Elimination of gender stereotypes
in the labour sphere and in trade union organisations

Catalogue of proposals

With the support of the European Community – Programme relating to the Community Framework Strategy on Gender Equality (2001-2005).
The information included in this publication does not necessarily reflect the position or opinion of the European Commission.
Gender stereotypes have negative consequences in the labour market and hinder the achievement of de facto equality for men and women. That is why we consider it highly important that bodies, institutions and trade union and employer organisations undertake the necessary changes to eliminate these stereotypes.

To this effect, we present the following proposals:

**PREVENTION**

- Visualising the potential that women have in those areas of education and professional fields in which they are underrepresented in order to avoid horizontal segregation in education and in the labour market.

- Broadening educational and professional options so that women and men can have access to educational and professional fields in which they are underrepresented.

- Improving educational and professional opportunities for women.

- Fighting against barriers encountered by women in trying to access positions in which they are underrepresented and/or which are considered traditionally male.

**AWARENESS**

- Developing awareness actions and campaigns for educators and social, political, trade union and economic agents aimed at avoiding educational and labour segregation.

- Raising awareness amongst people involved in collective bargaining processes (employers, trade unions, trade union representatives) to avoid segregation.

**EDUCATION**

- Developing actions for educational diversification

- Broadening the choice of educational options.

- Promoting the access or integration of women in educational options which have traditionally been considered male (and vice versa).

- Providing women with information, guidance and motivation towards educational options in which they are underrepresented or which are traditionally considered male (and vice versa) so as to increase their opportunities on entry to the labour market.

**MEDIA AND PUBLICITY**

- Avoiding sexist images and stereotypical values and attitudes that pigeonhole both men and women to develop certain activities and/or place them in certain professions.

- Showing images of men and women participating together in different aspects of life.
LABOUR SPHERE

• Putting into practice Total Equality Management in all company processes: selection, employment, training, careers development, work conditions, conciliation of personal and professional life, decision making...

• Developing actions for professional diversification.

• Broadening the choice of professional options.

• Promoting the access or integration of women in professional options which have traditionally been considered male (and vice versa).

• Providing women with information, guidance and motivation towards professional options in which they are underrepresented or which are traditionally considered male (and vice versa) so as to increase their opportunities on entry to the labour market.

• Developing shadowing, mentoring and/or monitoring actions for the labour insertion of women in professions which are traditionally considered male.

• Designing strategies to promote the access of women to management, decision-making and control positions.

• Developing women's careers, particularly from the point of view of their access to management, decision-making and control positions.

• Increasing the measures applicable in the General State Administration to promote gender equality in access to bodies, institutions and trade union and employer organisations such as:

ACCESS TO EMPLOYMENT:

• Including a paragraph in recruitment process announcements stating whether either of the sexes is underrepresented.

• Adjusting the make up of the team in charge of recruitment processes to the criterion of parity between the sexes.

JOB PROMOTION:

• Compiling and periodically updating data bases of workers including information on their curriculum, training and professional profile.

• Putting forward at least a certain percentage of women out of the existing data base as candidates for management or pre-management jobs.

• Saving a minimum percentage of places in manager training for women, unless there are not enough women in a certain workplace or the number of female applicants is insufficient to cover such percentage.

• Offering training courses aimed at promotion within normal work hours, to ensure that male and female employees who take them with a view to professional promotion can conciliate personal and professional life.
COLLECTIVE BARGAINING

• POSITIVE ACTION MEASURES

Establishing as a priority in collective bargaining the elimination of differences in the awarding of jobs, access to training, job promotion, pay and work conditions in general, introducing positive action measures aimed at correcting differences between men and women and the elimination of segregation in the labour market:

• When candidates are equally suitable, priority will be given to people of the underrepresented gender in that particular professional group.

• Saving a percentage of jobs for people of the underrepresented gender in that particular sector or activity and/or company.

• Respecting a percentage (establish a percentage) of women to be employed in companies with x number of employees.

• Making an attempt at contracting women with the criterion of balancing the percentages of men and women employed.

• In similar conditions of professional qualification, employing two women for every man.

• Promoting training in those work centres in which internal promotion is favoured in lower positions and/or categories in which the presence of women is greater than in higher levels so as to achieve internal promotion that will eliminate category classification according to sex.

• Favours the promotion of women to higher categories by first offering vacancies for positions traditionally covered by men to female staff.

• INCLUDING EQUAL OPPORTUNITIES AND NON-DISCRIMINATION CLAUSES:

• The parts signing this Agreement commit themselves to guaranteeing non-discrimination based on sex, race, age, origin, nationality, ethnic origin, sexual orientation, disability or illness and, on the other hand, to ensuring that the application of labour regulations does not incur in any infringement that could in any way breach constitutional precepts.

• The recruitment of female and male workers will take place according to general legal regulations on employment and to specific regulations for those belonging to groups of people over 45, youth, disabled people, women, etc.