



Today, 27th September 2021, a new meeting of the negotiating board of the VII sectoral Collective Agreement took place and the Equal Opportunities policies were discussed as a main topic.

For **CCOO**, Equal Opportunities must lead our working conditions. Our sector is highly feminized since 77% of the workforce are women, concentrating more than 85% in the lowest categories, with part-time and temporary contracts. The work we do is crucial for companies, which depend on our professionalism and skills, but this is not reflected, for example, in our salaries. That is why from CCOO we insist THAT OUR WORK SHOULD BE VALUED MORE FAIRLY and rewarded with better working conditions.

In the last negotiations, **CCOO** requested a more inclusive language and the introduction of some improvements in our collective agreement such as an increase in breaks for pregnant employees, improvements to breastfeeding leave, etc. In any case, we have let the employers know that our sector cannot be left behind in the face of the latest legislative changes, especially regarding the REMUNERATION AUDIT.

CCOO's proposals in this regard for our new collective agreement intend to boost the modernization of our sector by:

- **Including a specific section for the Remuneration Audit.** Companies must negotiate with the Representation of Workers (Works Councils) the evaluation of each job in order to identify possible gender discrimination.
- **Including a section on sexual harassment and harassment based on gender.** Companies must ALWAYS open a file when they can track any potential situation of sexual or gender-based harassment and must inform the Works Councils immediately.
- **Approving automatically the employee's requests to adapt their working schedule** (without reduction) in cases of serious illness or disability of more than 50% of the spouse, relatives up to the 2nd degree, dependents and victims of gender violence.
- **Adapting the current labour classification of our current Collective agreement** based on professional groups and categories through a correct evaluation of the different job positions, so those culturally associated with women do not continue to be undervalued.

- **Improving the measures aimed to protect the victims of Gender Violence**, such as payroll advances, financial aid, 12 months reserve of the job position in case the victim requests a transfer, etc.
- **Including gender perspective in the analysis of workplace accident** reports, health surveillance, psychosocial risk assessments, etc.

The employers, on the other hand, state that they do not see any issues in regards to equality, so that our complaints do not have any grounds. They forget when we had to take legal actions because they did not want to negotiate equality plans.

From **CCOO** we have insisted that we cannot stay another three months without any negotiations, so a calendar with four meetings has been closed until the end of the year. We will keep you informed.