

WHY?

The European social partners, ETUC¹, BUSINESSEUROPE, UEAPME and CEEP, are committed to and have a key role to play in enhancing gender equality on the labour market and in the workplace.

Equality between women and men is a fundamental principle on which the European Union has been built. Over the years, equal treatment legislation has grown to form a coherent legal framework. This is the backbone for more equal participation of women and men in Europe's economies and societies.

On this basis, significant progress has been achieved towards gender equality across Europe, and the EU has played a positive role.

However, despite the progress made over the last decades, women's employment rate is still below 60% in most EU countries, compared with almost 75% for men in 2012.

It is therefore still far from the 75% employment target of the Europe 2020 Strategy. This is an important untapped pool of talents, an undervaluation of women's potential, including as a source of innovation. This also represents missed opportunities for enterprises and economic growth.

The challenge is not only to encourage women to become or remain active on the labour market but also to progress. This can only be achieved by an integrated approach, combining measures to promote labour market participation with measures to ensure equal treatment in employment, and actions to allow men and women to combine professional and family responsibilities.

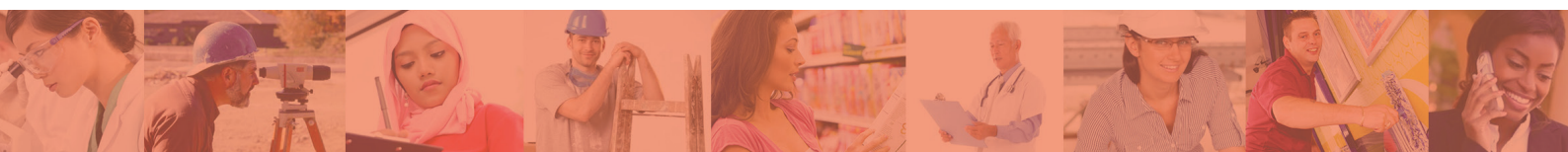
In 2005, we signed a Framework of Actions on Gender Equality. This is an action-oriented tool providing a joint platform for actions to promote gender equality by European and national social partners.

In our work programme for 2012-14 we agreed that further action is needed to address remaining inequalities between women and men including the gender pay gap. At the same time, we recognised that the four priorities jointly identified in our framework of actions in 2005 remain valid and essential. This is how the idea of this toolkit emerged.

Its objective is to provide knowledge and understanding of successful initiatives initiated by our members at the workplace or by themselves, by building on the results obtained through our Framework of Actions on Gender Equality. The toolkit is meant to inspire and serve as a catalyst for the design, negotiation and dissemination of effective measures in different enterprises and working environments.

Explicitly addressing gender equality through social partners' actions, at the appropriate levels and in line with national industrial relations practice, such as social dialogue, collective bargaining, joint statements, recommendations, projects, etc., contributes to the ultimate goal, of speeding up the process of reaching gender equality in reality.

¹ and the liaison committee Eurocadres/CEC



WHAT IS IT?

100 BEST PRACTICES

25 EUROPEAN COUNTRIES

4 GENDER EQUALITY PRIORITIES

A one-stop online facility promoting a selection of a wide range of practices initiated at workplace level or by national social partners. The toolkit is linked to the four interconnected priorities of the Framework of Actions:

