



TCFLI

Textiles, Clothing, Footwear and Leather Industries



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



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European Union

February @ 2023

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 social partners from the TCFLI with tools that:

- Makes possible, at the level of Social Dialogue and Collective Labor Bargaining, to eliminate from Sectorial and Company Collective Labor Agreements (CLA) the stereotypes and prejudices that still persist in the remuneration practices of companies and sectors;
- Promote continued equal pay between men and women;
- Ensure equal opportunities for women and men in decision-making in all aspects of family and professional life.

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For the operationalization of this objective, we have defined 4 specific objectives:

1. Identify indicators for assessing situations of wage inequality in the TCFLI;
2. Contribute to the knowledge and information of leaders, union delegates and members of the collective bargaining boards, in terms of gender inequality;
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;
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.

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Identify indicators for assessing situations of wage inequality in the TCFLI:

- It took place between March 2021 and July 2022;
- Resulting in the Document of Evaluation of labour relations in TCFLI in Portugal, Turkey and Hungary;
- Translated into English and Portuguese available in printed version and electronic version.



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Evaluation of Labour Relations at TCFLI in Portugal, Turkey and Hungary:

- At European level, the number of workers has been decreasing, between 2012 and 2020 they represent 11% fewer workers;
- Even in Turkey in recent years there has been a loss in the number of workers;
- Most of the TCFLI workforce is female, in 2020 in the EU they represented 67% of workers;
- Contrary to expectations, the number of companies in the EU between 2012 and 2020 registered a slight increase of 4% and represent 10% of the entire industry at European level;
- The gender pay gap at TCFLI in Portugal was 19%, 16% in Hungary and 8% in Turkey taking into account the Average Monthly Base Remuneration;

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- Collective bargaining in **PORTUGAL** occurs mainly at the industrial / sectoral level and is residual at the company level;
- Between 2000 and 2017 there was a significant loss in the number of Collective Bargaining Agreements (approximately 44%);
- It can be seen that many employers' associations have opted to make sectoral collective contracts expire, preventing their renewal;
- In **HUNGARY** we found that the predominant model is Company Agreements;
- Mostly, Company Agreements are only achieved in Large and Medium-sized companies, creating a void in small and micro companies; This void is largely due to 3 reasons: the lack of employers' associations in certain sectors; the lack of a mandate to negotiate on the part of the employers' associations and the will to want to maintain this decentralized model.
- In 2017, it was estimated that only 29% of workers were covered by a Collective Agreement;

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- In **TURKEY**, collective bargaining is also decentralized and takes place at company level;
- In order to proceed with a negotiation process, the union organization has to represent 50% of the workers of that company;
- The constant social instability made it difficult for trade union organizations in Turkey to organize workers. In 2013 the number of workers covered by a collective bargaining agreement reached its lowest point representing just over 5%;
- In 2021, the number of workers covered by a collective bargaining agreement reached almost 10%;

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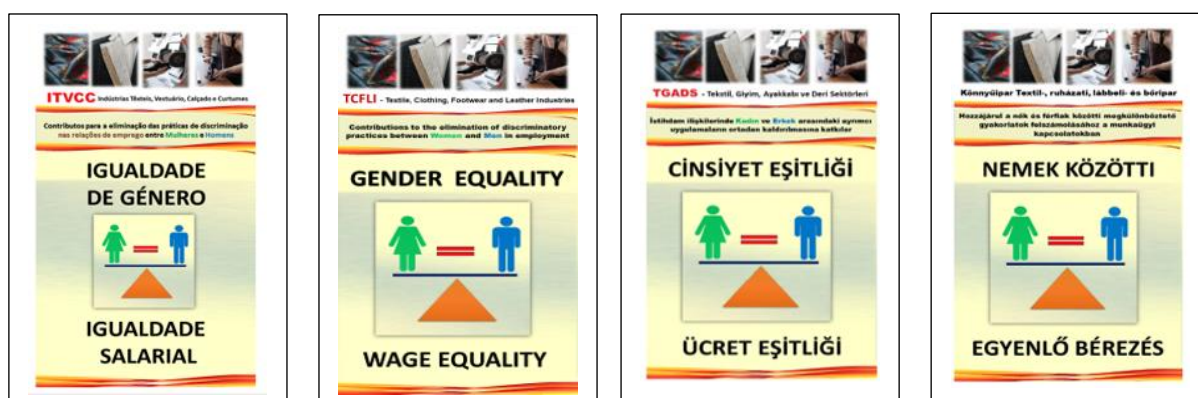




2. Contribute to the knowledge and information of leaders, union delegates and members of the collective bargaining boards, in terms of gender inequality:

- It took place between January 2022 and December 2022;
- Resulting in - **1 Informative Brochure** on the theme inequality of gender / salary inequality in the textile, clothing, footwear and Leather + **1 Informative Brochure** with the registered experiences of the project and directed to social dialogue and collective bargaining + **1 Document of Recommendations** resulting from conclusions of the evaluation of salary inequality;
- All documents have been translated into English, Portuguese, Hungarian and Turkish and are available in printed version and electronic version.

Develop an information brochure on the topic of gender inequality / wage inequality in the Textiles, Clothing, Footwear and Leather sectors.



