain aspects of the organisation or working hours -OJ no. L 299 of 18.11.2003.

Regulation (EC) no. 1922/2006 of the European Parliament and Council, of 20-12-2006, which creates a European Institute for Gender Equality OJ no. L 403 of 30-12-2006.

Commission Recommendation-C(2014) - On strengthening the principle of equal pay between men and women.

Study - ILO - Women at Work (2016)

Studies - FESETE, Construction of a Job and Remuneration Evaluation System, Textiles, Clothing and Footwear Sectors (2012).

Partnership









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## TCFL Têxtiles, Clothing, Footwear and Leather



PARTICIPATION OF WOMEN IN THE **JOB MARKET AND IN UNIONS** 

## PARTICIPATION OF WOMEN IN THE JOB MARKET AND IN UNIONS



THE PROJECT "Reinforce the Social Dialogue and Collective Bargaining at sectoral and company level, for continuous improvement of jobs and productivity in the Textiles, Clothing, Leather and Footwear Industries".

The Textiles, Clothing, Leather and Footwear Industries have a strong tradition and history in Europe and continue to play a crucial role in the economic and social system of European Union countries and countries wanting to join the EU.

for account female These sectors considerable proportion of remain underrepresented in the unions.

The partners in this project, comprising FESETE, the Portuguese union that represents the Textiles, Wools, Clothing, Leather and Footwear Industries in Portugal, ACV-CSC METEA, the Belgian union that represents the Textiles and Clothing sectors, OS-TOK Czech union that represents the Textiles, Clothing and Leather sectors, and DISK TEKSTIL, the Turkish union that represents the Textiles, Clothing, Leather and Footwear sectors, report on the increased participation of women in their unions. They play an essential role in the social dialogue, promoting gender equality, fighting for maternity and paternity rights, conciliating work and family life and fighting the salary gap between women and men.

Nowadays a growing number of women are taking management positions in these unions and in the organisation of union actions in companies.

The growing number of women against gender fighting discrimination and inequality, as improved for as well opportunities in professional careers and salaries, together understanding, their organisation and fighting spirit, is inseparable from the capacity of the Unions to clarify and organise themselves intervene in the social dialogue and collective bargaining. The fight for women's rights in the workplace cannot be separated from the fight of all workers, be they women or men.

Member States must implement policies to help conciliate family and work life, positive discrimination that promote the appointment of women in management positions, support greater participation of men in caring for their children and introduce schemes to help the use of parental leave, thus giving women equal opportunities in actively taking part in political, social and economic life.

Despite the advancements made in legal regulations, the stereotypes in relation to gender roles remain evident today. In relation to women and men, societies conserve the culture that each one should perform their role in a framework that discriminates against women. These stereotypes extend to the family and social context and are also present in the workplace. The most direct image of these stereotypes can be seen in the inequality of opportunities between women and men in entering a professional career and exercising management positions, as well as the persistent salary gaps.

The underappreciation of women's skills and the consequent unequal division of family tasks limit the potential for women to overcome this segregation and actively take part in professional, political, social, economic and decision-making spheres on an equal footing.

Recent FESETE studies about the Evaluation of jobs in the Textile, Clothing and Footwear sectors in Portugal, corroborated the ILO data showing that even though in these sectors the workforce is predominantly female, women continue to occupy the lowest paid jobs and account for a low proportion of management positions, perpetuating the underappreciation of women's skills in the

Female workers are the most affected by occupational diseases, especially musculoskeletal

The fast pace and monotonous and repetitive nature of the work and lack of proper conditions in several aspects, together with precarious job security and long working hours, combine to increase the risk of musculoskeletal injuries and physical and psychological exhaustion.





ILO - Women at Work - 2016 trends The Agenda 2030 for Sustainable Development is an opportunity to tackle persistent gender inequalities in the workplace

This ILO study concludes that women continue to face considerable obstacles in gaining access to dignified jobs. Inequality between men and women continues to exist in the global job markets in terms of opportunities, treatment

Women continue to work longer hours than men if we include paid and unpaid work. The data reveals that women, in comparison to men, work fewer hours in paid employment, do most of the domestic tasks, which are

## The ILO believes that:

- Given current trends, it will take 70 years to eliminate
- An integrated political framework is needed to promote women's access to more and better jobs;
- The salary gap between men and women should be
- On average women do at least two and a half times more unpaid domestic and care tasks than men;
- To bring about real equality between men and women at work, it is essential that societies recognise that both men and women have the right and responsibility
- Paid care work should also be recognised and paid in accordance with its crucial role for the maintenance, prosperity and wellbeing of societies. Achieving equality between men and women, in compliance with the Agenda 2030 for Sustainable Development, is an development that leaves nobody out and guarantees that the future of employment is dignified