



PRAVOBRANITELJICA
ZA RAVNOPRAVNOST SPOLOVA



Conclusions of the FINAL CONFERENCE

“Strategies against Gender Pay Gapping”,

of the project “ Gender Pay Gap: New Solutions to an old problem”

**held in June 8th 2016, in Zagreb, Croatia in the
European Parliament – Information Office in Zagreb, Trg Augusta Cesarca 6.**

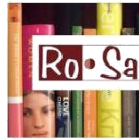


GENDER WAGE WATCHERS

The EU informal Network - Gender Wage Watchers is formed by partners on the project from Austria, Belgium, Croatia, Estonia, Germany, Spain and Sweden who are trying to find solutions to close the gender pay gap, one of the most known discriminatory practices in the labour world.



This project is funded by the PROGRESS Programme of the European Union



PRAVOBRANITELJICA
ZA RAVNOPRAVNOST SPOLOVA

Following the goals of the project, activities taken and in line with the discussion that had been raised on the conference all participants and partners on the project agreed to formulate eight main final conclusions as follows:

1. It is important not to forget that the gender pay gap is a structural problem and without serious structural changes, specific initiatives in the countries will only have partial impacts.
2. In all countries, sector-specific initiatives, in addition to the general instruments which may (or may not) have been implemented are necessary to reduce the gender pay gap:
 - In human health activities and social work these initiatives should focus on the re-evaluation of tasks and professions, e.g. valuing nurses' work (including but not exclusive to higher wages).
 - Initiatives in the financial and insurance sector should focus on the topic of intransparent flexible payment and bonus schemes, which seem to be very disadvantageous for women. Further the pronounced vertical segregation in this sector needs to be tackled.
3. Currently we view that flexibilisation, precariousness, unstable forms of employment and the deterioration of workers' rights are becoming more prevalent in the entire European Union. Against this background, it is of utter importance to have strong ties and cooperation with social partners (such as trade unions and employers' associations), governmental bodies, and gender equality bodies.
4. Campaigns and initiatives about the causes of gender pay gap and value of the work need to be continued in all countries in order to raise awareness and settle the ground for legal or collective instruments for equal pay.
5. Continuation of the Gender Wage Watcher Network as a platform to share knowledge, actions and tools for developing strategies which can tackle the gender pay gap on the EU level.



GENDER WAGE WATCHERS

The EU informal Network - Gender Wage Watchers is formed by partners on the project from Austria, Belgium, Croatia, Estonia, Germany, Spain and Sweden who are trying to find solutions to close the gender pay gap, one of the most known discriminatory practices in the labour world.



This project is funded by the PROGRESS Programme of the European Union



THE TAVISTOCK INSTITUTE



CEET
CENTRO DE ESTUDIOS
ECONÓMICOS TOMILLO



PRÁVOBRANITELJICA
ZA RAVNOPRAVNOST SPOLOVA

6. There are general public policies which can help to reduce the gendered division of work and the different value given to work of similar value, such as the case of care, in the EU societies. In particular, given current evidences, there are three of upmost relevance:
 - Equal, non-transferable and fully paid parental leave. Depending on the national context, it means that either paternity leave becomes equal to maternity leave and both rights are individual and non-transferable within the family members, or the current parental leave become equal for both parents and non-transferable.
 - Universal free education for children from the end of the parental leave period to the age in which education is mandatory, according to each national context.
 - A new standard for full-time employment.
7. In order to narrow the gender pay pension gap a minimum income provision is fundamental. Since women tend to rely on the state more for their pensions (as opposed to occupational or private schemes), the statutory pension needs to be strong. Minimum pension benefits would be good instrument to prevent female poverty.
8. Although we recommend legislation on the elimination of the pay gap, the existence of a law in itself is not sufficient. It has to be conscientiously implemented and carefully monitored.



GENDER WAGE WATCHERS

The EU informal Network - Gender Wage Watchers is formed by partners on the project from Austria, Belgium, Croatia, Estonia, Germany, Spain and Sweden who are trying to find solutions to close the gender pay gap, one of the most known discriminatory practices in the labour world.



This project is funded by the PROGRESS Programme of the European Union