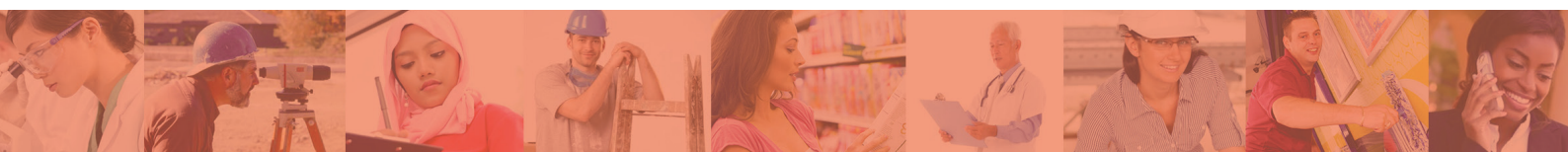
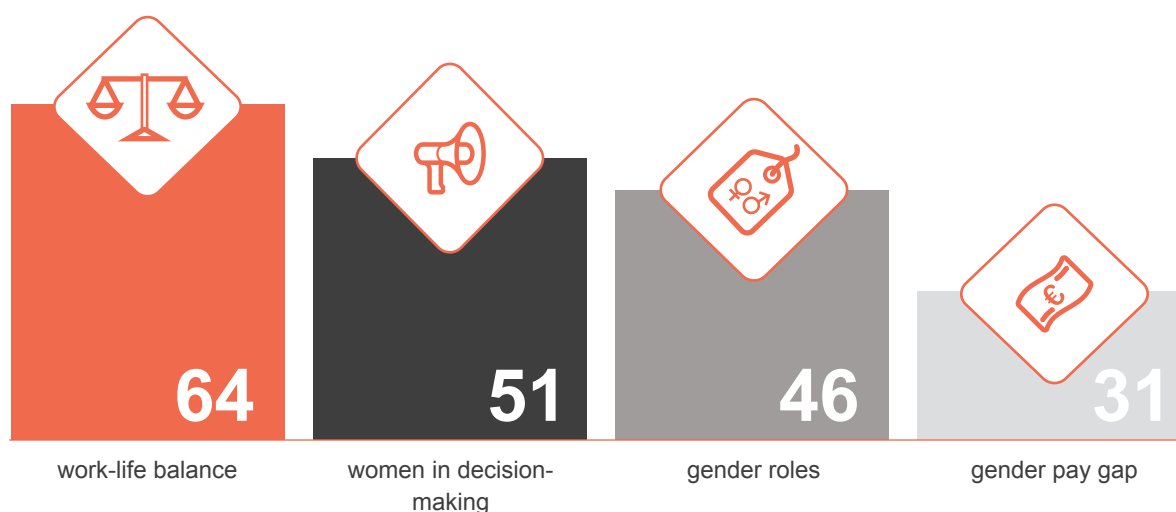


The toolkit catalogues a multitude of best practice initiatives, with a balanced perspective, in 25 different European countries, from all kinds of sectors, from large to micro enterprises, from all the different national social partners based on unilateral, bipartite and tripartite actions. Most of these have received local or national recognition for fostering gender equality.

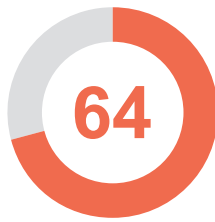
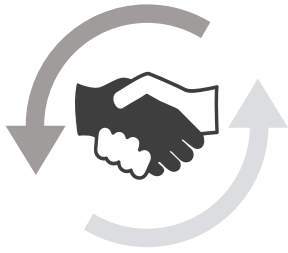
KEY FIGURES

INITIATIVES BY PRIORITY*

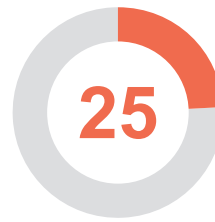
**Cases can cover different priorities.*



INITIATIVES BY AGREEMENT TYPE



unilateral
employers or trade union
initiatives



bipartite
agreements



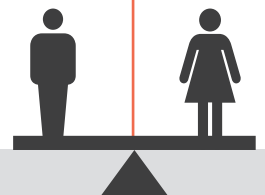
tripartite
agreements

INITIATIVES BY COUNTRY

Austria	9	Finland	1	Latvia	2	Sweden	5
Belgium	7	France	6	Netherlands	2	Switzerland	1
Bulgaria	2	Germany	12	Norway	1	Turkey	2
Croatia	1	Greece	2	Portugal	1	United Kingdom	6
Cyprus	4	Hungary	1	Romania	1		
Czech Republic	1	Ireland	4	Slovenia	3	Europe	6
Denmark	4	Italy	10	Spain	6	TOTAL	100

FOR WHOM?

National and European social partners • HR managers • gender equality practitioners and experts • governments • policy makers • public institutions • workers' representatives • trade unions • professional organisations.



HOW TO USE IT?

Available online via Employers' Resources Centre and ETUC Resource Centre.

WWW.ERC-ONLINE.EU/GENDERTOOLKIT

WWW.RESOURCECENTRE.ETUC.ORG/GENDERTOOLKIT

Search by different selection options: priority, country, activity sector, organisation type and size. Download each practice and make good use of it.