



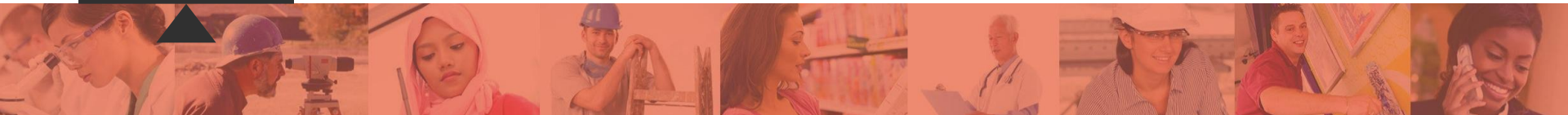
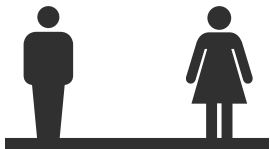
# A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

100 initiatives by social partners and in the workplace across Europe



# A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

100 initiatives by social partners  
and in the workplace across Europe



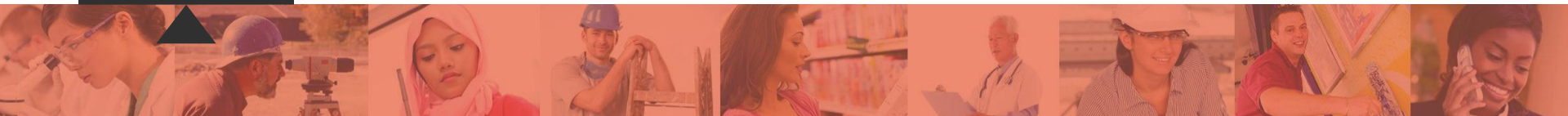
# A TOOLKIT FOR GENDER EQUALITY IN PRACTICE



**Cinzia Sechi**  
Adviser, ETUC



**Guillaume Cravero**  
Adviser, BUSINESSEUROPE





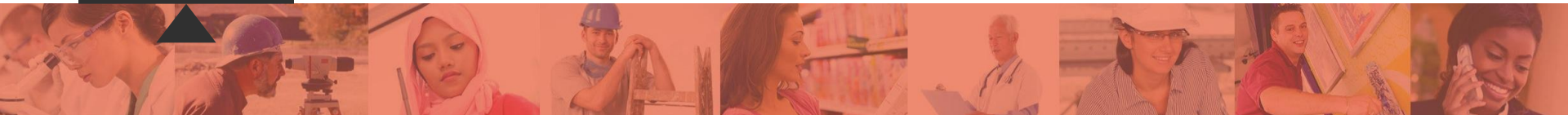
# A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

100 initiatives by social partners and in the workplace across Europe



# BACKGROUND

- EU social partners committed to achieve equality between women and men
- Several challenges remain to achieve gender equality
- Various instruments at EU level
  - Legislation
  - EU social partners' joint instruments
- Framework Agreements
  - part-time, parental leave, telework...
- Framework of Actions on Gender Equality
  1. Gender roles
  2. Decision-making
  3. Work-life balance
  4. Gender pay gap



# BACKGROUND

- EU social partners work-programme 2012 - 2014

## 3. Gender Equality

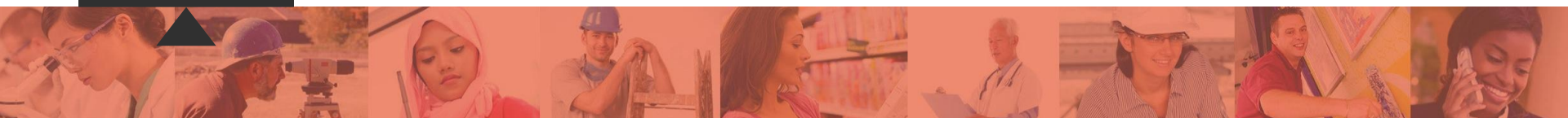
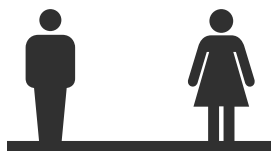
Social partners agree that further action is needed to address remaining inequalities between women and men including the gender pay gap.

