

EPSU and gender equality

Rebeka Balogh EPSU
rbalogh@epsu.org

EUROPEAN PUBLIC SERVICE UNION

EPSU – the voice of 8 million public service workers

- ✓ 8 million members, majority (68%) of women in 275 trade unions in 49 countries (incl. BiH) – health and social services, local, regional, central government, EU administration, energy, water, waste
- ✓ 5 EU sectoral social dialogue committees
 - ✓ hospitals
 - ✓ electricity
 - ✓ gas
 - ✓ local and regional government
 - ✓ National and EU administrations (NEA and SDC CGA)
- ✓ Gender equality committee
- ✓ Member of ETUC & European region of Public Services International (PSI)
- ✓ Congress 4-7 June 2019, Dublin

EPSU and gender equality

- ✓ Majority of public service workers and users are women
- ✓ EPSU's Women's and Gender Equality Committee convenes regularly
- ✓ Prague Statement #BreakingWithThePast
- ✓ Roadmap
- ✓ Gender Pay Gap is a key issue



Adopted by the EPSU Executive Committee,
8-9 May 2018

WOMEN'S RIGHTS ARE WORKERS' RIGHTS

**“The Prague Statement”
#Breakingwiththepast**

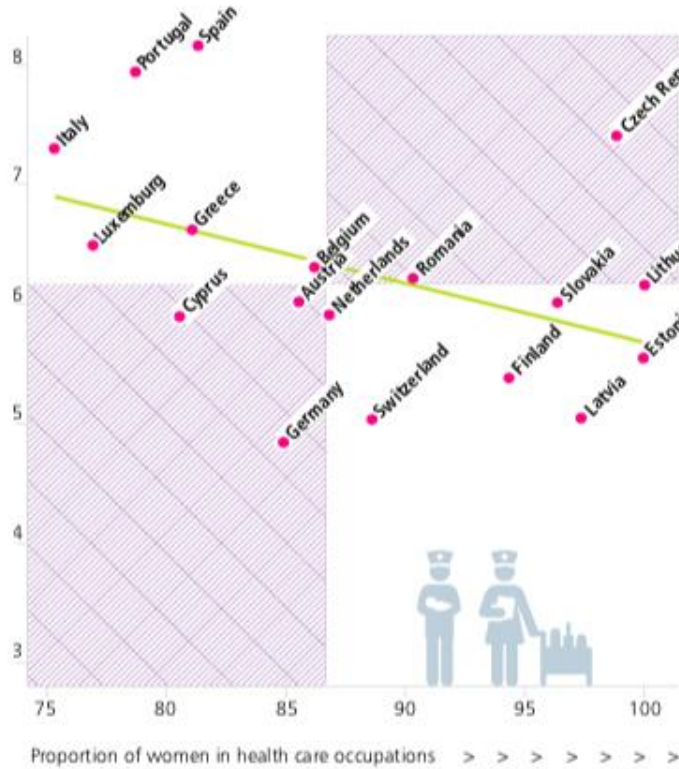
Low pay in female-dominated sectors



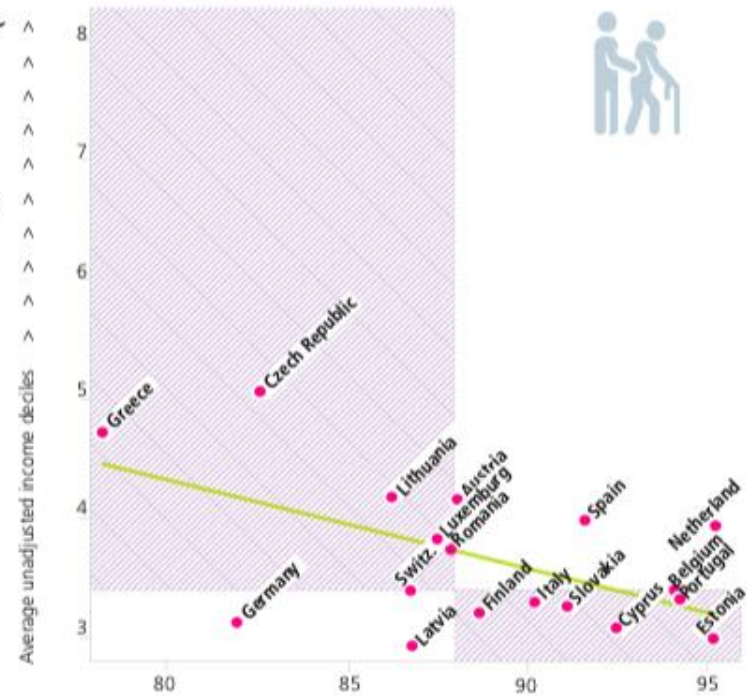
https://www.epsu.org/sites/default/files/article/files/She%20works%20hard%20for%20the%20money_0.pdf

Figure 5
Relationship between proportion of women in health and elderly care occupations and their average relative income

