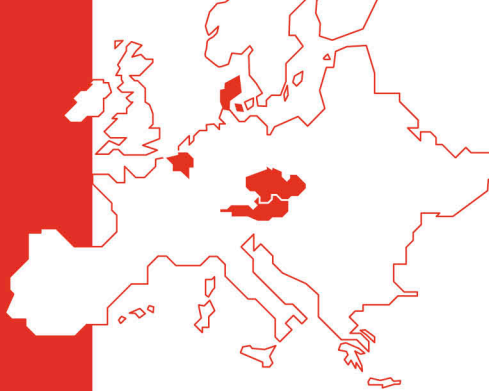


A WOMAN'S PLACE IS AT THE BARGAINING TABLE

Across Europe, women still earn 16% less per hour, on average, than men¹. Women workers face structural discrimination in both professional and personal settings that leads to less pay, fewer promotions, more part-time work and smaller pensions when they retire.



Czech women earn more with collective agreements

METAL INDUSTRY 17% MORE PAY
CAR INDUSTRY 35% MORE PAY



WOMEN TOGETHER AT WORK

Pay gap won't close for 54 years

Because women in the EU are paid less than men, they are effectively working for free from 4 November². Although the gap is slowly closing, the pace of change is glacial: at the current rate, the gender pay gap will not disappear in Western Europe until the year 2074³.

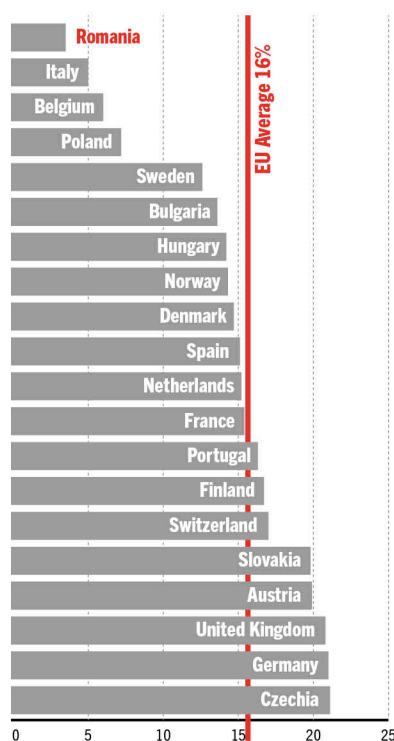
Women work less or not at all because of care obligations

The reasons for this persistent inequality lie in a history of overt discrimination and in the continuing expectation that women perform the majority of unpaid domestic work and childcare. Women workers are four times more likely to be working part-time and are less likely to be in employment. When asked, 44% of women said they worked part-time because of family or care responsibilities and a third who did not work cited the same reasons for not seeking employment⁴.

Trade unions winning real equality

Trade unions have long been fighting for equal rights for women at work. International Women's Day, held every year on 8 March, started as a day of workers' action over a century ago. Today, unions are fighting for equal pay and better rights for women. By winning agreements with employers that

Gender pay gap in unadjusted form. Eurostat Jan 2020



protect against discrimination, particularly when it comes to pregnancy and childcare, unions are striving for real equality.

Austria

The gender pay gap is above the EU average at 19.9%. For this reason, unions have made it a priority to negotiate agreements to close the difference between men and women's earnings.

Women still make up a disproportionate number of low-paid workers. The PRO-GE trade union set a minimum pay threshold of €1,500 a month in 2019, rising to €1,700 a month in 2020. The strategy has already born fruit with a €2,000 monthly minimum wage agreed in the metal, industry and mining sectors. By focussing on raising pay for the poorest workers, Austrian unions are closing the pay gap by putting more money in women's pockets.

Unions have also made deals which allow night workers to transfer to daytime working where they have children under twelve for whom they cannot get childcare.

Czech Republic

The average wages for women working in the metal industry with a collective agreement are 17% higher than those of women on individual contracts. Companies which have signed up to a collective agreement also have smaller gender pay gaps.

In the car industry, the data is even more striking: women in companies with an agreement are paid 35% more than in firms without one. On average, this means women covered by agreements earn €4,520 more a year.

Women working in car manufacturing also work four hours less a month when they are covered by an agreement. That's equivalent to an extra week off a year

Denmark

In Denmark, the industry-wide agreement for industrial sectors provides four weeks of pregnancy leave before the baby is due and fourteen weeks of maternity leave with full pay after the child is born. Workers are entitled to thirteen weeks additional parental leave that can be split between both parents. To make use of the full amount, both parents must take leave. This encourages fathers to take time off, as well.

The agreement also guarantees equal pay for men and women, bans discrimination due to pregnancy and implements robust procedures for challenging instances of discrimination. Furthermore, it recognises that indirect discrimination may occur through

measures that, although not meant to treat women differently, may prejudice women unintentionally. The agreement takes steps to monitor and rectify the situation where indirect discrimination occurs.

Belgium

The agreement in the petroleum sector gives the same rights to non-biological co-parents as to birth parents. This is a particular boon for LGBT+ couples: for example, the non-biological mother of a child in a lesbian couple receives the same parental leave as the biological mother.

Where expectant mothers are unable to work due to pregnancy, their wage is guaranteed at 90% of their salary.

Thanks to the collective agreement in the chemical sector, if a worker has to take on a different role because they are pregnant, the salary is maintained at the same level. On returning from maternity leave, a worker has to be returned to their previous job or given an equivalent role.



¹ <http://bit.ly/39ntzDE> ² <https://www.equalpayday.be/europa/> ³ <http://bit.ly/2viMr8k> ⁴ <http://bit.ly/20FQz9e>