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Develop an information brochure embedded with the registered experiences of the project and addressed to the Social Dialogue and Collective Bargaining.

ITVCC Indústrias Têxteis, Vestuário, Calçado e Curtumes

MAIS DIÁLOGO SOCIAL, MAIS NEGOCIAÇÃO COLECTIVA, MAIS TRANSPARÊNCIA, MAIS IGUALDADE SALARIAL

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

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MORE SOCIAL DIALOGUE, MORE COLLECTIVE BARGAINING, MORE TRANSPARENCY, MORE EQUAL PAY

Contributions to the elimination of discriminatory practices between Women and Men in employment

TGADS Tekstil, Giyim, Ayakkabı ve Deri Sanayileri

DAHA FAZLA SOSYAL DİYALOG, DAHA FAZLA TOPLU PAZARLIK, DAHA FAZLA ŞEFFAFLIK, DAHA FAZLA EŞİT ÜCRET

Sosyal Diyalog ve Toplu Pazarlık hedefleyen proje deneyimleriyle ilgili tanıtım kitapçığı

TRCB Tekstil, Ruhkızat, Çipso ve Bőrge

TŐBB SZOCIÁLIS PÁRBERZED, TŐBB KÖLÉRITV FÁRGOVÁLÁS, TŐBB ÁTLÁTHATOSÁG, TŐBB EGYENLŐ BÉREZÉS

Tájékoztató kiadvány a projekt során összegyűjtött tapasztalatokról, a szociális párbeszéd és a kollektív tárgyalások érdekében

Prepare a document of recommendations resulting from the conclusions of the assessment of wage inequality.

ITVCC Indústrias Têxteis, Vestuário, Calçado e Curtumes

Recomendações ao Diálogo Social e à Negociação Colectiva Sectorial e de Empresa

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

TCFLI Textile, Clothing, Footwear and Leather Industries

Recommendations to the Social Dialogue and to the Sectoral and company level Collective Bargaining

Contributions to the elimination of discriminatory practices between Women and Men in employment

TRCB Tekstil, Ruhkızat, Çipso ve Bőrge

Ajánlások a társadalmi párbeszédre, valamint az ágazati és vállalati kollektív béreljárásra

Tájékoztató kiadvány a projekt során összegyűjtött tapasztalatokról, a szociális párbeszéd és a kollektív tárgyalások érdekében

TGADS Tekstil, Giyim, Ayakkabı ve Deri Sanayileri

Sosyal Diyalog ve Toplu Pazarlık Yönelik ve Sektörel Alanda, Şirketlerde Toplu Pazarlıklara Yönelik Tavsiyeler

Sosyal Diyalog ve Toplu Pazarlık hedefleyen proje deneyimleriyle ilgili tanıtım kitapçığı

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In the composition of information brochures we try to define:

- Gender Discrimination (direct and indirect);
- Horizontal and vertical segregation;
- Equal pay for work of equal value;
- Salary Transparency;
- Conciliation of family and professional life;
- Equal distribution of family responsibilities;
- Wage gap between men and women;

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We also worked to:

- Identify the guidelines of the main structures regarding Social Dialogue and Collective Bargaining;
- Characterize the prevailing collective bargaining models in each of the countries and their evolution;
- Identify main difficulties posed to the promotion of Social Dialogue.

As a result of this work, **5 GUIDELINES** were created to support reflection and debate within the scope of collective bargaining in order to eliminate from negotiated Collective Agreements any practice that promotes discrimination, segregation and devaluation of the work carried out by women.

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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:

- It took place in two moments between March and April 2021 and July 2022 and February 2023;
- The creation of a transnational group responsible for monitoring and monitoring all project activities;
- Prepare and develop a dissemination, dissemination and debate session with social partners at the national level (in total 3 sessions, 1 Portugal + 1 Turkey + 1 Hungary were boosted);
- Organization of a seminar ““Discriminatory practices between women and men in employment relationships and in reconciling professional and family life”.

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:

- It took place between March and October 2021;
- As a result, an online application dedicated to transnational partnership and open to the community (with translation in English, Portuguese, Hungarian and Turkish);
- A page on social networks dedicated to the project.

Endereço Web | Web Address

Ligação Redes Sociais | Social network link:

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EUROPEAN WEBINAR

24TH FEBRUARY, 2023

Through video conferencing
Work language – English
Translation PT | TU | HU

WEBINAR AGENDA AND OBJECTIVES

According to the objectives of the project, this European Webinar is of extremely importance for the pursuit of its results and for this reason we call everyone to contribute and reflect to the following issues:

1. The monthly average wage in the predominantly male sectors (like leather and textile sectors) is higher than in the predominantly female sector (clothing and footwear sectors). Are women being target of horizontal segregation (concentration of women in certain sectors of activity which are not as highly valued socially)?
2. The gender pay gap in the predominantly male sectors is lower than in the predominantly female sector. Are Women being target of direct discrimination?
3. Are the professional categories in the TCFLI well classified and organized in the salary scale?
4. Does the Collective Agreements (sectoral or company level) protect women of direct and indirect discrimination?
5. In compliance with the regulations in force, how to guarantee effective salary transparency in companies?
6. How can Social Dialogue and Collective Bargaining contribute to more balanced relations between women and men in the conciliation of work and family life?

PROGRAM

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