



TCFLI

Textiles, Clothing, Footwear and Leather Industries



Contributions to the elimination of discriminatory practices between **Women and Men** In employment relationships



PROMOTOR



FESETE

PARTENERSHIP:



DISK Tekstil



BDSZ

ASSOCIATED ORGANIZATION



EUROPEAN TRADE UNION



Co-funded by European Union

September @ 2021

Newsletter

FESETE presented and approved its project in the framework of the European application: Contributions to the elimination of discriminatory practices between women and men in employment relationships.

With the Title:

“Contributions to the elimination of discriminatory practices between women and men in employment relationships”

The duration of the Project is two years:
Start 01/03/2021 / End 28/02/2023.

Pormotor organization

FESETE

Federação dos Sindicatos dos Trabalhadores Têxteis, Lanifícios, Vestuário, Calçado e Peles de Portugal

Project Partners:

DISK Tekstil

Turkish Trade Union Organization

BDSZ - Trade Union of Mine, Energy and Industry Workers - Hungarian Trade Union Organization

IndustriALL

European Trade Union (Federação Europeia dos Sindicatos da Indústria) - Bélgica

Platform: “Contributions to the elimination of discriminatory practices between women and men in employment relationships”





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GENERAL OBJECTIVE

Empower the social partners, who represent the sectors and companies of the Textile, Clothing, Footwear and Leather, with tools that at Social Dialogue and the Collective Bargaining level makes possible to eliminate the stereotypes and persistent bias from the sectoral and company Collective Agreements (CA) in the companies and sectoral remuneration practices that promote a continuous wage inequality between women and men with a clear devaluation of female work, in the asymmetric division of family tasks, namely in the reconciliation of professional and family life, and thus guaranteeing equal opportunities between women and men in decision-making in all of the dimensions of family and professional life.

SPECIFIC OBJECTIVES

The action has its specific objectives based on the development of measures and activities related to the reinforcement of Social Dialogue and Collective Bargaining with the aim of mitigating situations of inequality between women and men, namely with regard to wage inequality and reconciliation of family and professional life. Thus, the specific objectives of this action are:

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1. Identify indicators for assessing situations of wage inequality in the textile, clothing, footwear and leather sectors and companies:

Activities:

- Develop a data collection instrument to support the characterization of the dimensions of the employment relationships contained in the agreements negotiated in each country;
- Develop the empirical instrument for collecting data to support sectoral empirical characterization in the socio-demographic and socio-professional dimensions;
- Application of data collection instruments;
- Evaluation of industrial relations in the sub-dimensions under analysis;

2. Contribute to the knowledge and information of leaders, union delegates and members of the collective bargaining boards, in terms of gender inequality, namely inequality in pay and opportunities between women and men, affirming equal opportunities:

Activities:

- Develop an information brochure on the topic of gender inequality / wage inequality in the Textiles, Clothing, Footwear and Leather sectors;
- Develop an information brochure embedded with the registered experiences of the project and addressed to the Social Dialogue and Collective Bargaining;
- Prepare a document of recommendations resulting from the conclusions of the assessment of wage inequality;

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3. Disseminate the results of the project with a view of promotion through sectoral and company collective agreements of equal opportunities between women and men in the labour market:

Activities:

- Creation of a transnational working group responsible for monitoring project implementation and organizing national information and networking activities
- Conducting information and dissemination sessions at the national level, addressed to the social partners (union and employers' organizations) of the results obtained;
- Organization of a European Seminar to close the project, alluding to the theme “Discriminatory practices between women and men in employment relationships and in reconciling professional and family life”
- Disseminate the results of the project to European social partners and sectoral social dialogue committees, namely IndustriAll;

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4. Contribute, with the support of information and communication technologies, to the dissemination of the project and the sharing of good practices in terms of equal opportunities between women and men

Activities:

- Creation of an online application with "Responsive" Design and adaptive to all devices, with dynamic content (interaction with the user);
- Publication and sharing of content with native distribution tools to the application;
- Implementation of a digital marketing strategy - graphics, documents, videos, e-book, newsletter, questionnaires / opinion surveys on the themes assigned to the project;
- Link the application to social networks and its implementation in the online application;
- Link the application to studies, and technical documents on the subject of the project, published by national and international organizations;
- Making tools available for videoconferencing, namely CISCO WEBEX - Microsoft TEAMS;

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Documents:

A3 Poster – EN

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A3 Poster PT

ITVCC
Indústrias Têxteis, Vestuário, Calçado e Curtumes

Contributos para a eliminação das práticas de discriminação nas relações de emprego entre Mulheres e Homens

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A3 Poster– HU

TRCB
Textil, Ruházat, Cipész és Bőrparipar

A Nők és Férfiak között tapasztalt munkahelyi diszkrimináció csökkentése, megszüntetése

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A3 Poster– TR

TGADS
Tekstil, Giyim, Ayakkabı ve Deri Sanayileri

İstihdam ilişkilerinde Kadın ve Erkek arasındaki ayrımcı uygulamaların ortadan kaldırılmasına katkılar

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