

**PERC Women Workers demands on Equality in the Recovery**

***Women are at greater exposure to consequences of the economic crisis resulting from the pandemic. This recovery needs to put the achievements of equality at the center!***

PERC Women’s Committee demands:

* **Equal pay**: without effective actions, the gender pay gap in EU won’t close until 2104… PERC women committee is calling for improved legislation, including EU Directive on Adequate Minimum Wages and EU Directive on Pay Transparency to guarantee pay equality including an obligation on employers to collectively bargain on measures to close the pay gap. Only strong unions can bring equal pay!
* **Pay justice for essential workers must be at the heart of the recovery**! Most essential workers, such as careers, cleaners, cashiers, that face COVID at the frontline are women. The value of their work needs to be properly assessed and their true value reflected in necessary pay rise! Also implement measures that guarantee equal pay for work of equal value
* **Reduce gender pay gap in pensions**: address discrimination that is leaving older women particularly affected by gender pay gap and this way increasing extreme and persistent poverty once they have reached retirement age.
* **Put an end to stereotypes**: Use funding from the national recovery plans to challenge stereotypes and to increase opportunities for women in new technologies (digitalization and green transition) Put in place financial and other support for women to change careers and for girls to undertake studies in new technologies
* **End violence and harassment at work**: an ETUC Survey of women union leaders found that 84% of respondents think that national laws are nor strong enough to tackle violence and harassment at work. All counries must urgently ratify ILO Convention 190!
* **Stop violence and harassment against women in all its forms**: the COVID pandemic has increased domestic violence against women; there should be zero tolerance for online and digital harassment. All countries must ratify Istanbul Convention. Women and girls in all their diversity must be protected and respected!
* **Fight for women’s rights**: the growing backlash against women rights fueled by the far-right narrative must be put to an end! Women’s safety and their sexual reproductive health and rights are not to be questioned.
* **Make work-life balance a reality**: during pandemic women have increased their share of care work; telework arrangements must be improved; proper legislation must be developed; in EU an ambitious transposition of Work Life Balance should be achieved.
* **Develop the infrastructure for care**; increase investment in care and job creation in care: use recovery funds to improve the care infrastructure and increase the number of affordable and high-quality childcare facilities available to working parents. Improve pay and working conditions of those working in care. Improve and increase the provisions of care facilities for vulnerable groups: old, disabled, people in need); encourage this way women’s active participation in labor market by reconciling work and family life.
* **More Women in decision making*.*** The response from policymakers must considerthe different experiences faced by women and men during a pandemic to ensure that everyone gets the help they most need. Proper representation of women into decision making at all levels is needed. Incorporating the voices of women into recovery policies and response efforts to Covid-19 is urgent.
* **More support for trade unions so that they can fight for gender equality**: when women join their trade unions they can bargain for better working conditions, increase pay, more security, training, health and safety, fairer promotions, more paid leave, and decent pensions

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