To meet this end, social partners will continue to act on the four priorities agreed in the 2005 framework of actions on gender equality which remain valid and essential.

They will build on successful experiences identified at enterprise level in the implementation of the framework of actions such as a toolkit to help the setting up of measures.



- Gender Equality Toolkit = catalyst



# WHAT IS THE TOOLKIT?

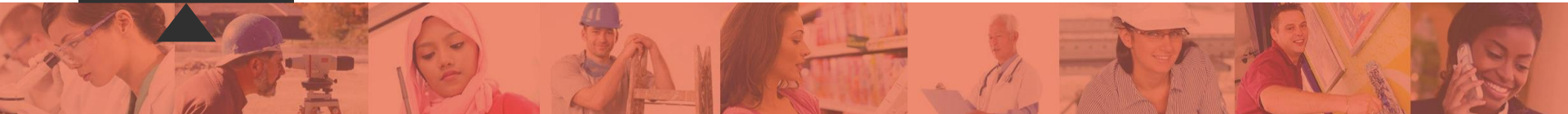


CONFEDERATION  
**SYNDICAT  
EUROPÉEN  
TRADE UNION**

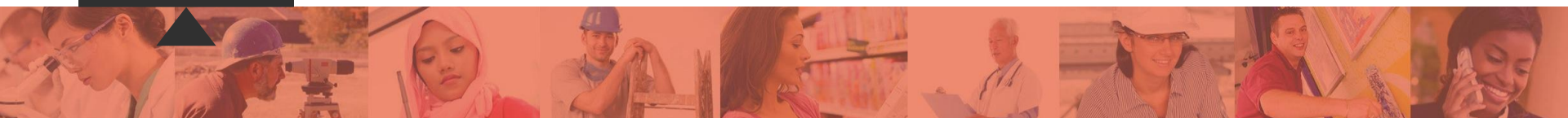
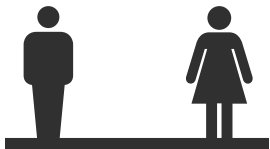
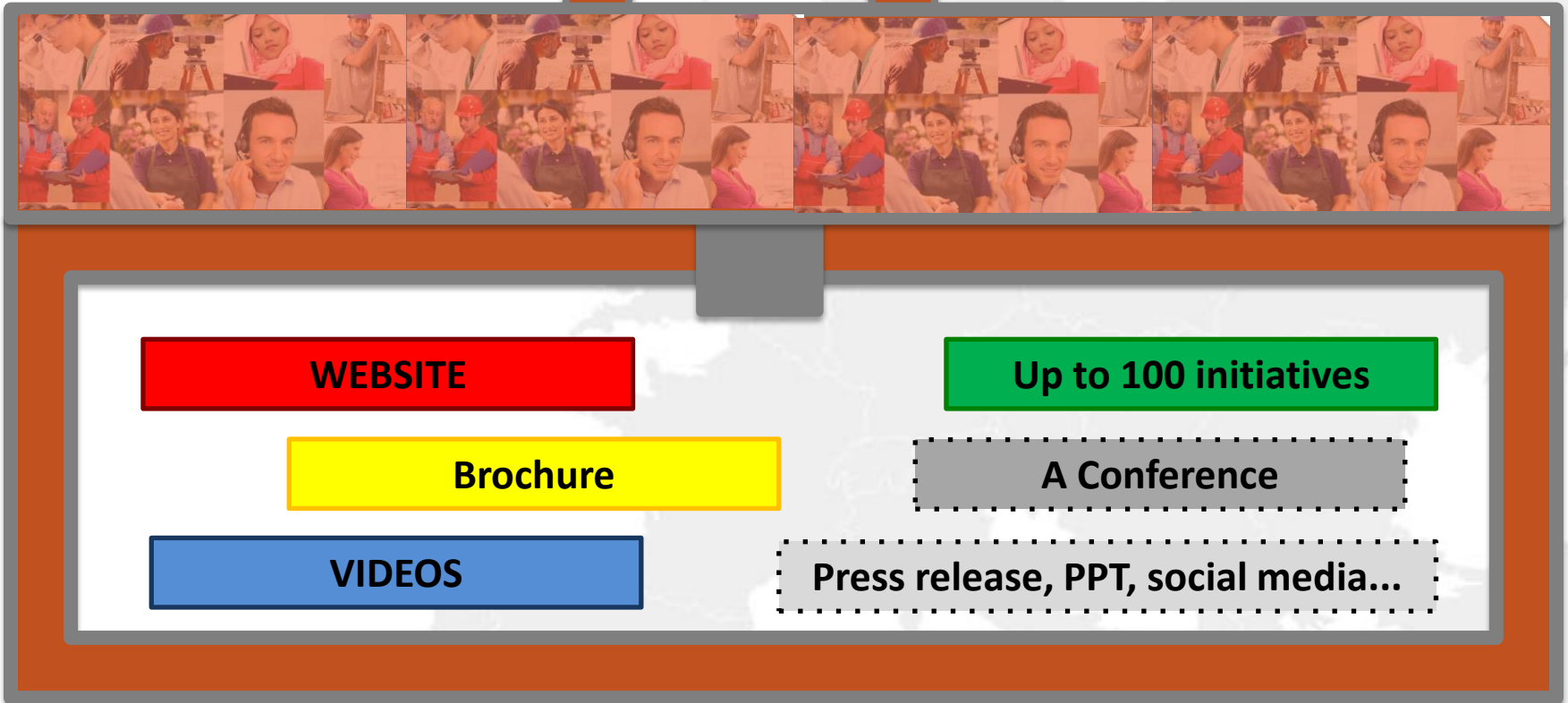
**BUSINESSEUROPE**

