

Equal Opportunities for Equal Rights

Document adopted by the 12th Meeting of the industriAll Europe Executive Committee
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With the aim of reinforcing solidarity, social policy & collective bargaining for quality jobs, industriAll Europe decided during its Congress in June 2016 to make the working group on "Equal Opportunities" a **permanent** working group. The Equal Opportunities working group (EOWG) is composed of nominated representatives from affiliated trade unions. This working group focuses on fighting against all forms of discrimination in the workplace, the labour market, and in society as a whole. It will also address the situation of refugees and the vulnerability of migrant workers, specifically young people and women. It aims to promote the equal rights of all people, regardless of their:

- **Gender**
- **Age**
- **Health conditions and disabilities**
- **Philosophical or religious beliefs**
- **Ethnic group**
- **Sexual orientation and gender identity (LGBTQI)**

Equality policies and anti-discrimination are deep political issues and must be pushed forward by both women and men within industriAll Europe. Gender equality and anti-discrimination dimensions must be included across industriAll European Trade Union at both levels: national trade unions and European trade union federation. The [2016-2020 Action Plan](#) sets out our priorities on topical issues that should be addressed by the working group. Additionally, these priorities may be influenced by events and current affairs. [The Statutes 2016 - 2020](#) are the first essential step in striving towards an equal representation of women within industriAll Europe. The Action Plan should be read in conjunction with the political resolutions of the EOWG "Achieving Equal Opportunities for Equal Rights."

ACTIVE COOPERATION WITH THE POLICY COMMITTEES

In the future, the defined thematic areas should be constantly reflected upon in all three Policy Committees (Industrial Policy, Collective Bargaining & Social Policy, and Company Policy) in order to highlight industriAll Europe's political priorities in terms of equal opportunities. In particular, it is necessary to develop a horizontal approach on gender equality in all political positions taken by industriAll Europe.

Industrial Policy (IP)

- Explore the impacts of digitalisation on the different groups covered by the Equal Opportunities working group, particularly women and female workers.
- Female workers are more likely to feel the impact as they have a higher likelihood of working in low qualified/unskilled, precarious jobs, with little or no training provided. How to safeguard a just transition? What are the training needs?
- Strengthening the role of women in industry: promoting technical skills and abilities, ensuring that predominantly-female jobs are valued, guaranteeing the right to training and education.

Collective Bargaining (CB) and Social Policy

- Improvement and expansion of social systems, quality public services, social benefits, social insurance, solidarity-based and non-speculative pension systems - so that a dignified and secure life is possible for all workers, at every age.

(*) This document includes the themes raised during the Equal Opportunities Network meeting on the 14 November 2016 and the proposals submitted by the affiliated organisations represented in the EOWG following a broad consultation process.

- Combatting precarious work.
- Granting access to decent jobs and training for all.
- Re-designing working times taking into account the need for better work-life-balance including the possibility to collective and individual reduction of working time as much as possible without loss of pay.
- Granting equal pay for equal work and of work of equal value.
- Combatting wage inequality (ie. gender pay gap): development and use of transparent pay systems.
- Recognition of, and crediting, periods of (parental) leave, income, pension.
- Health promotion, creation of workplace and working conditions appropriate for elderly workers.
- Work and fight for the revalorisation of the predominantly female jobs (increase wages, improve working conditions, recognise qualifications, promote gender diversity in skills-sets, etc.)
- Ensure the right to access employment and training to people with disabilities.
- Special attention should be given to the vulnerability and integration of migrant and refugee workers.

Company Policy

- Promoting women in all sectors and businesses and increasing female union members to better represent their interests.
- Making a clear commitment against discrimination, moral or sexual harassment, and violence in the workplace.
- Exchanging best practices of positive discrimination and integration of vulnerable groups at company level.
- Promote the implementation of real sanctions for persons who discriminate within the company.
- Promote the implementation of real sanctions (financial penalties) for companies and administrations that discriminate.

Executive Committee

- Discussions (via a report or an intervention) on gender equality issues should be undertaken in the light of the work carried out in the various committees at the executive committees. Gender data should be presented on the situation in each country.

OTHER ACTIVITIES OF THE WORKGROUP

Horizontal issues in the Equality Opportunity Network

- Fighting against all forms of discrimination. No-one should be discriminated against on the grounds of age, gender, ethnicity, disability, sexual orientation and religion. (EU Equality Strategy 2016 – 2020)
- Creating more suitable conditions for women to better reconcile work and family life, as well as trade union and political activities.
- Discussion and active participation in implementing European minimum standards for maternity leave and parental leave as well as improved maternity protection. (Different terminology is employed - there is no discussion in the Commission on the maternity protection directive).
- Integrating people with disabilities into the workforce (a separate workgroup within the EO Workgroup might be envisaged) by giving them access to quality jobs.
- Implementing gender mainstreaming across industrial Europe (see next point).
- Marking international days to raise awareness through action days:
 - ✓ 25 November - International Day for the Elimination of Violence Against Women
 - ✓ 3 December - International Day of Persons with Disabilities
 - ✓ 8 March - International Women's Day
 - ✓ 17 May - International Day Against Homophobia, Transphobia and Biphobia

- ✓ Unify the date or the criteria to establish the 'Gender Pay Gap Day' in each country
- Demand the introduction of binding legal and judicial tools, including collective action to defend the rights of workers who are victims of discrimination.
- Encourage the setting up of a group action allowing victims of discrimination to go to court together.

Gender Mainstreaming within industriAll Europe

- Combatting gender stereotypes.
- Further reflection and action (in line with provisions of the current Statutes) to increase share of women in industriAll Europe's leadership and structures, in view of the current and the next Congress period.
- Collecting data and best practice examples within affiliates, as well as other European and global trade unions (networks).
- Formulation of all industriAll Europe policy documents in the gender-neutral form, as far as this is possible (language = awareness).

RESOURCES

- A contact person in the secretariat for all organisational questions and preparatory work.
- In line with available resources, two EO working group meetings per year with interpretation provided in the language of the participants and at least in the three official working languages of industriAll Europe.
- Translation of working documents in the three official working languages of industriAll Europe.
- These meetings should be organised one or two days before the Executive Committee meetings so as to ensure the participation of members of the EO working group as decided by the Executive Committee.
- Establish one or more SWP's on specific topics to be determined by the Equal Opportunities working group (in line with the debates and proposals that may emanate from the Executive Committee or from the Policy Committees or with a view to making proposals to the aforementioned bodies) composed of members of the Equal Opportunities working group. These working groups will report on the progress of their work to the Equal Opportunities working group for discussion and decision-making