



A Toolkit for Gender Equality in Practice - Initiative

FNAC

Equality Plan

Summary of the initiative

Fnac is a European leader in the distribution of technological and cultural products.

Fnac Spain has built a corporate culture on the commitment to equal treatment and opportunities for women and men. Thus, all processes and HR policies are based on the training and development of people on equal terms, regardless of sex, race, marital status, national origin, disability, political or religious creed.

The company had adopted an Equality Plan, a set of measures of equality and positive actions, which seeks to integrate the principle of equality between women and men in the company.

The characteristics that govern the Equality Plan are: it is designed for the entire workforce, not aimed exclusively at women, adopts gender mainstreaming as one of its guiding principles and a strategy for effective equality between women and men. This involves incorporating a gender perspective in the management of the company in all policies at all levels.

Participation through dialogue and cooperation of the parties (company management, the social and the entire workforce) is considered as one of its basic principles. It is preventive, eliminates any possibility of future discrimination by reason of sex. It has internal consistency, is dynamic and open to change depending on the needs that arise from monitoring and evaluation.

Part of the company's commitment is to guarantee human resources and materials necessary for their implementation, monitoring and evaluation.

The plan also includes 'Equal pay for work of equal value', which means that the employer has the obligation to offer equal pay for the provision of equal work. Be it directly or indirectly, wage or non-wage, there may never be discrimination based on sex under any circumstances.

Priorities

Addressing gender roles, Promoting women in decision-making, Supporting work-life balance, Tackling the gender pay gap

Sector(s)

Retail trade, except of motor vehicles and motorcycles

Type

Enterprise initiative

Country

Spain





Model of social partnership

Bipartite

Launch date

N/A

Number of employees

>250

References

BOLETÍN OFICIAL DEL ESTADO, resolución de 8 de febrero de 2013, de la Dirección General de Empleo, por la que se registra y publica el Plan de igualdad entre mujeres y hombres de Grandes Almacenes FNAC España, SA.

This initiative was submitted by:

UGT (ETUC)

Website

<http://www.fnac.es/>