**ceep** Your voice.  
Your interests.  
Your future.

**UEAPME**



# WHAT IS IT?





# BROCHURE

**INITIATIVE**

## A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

100 initiatives by social partners and in the workplace across Europe

INITIATIVE BY EUROPEAN UNION / EUROPEAN COMMISSION, DEPARTMENT OF ECONOMICS AND FINANCE

## WHY?

The European social partners, ETUC, BUSINESSEUROPE, CEPRIF and CEPF, are committed to have a key role to play in achieving gender equality in 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 solid legal framework. This is the backbone for more equal participation of women and men in Europe's economic and social life.

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

However, important progress made over the last decades, on men's employment rate to still below 70% in most EU countries, compared with about 75% for men in 2012.

It is therefore vital for them the 75% employment target of the Europe 2020 strategy. This is an important unshared goal of them, an underachievement of women's potential, including as a source of innovation. This also represents missed opportunities for innovation and economic growth.

The challenge is not only to encourage women to become more 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 attract and retain, to combine professional and family responsibilities.

In 2008, we signed a renewed coalition on Gender Equality. This is an international best practice example platform for action to promote gender equality by European and national social partners.

In our next 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 action in 2008 remain valid and essential. This is how the idea of this toolkit emerged.

We aim to provide knowledge and understanding of successful initiatives initiated by our members on the workplace or in the markets, by building on the results obtained through our Framework of Action on Gender Equality. The toolkit is meant to inspire and serve as a catalyst for the design, replication and dissemination of effective measures in different companies and working environments.

Effectively addressing gender equality through social partners' actions, at the appropriate levels and in line with national industrial relations practices, such as sector dialogues, collective bargaining, joint statements, recommendations, public etc., contributes to the ultimate goal of opening up the promise of working gender equality to all.

SYNDICAT EUROPEEN TRADE UNION | BUSINESSEUROPE | CEPRIF | CEPF

## WHAT IS IT?

**100 BEST PRACTICES** | **25 EUROPEAN COUNTRIES** | **4 GENDER-EQUALITY PRIORITIES**

A one-stop online facility providing a selection of a wide range of practices related at national level or by national social partners. The toolkit is built in the four interconnected priorities of the Framework of Action:

- 1 Addressing gender roles
- 2 Promoting women in decision-making
- 3 Improving work-life balance
- 4 Tackling the gender pay gap

The toolkit addresses a multitude of best practice initiatives, with a balanced perspective, in 25 of the most European countries. Not all kind of sectors, have long to make progress, nor all of the different national social partners based on voluntary, flexible and adaptive actions. Most of them have received local or national recognition for boosting gender equality.