NURSES AND MIDWIFES



LOW SKILLED HEALTH CARE WORKERS



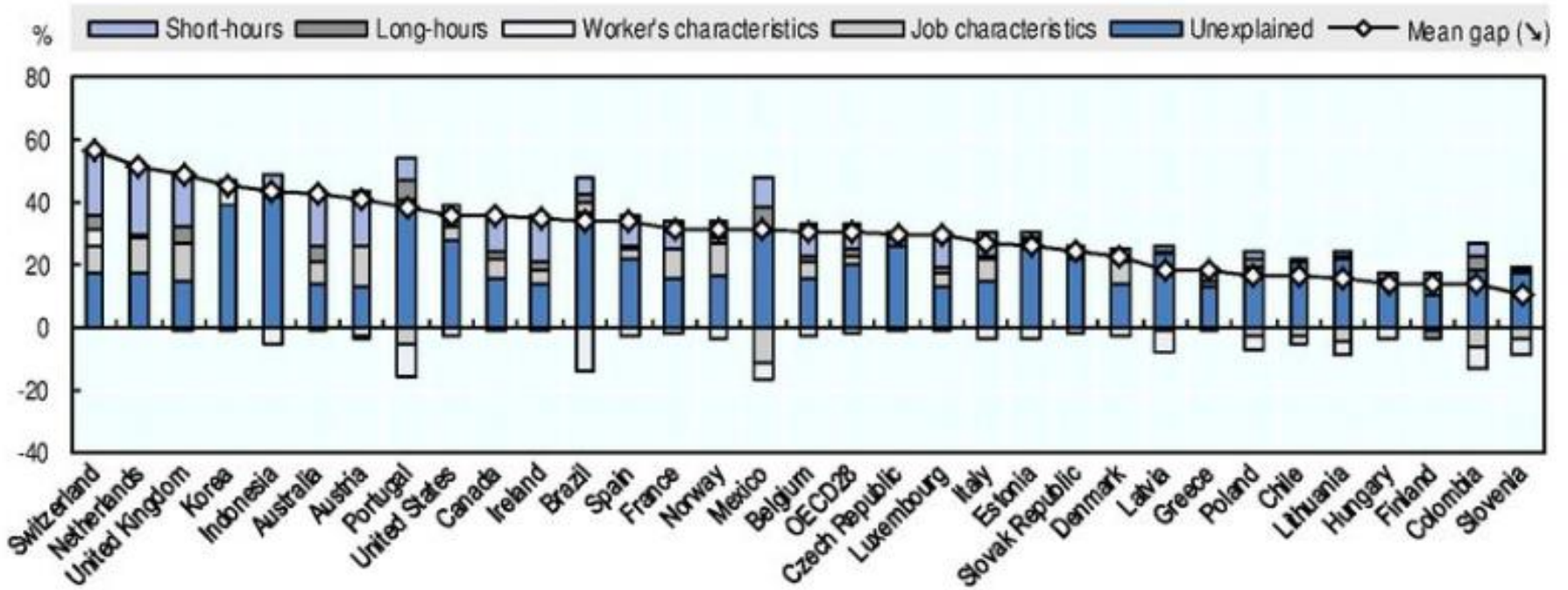
Note: Proportion of women in skilled and un/low skilled health and elderly care occupations are calculated based on the EU LFS data 2016.

Table 2: Trade union strategies to tackle low pay in female-dominated sectors

Short-term measures...	Long-term measures...	State-aimed measures...
<p>... to improve the position of low-paid workers in the currently existing wage structure</p>	<p>... to address how work in female-dominated sectors is valued</p>	<p>... to support the unions' short-term and long-term measures</p>
<p>Collective bargaining strategies:</p> <ul style="list-style-type: none"> • Above-average pay increases for low-paid workers. • Flat-rate pay increases in combination with percentage increases. • Comparison of wages in female- and male-dominated sectors and occupations. <p>Training to improve women's career prospects and their chances to move up the pay scale.</p> <p>Legal measures by bringing equal pay claims before court.</p>	<p>Changes to pay structure:</p> <ul style="list-style-type: none"> • Abolishing lowest pay grade. • Changing the criteria on which pay is based by developing gender-neutral job evaluation schemes. <p>Addressing undervaluation of female work by specific revaluation campaigns which aim at changing the public perception of female work.</p>	<p>Pushing for Increases in statutory minimum wage.</p> <p>Pushing for end of austerity-induced pay freezes.</p> <p>Pushing for more supportive regulation on the extension of collective agreements.</p> <p>Pushing for stronger regulation and enforcement of wage transparency rules.</p>

