



# A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

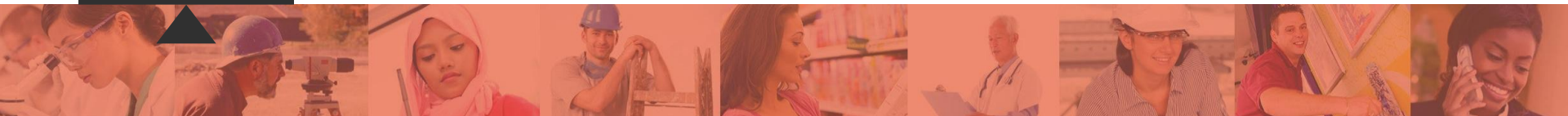
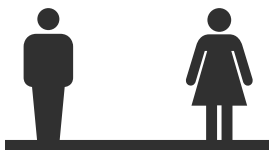
100 initiatives by social partners and in the workplace across Europe



# ROUND TABLE

Initiatives by social partners and in the workplace across Europe

A TOOLKIT FOR GENDER EQUALITY  
IN PRACTICE

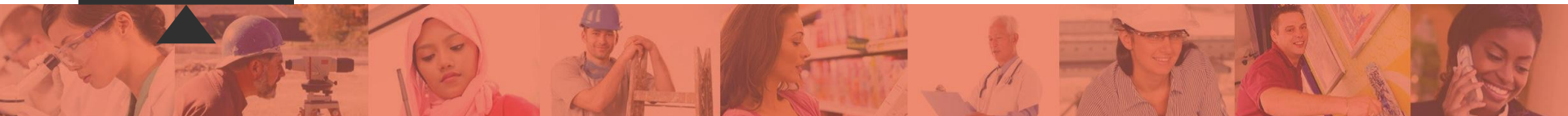
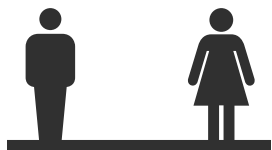


# INITIATIVES BY SOCIAL PARTNERS AND IN THE WORKPLACE



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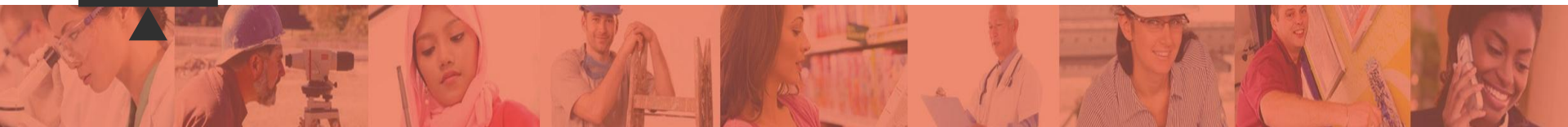
**GDF SUEZ TRANSNATIONAL AGREEMENT ON GENDER EQUALITY**  
**NADJA SALSON, EPSU POLICY OFFICER**  
**7 MAY 2014, MADRID**





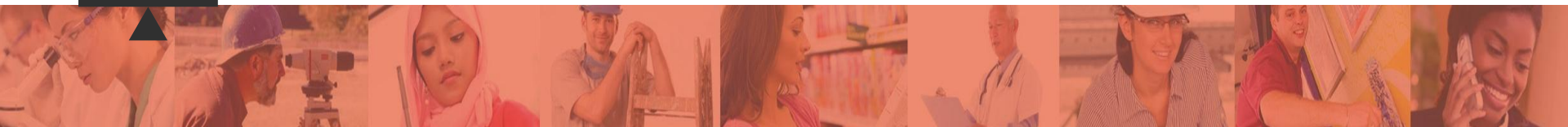
## GDF SUEZ TRANSNATIONAL AGREEMENT: BACKGROUND & OBJECTIVES

- 215 EU/International texts mainly on fundamental rights, CSR, of which few binding agreements, and fewer on gender equality- Danone, Total, Areva, Suez
- GDF Suez: global top leading French utilities company, 133 400 employees (2012) in 21 European countries – 19 % of women with large country variations, overrepresentation in admin/lower levels
- Management-led initiative, linked to merger GDF-Suez
- Trade union negotiating group, representatives of 13 countries - Belgium, Czech Rep, Finland, France, Germany, Hungary, Italy, Netherlands, Norway, Romania, Spain, Sweden, UK + 3 European trade union federations; EPSU, INDUSTRIALL, CEC
- Trade union objective : to improve Suez gender equality/diversity agreement, more concrete
- Agreement on both sides to reach qualitative and quantitative objectives
- 9 negotiation meetings over Dec 2010- April. 2012
- Interpretation/translation in 13 languages