## KEY FIGURES

**INITIATIVES BY PRIORITY\*** (Data from one initiative per country)

work-life balance	gender roles	women in decision-making	gender pay gap
62	48	47	26

## INITIATIVE BY AGREEMENT TYPE

61 initiatives by social partners  
21 initiatives by national governments  
4 initiatives by social partners

## INITIATIVES BY COUNTRY

Austria	0	France	1	Latvia	0	Sweden	0
Belgium	0	Germany	0	Netherlands	0	Switzerland	1
Denmark	0	Denmark	10	Norway	1	Turkey	0
Denmark	0	Denmark	2	Poland	0	United Kingdom	0
Cyprus	0	Hungary	1	Finland	0		
Czech Republic	1	Ireland	0	Slovenia	0	Spain	0
Denmark	0	Italy	0	Spain	0	100%	100

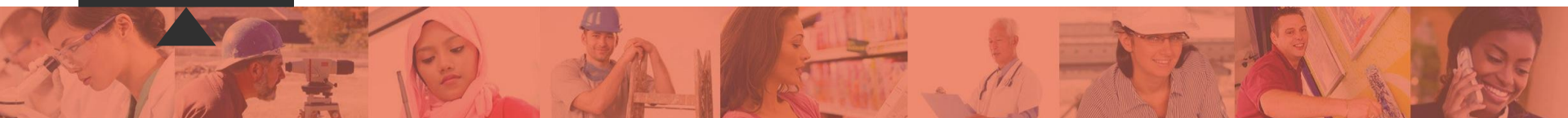
## FOR WHOM?

National and European social partners - HR managers - gender equality practitioners and experts - governments - policy makers - public institutions - trade unions - social partners - professional organisations

## HOW TO USE IT?

Available online via **Baglyarov's Resource Centre** and **ETUC Resource Centre**.