Source: She works hard for the money, Thorsten Mueller ETUI, p. 36

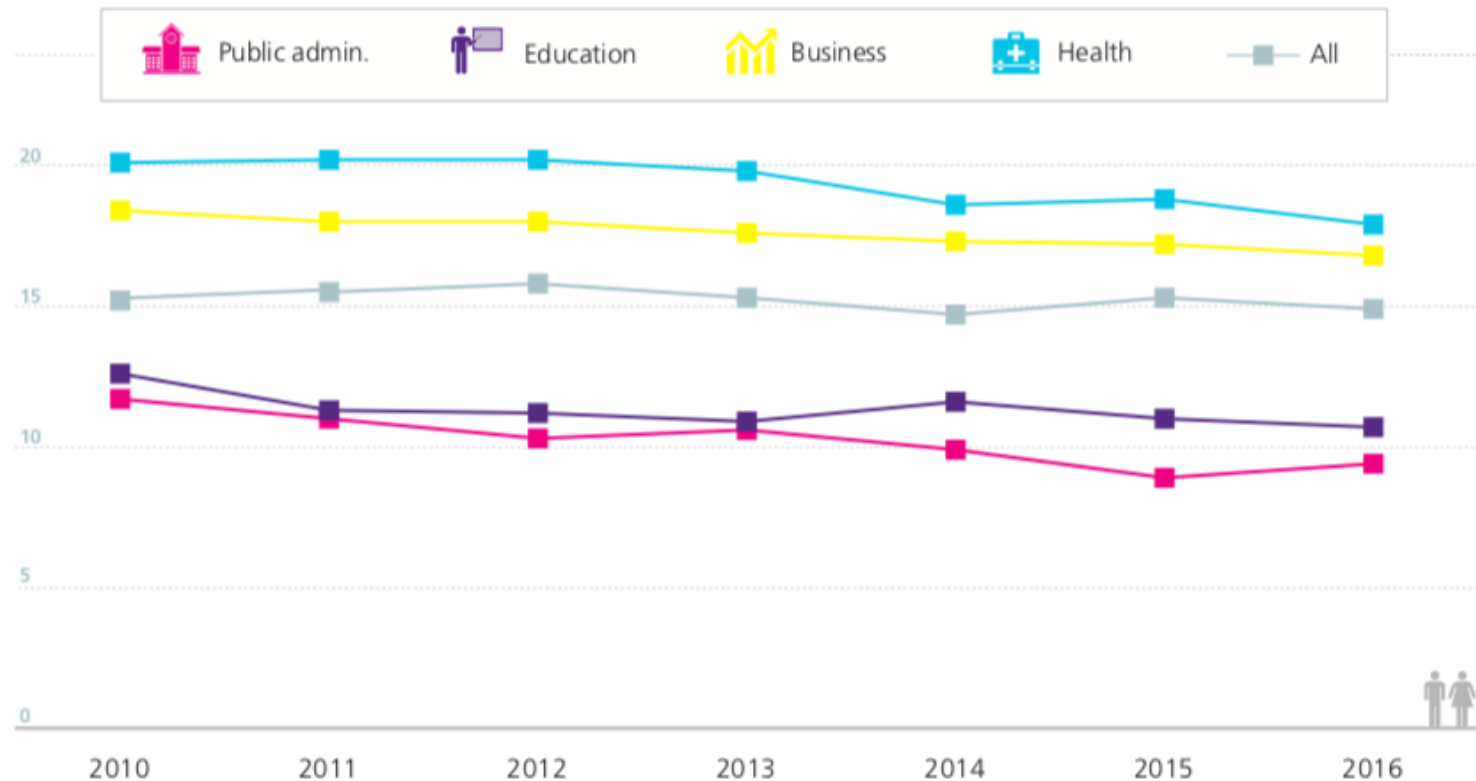
Panel A. Gender gap in mean monthly earnings



Source: OECD (2017): The pursuit of Gender Equality: An Uphill Battle, p. 158

The gender pay gap

EU28 PLUS 3: AVERAGES



Source: EPSU gender pay gap report, Lionel Fulton, 2018, p. 6

But...

Austerity's silent crisis

- Fewer jobs...
- Lagging pay...
- Growing inequality...

✓ Time to end the public sector cuts that hit female workers hardest!



To sum up: quality of employment – quality of services

- Interlinked -> DOUBLE WIN. Quality of employment has an impact on the quality of services provided
- Some overall challenges

Next steps...

The voice of 8 million European public services workers...



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E.g. Gender pay gap in public se

Priorities

Migration Solidarity Tax justice Trade

The voice of 8 million European public service workers

Oct. 17, 2016

Whistleblowers in the EU must be protected



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WHISTLEBLOWERS NEED EU PROTECTION – LIVES, ENVIRONMENT AND MONEY AT STAKE

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#StopCETA
www.epsu.org/ceta

Nov. 03, 2016



EPSU's debates public health and social services at EASPD's 20th Anniversary Conference
(3 November 2016) Speaking as a

Nov. 03, 2016



Future of Europe, CETA, self-employed and Pay Rise Campaign dominate discussions in ETUC Executive Committee

Nov. 03, 2016



Continued dismissals public employees and attacks on journalists is abuse of power by Turkish President says EPSU

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October 17, 2016

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An inspiring meeting fighting for public water in Spain and across Europe.

References

- EPSU Report "She works hard for the money - tackling low pay in sectors dominated by women", Torsten Müller, ETUI, June 2018, <https://www.epsu.org/article/she-works-hard-money-tackling-low-pay-sectors-dominated-women>
- EPSU Report "The Gender Pay Gap in Public Services, Lionel Fulton, LRD, November 2013 https://www.epsu.org/sites/default/files/article/files/Gender_pay_gap_FINAL_report.pdf
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