

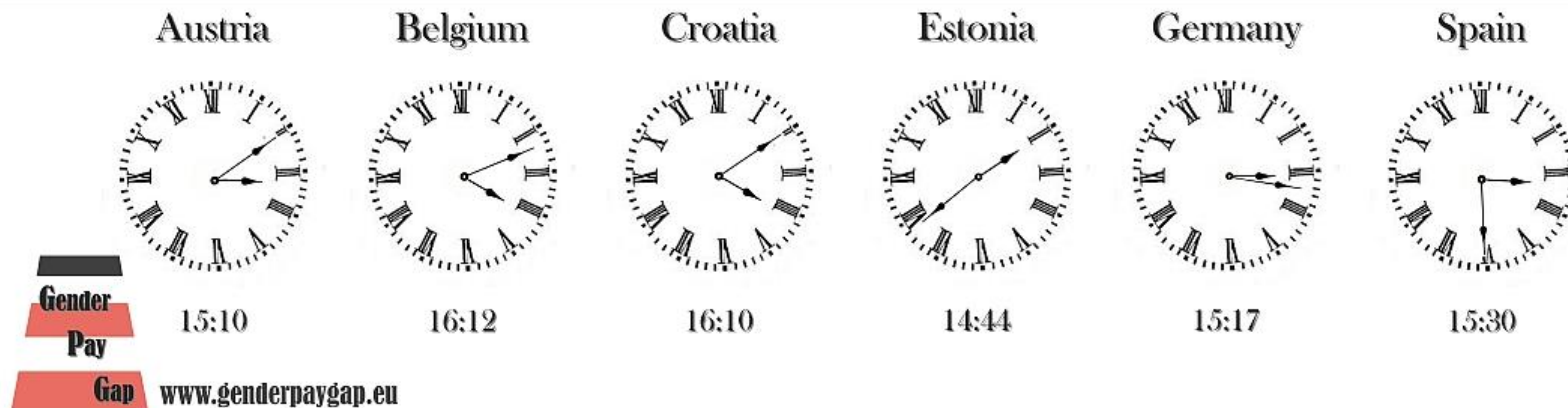
Gender Pay Gap: New Solutions for an Old Problem

Developing Transnational Strategies Together with Trade Unions and Gender Equality Units to Tackle the Gender Pay Gap

Spanish Action Plan: findings, learning and future

Cristina Castellanos Serrano

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SPAIN: ACTION PLAN to reduce GPG

OBJECTIVES:

- Exchange of experiences, findings, tools and learning
- Awareness raising
- Support the process of collaboration among agents to close the GPG

ACTIONS:

- Individual contacts and meetings with different agents
- Video
- Awareness raising in Equal Pay Day
- Gender wage watchers
- Mapping of national projects on GPG
- From national seminar to **working round-table on GPG: next steps**



Spanish case: could further collaboration reduce the GPG?

Action research: How to close the gender pay gap?

GPG is a structural problem → Need for structural solutions

National working round-table with civil society, trade unions, universities, employers' associations and institutional representation to reflect on learnings and think/plan future actions:

- Sharing previous steps and findings
- Who can act together?
- What to do?
- How? When?

OBJECTIVE: Support coordination and collaboration among agents already approaching GPG in their activity



Spanish case: could further collaboration reduce the GPG?

Agents involved in **working round-table on GPG** (May 26th 2016):

- Civil society, feminist organisations: PPIINA (project associate partner),
- Trade unions: UGT, UGT Catalunya
- Employers' associations: ATA, CEHAT
- Universities: CEU
- Spanish Women's Institute



Women's Council of Madrid



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LINKS to tools and information on GPG:

CIVIL SOCIETY:

- Plataforma por Permisos Iguales e Intransferibles de Nacimiento y Adopción - PPIINA: Platform for Equal & Non-Transferable Parental Leave - PLENT
<http://igualeseintransferibles.org/> <http://equalandnontransferable.org/>

INSTITUTIONAL APPROACH:

- Instituto de la Mujer y para la Igualdad de Oportunidades:
<http://www.igualdadenlaempresa.es/>

UNIVERSITIES:

- Universidad San Pablo CEU: Mind the Gap <http://sinbrechasalarial.com>
- Universidad de Valencia: Brecha de cuidados <http://gpggcg.blogs.uv.es/>
- Universidad de Córdoba. Sector Turismo:
<http://www.catedraintercultural.org/?q=es/node/59>
<https://www.uco.es/servicios/comunicacion/actualidad/itemlist/tag/Turismo%20rural>



LINKS to tools and information on GPG:

TRADE UNIONS:

- CCOO: Acction Equal Pay http://www.ccoo.es/Proyecto_Acction_Equal_Pay
- UGT: Herramientas para Combatir la Brecha Salarial <http://www.igualretribucion.es>
- UGT Catalunya: Una brecha sin futuro <http://ugtcatalunya.cat/FMAC/brecha>

EMPLOYERS' ASSOCIATIONS:

- ATA: Autoempleo como herramienta www.wagegapoff.es
- CEHAT: Equotel <http://proyectoequotel.es>
- CEPYME: Igual€s <http://www.proyectoiguales.com>

Further information in <http://genderpaygap.eu/> **Country profile: SPAIN**



Could individual-organisational approaches impact on closing the GPG in Spain?

GPG is a structural problem, so structural reforms are needed to close it.

- In which organisations working on GPG is a priority to act to close the GPG?
- Is each organisation working individually able to impact on GPG reduction?
- How have their impacts been so far?
- Could individual actions push for the structural reforms needed?

There are diverse agents currently working to reduce gender pay gap in Spain. Useful tools and knowledge have been developed over years by each agent.

IS IT POSSIBLE FOR SOME AGENTS TO ACT TOGETHER?

Reflections on approaches and dynamics in the process of working to close GPG so far.

What to do next?



Are agents ready to create a movement to close GPG in Spain?

NEED FOR **COOPERATION** and **JOINT ACTIONS** TO CLOSE THE GPG

Who can create the movement? Who can coordinate it?

Need for further...

- **Collaboration and coordination** among trade unions and with feminist movement & civil society to act and have an impact on closing the GPG.
- **Awareness-raising** about GPG, their causes and structural reforms to close it
- **Training, learning and exchange** of experiences, tools, approaches and strategies at national and international level
- **Exploitation** of available resources





Thank you very much!

c.castellanos@tavinstitute.org

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