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



# KEY FIGURES

**100** BEST PRACTICES

**25** EUROPEAN COUNTRIES

**4** GENDER EQUALITY PRIORITIES



Addressing **gender roles**



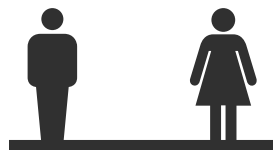
Promoting **women in decision-making**



Supporting **work-life balance**



Tackling **the gender pay gap**

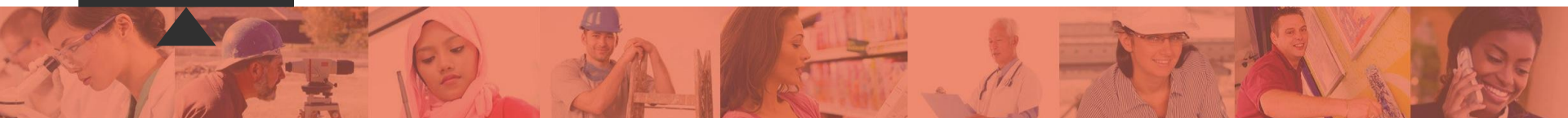


CONGREGATION  
**SYNDICAT EUROPEEN**  
TRADE UNION

**BUSINESSEUROPE**

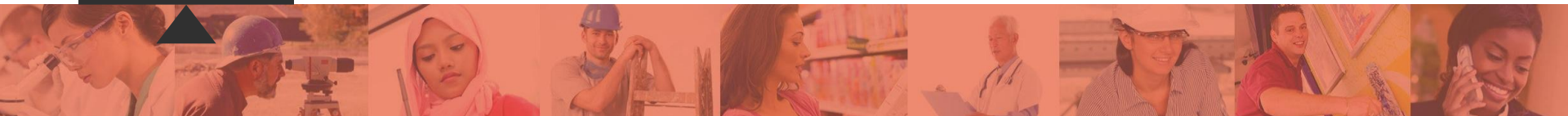
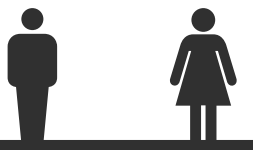
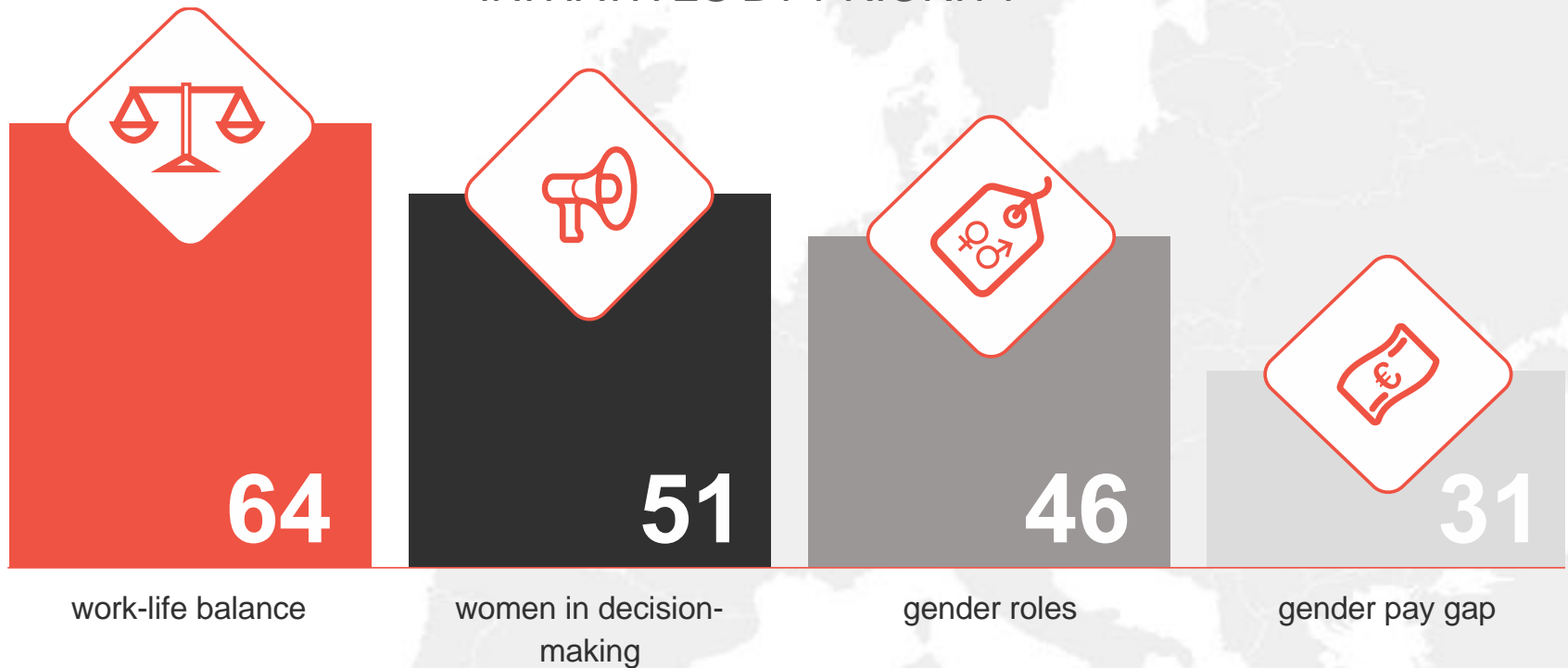
**ceep** Your voice.  
Your interests.  
Your future.

**UEAPME**



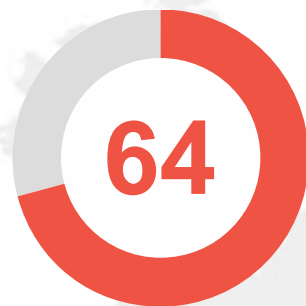
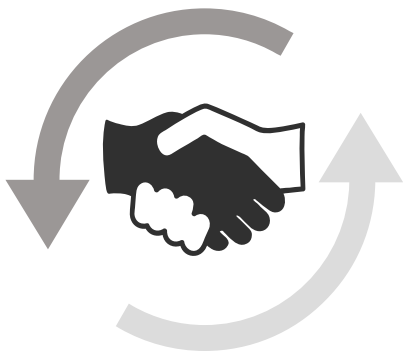
# KEY FIGURES