# MAIN CONTENT OF AGREEMENT

- gender equality in practice via regular social dialogue at all levels, going beyond national, EU and International legal framework, impact on mentalities
- To reduce and eradicate gender equality gaps, issue of equal rights, HRM, performance, innovation ( green jobs)
- Issues covered
  - ✓ Equal pay for same job or of same value, pay transparency, addressing pay gaps in 3 months maximum (individual)- total package of pay elements
  - ✓ Recruitment and career development: positive action  $>$  or  $=$  30% of women of total workforce ( on fixed term contracts) by 2015 ; 25% of female managers by 2015; 35% of future leaders
  - ✓ work/life balance: maternity, paternity, parental leave; part-time & promotion of access to full time jobs
  - ✓ Training
  - ✓ Sexual harassment
  - ✓ subcontracting



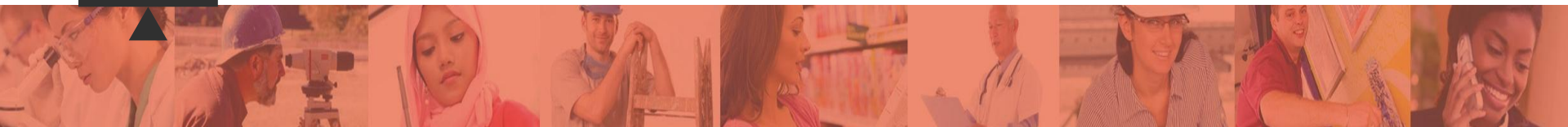
# HOW

- Role of trade unions, social dialogue
- Equality plans at company level negotiated by trade unions &/or works councils and management,
- Plans to be reviewed every year on the basis of jointly defined equality indicators wages, training, working time, part-time work, parental leave
- Dissemination ( large launch conference, November 2012)
- training on equal opportunities of management ( middle) and trade unions
- unions commit to increase Nr. of women in their delegation
- European follow up committee: 20 representatives - ETUF, trade unions, management and expert - annual review on the basis of equality indicators – first meeting on 30-31 May 2013
- Non compliance= referred to ETUF for meeting with management



# DIFFICULTIES AND SOLUTIONS

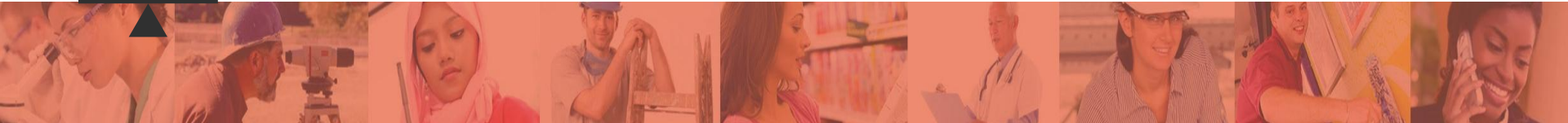
- Coverage/threshold of application
    - Agreement applies to all employees in EU/EEA and candidate countries at trade union request
    - equality plans for > 300 employees 12 months after entry into force ( by 5 June 2013), for > 150 employees 24 months ( by 5 June 2014)
  - Gender pay gap: issues of data on pay and pay gap ; Gender equality indicators and earmarking a budget to reduce gender pay gap : unfinished discussion
  - Employers are more comfortable to “ feminise” jobs than “ masculinise” jobs typically held by women
  - Paternity leave: no agreement on minimum No of days but recognition of added-value + study 6 months after signing of the agreement
  - Reference to gender balanced TU delegations
  - Resources to follow up and promote implementation of the agreement
  - Negotiation of agreement: education in itself
- Overall, mutual positive assessment, agreement signed in June 2012





# IMPLEMENTATION

- Follow up meeting, May 2013: mitigated, piecemeal results
- 3 groups of countries
  - discussions trade union/management led to an agreement.
  - discussions but no agreement ( yet)
  - no discussions
- Few local equality plans
- Selective Vs Holistic approach, most progress with increasing number of women in higher positions, little evidence on target to increase overall number of women including in green jobs, in some countries discussions focused on equal pay, in others practical issues e.g. lack of sanitation for women.
- results of study on paternity and parental leave: clarification of terminology, overview in all countries and actual take up of paternity and parental leave in GdfSuez; importance of management as “role model”; in most countries entitlement to paid paternity leave, but level of pay determines take up. Management agreed to come back to trade union proposal for a right to paid paternity leave across all subsidiaries
- Sticking issue: pay statistics, discussion on relevance of national aggregate figures that hide subsidiary variations but trend indicator



# RECOMMENDATIONS

- ✓ Need to go beyond a mere compilation of good practices
- ✓ to develop universal sustainable application, group identity
- ✓ To address pay to address gender pay gap
- ✓ Training, awareness raising, common understanding, group identity
- ✓ Effective social dialogue incl. collective bargaining at all levels i.e. local/company, regional, national, EU-wide and global: complementarity
- ✓ Next follow-up committee meeting: 2 July 2014, please see <http://www.epsu.org/r/260>





# Thank you!



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