## INITIATIVES BY PRIORITY

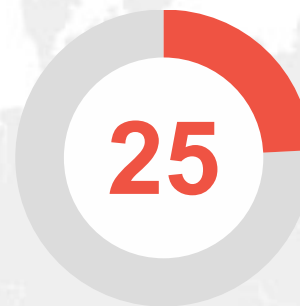


# KEY FIGURES

## INITIATIVES BY AGREEMENT TYPE



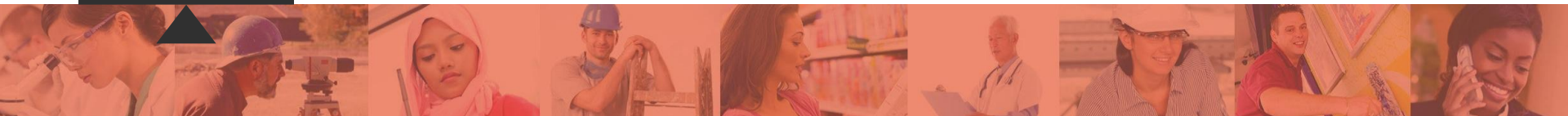
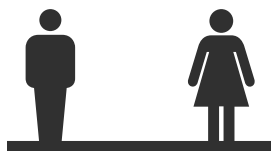
unilateral  
employers or trade union  
initiatives



bipartite  
agreements



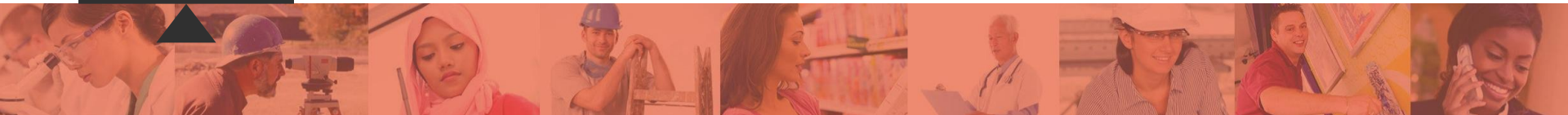
tripartite  
agreements




# KEY FIGURES

## 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	Turkye	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



# WEBSITE DATABASE

 **A Toolkit for Gender Equality in Practice** Home | Priorities ▾ | **Initiatives**

## Initiatives

**Search the database** 



Keyword:  Type:

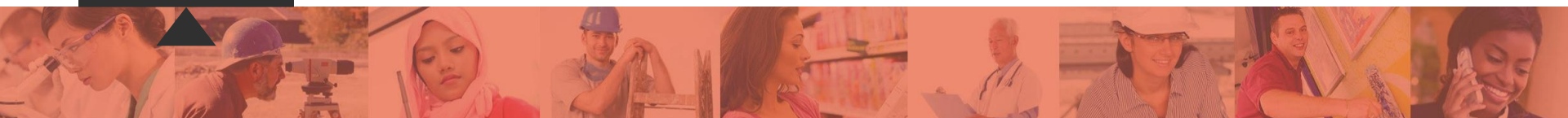
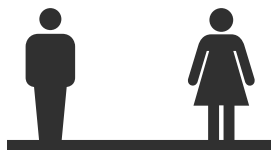
Priority:  Activity sector:

Country:  Organisation size:

[Search the database](#) [Reset](#)

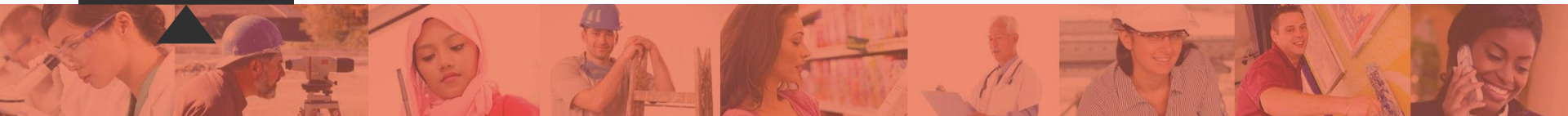
**Search results: 27 result(s)**

Organisation ▾	Type ▾	Sector ▾	Country ▾	View	Download PDF
Athena Swan Charter for Women in Science	Social Partners	Higher Education	United Kingdom		
FNAC	Entreprise initiative	Retail trade, except of motor vehicles and motorcycles	Spain		



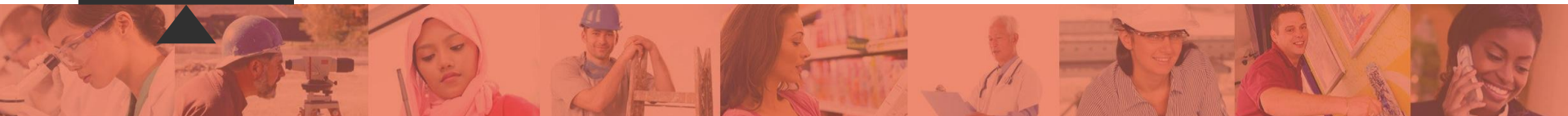
# FOR WHOM?

- 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?

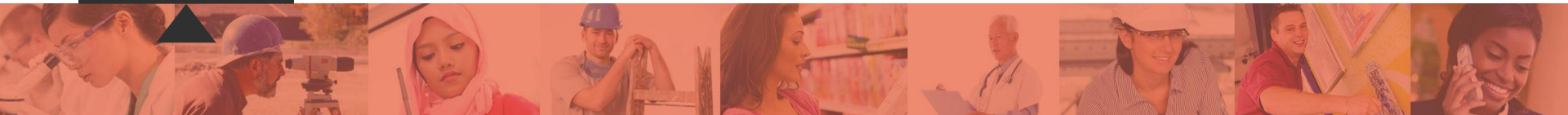
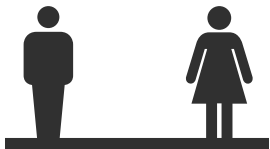
- Available online via
  - Employers' Resources Centre  
[WWW.ERC-ONLINE.EU/GENDERTOOLKIT](http://WWW.ERC-ONLINE.EU/GENDERTOOLKIT)
  - ETUC Resource Centre  
[WWW.RESOURCECENTRE.ETUC.ORG/GENDERTOOLKIT](http://WWW.RESOURCECENTRE.ETUC.ORG/GENDERTOOLKIT)
- Download each practice and make good use of it!





# WHAT'S NEXT?

- Check initiatives and get back to us with your feedback
- Aim to finalise before the next Social Dialogue Committee of 25 June
- Disseminate information to your affiliates and more widely
- Updates foreseen in the upcoming integrated projects 2014-16



# THANK YOU!

Ms Cinzia Sechi

**ETUC**

Bvd du Roi Albert II, 5  
B-1210 Brussels

Tel: +32 (0)2 224 04 68

Fax: + 32 (0)2 224 04 54

Email: [csechi@etuc.org](mailto:csechi@etuc.org)

Mr Guillaume Cravero

**BUSINESSEUROPE**

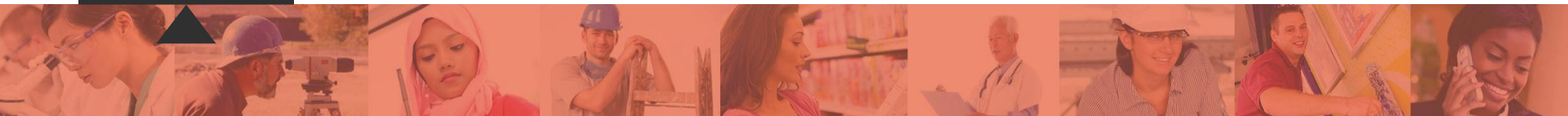
Av. de Cortenbergh, 168  
B-1000 Brussels

Tel: +32 (0) 2 237 65 92

Fax: +32 (0) 2 231 14 45

Email:

[g.cravero@businessseurope.eu](mailto:g.cravero@businessseurope.eu)





# Thank you!



## A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

100 initiatives by social partners and in the workplace across Europe

