

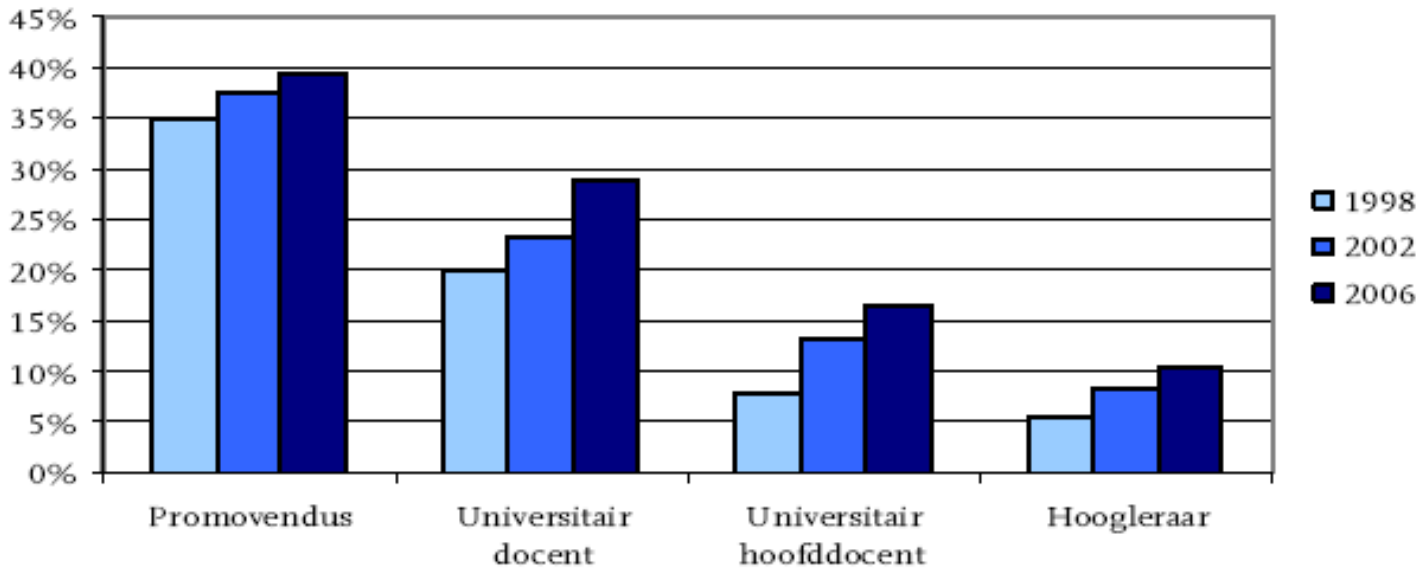
*Power to ...
... the University Women*



Experiences with gender issues within the unions

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Procentueel aandeel vrouwen in wetenschappelijke functies, telling in fte



Bron: VSNU, WOPI (fte), peildatum 31 december. Exclusief HOOP-gebied Gezondheid

Then: 5%



Now:

Over half of our members made up
of women



- Equal Pay
- Pension build-up
- Economic independence
- Women in leading positions





4 Key ILO gender equality Conventions:

- ❖ Equal Remuneration Convention
- ❖ Discrimination (Employment and Occupation) Convention
- ❖ Workers with Family Responsibilities Convention
- ❖ Maternity Protection Convention

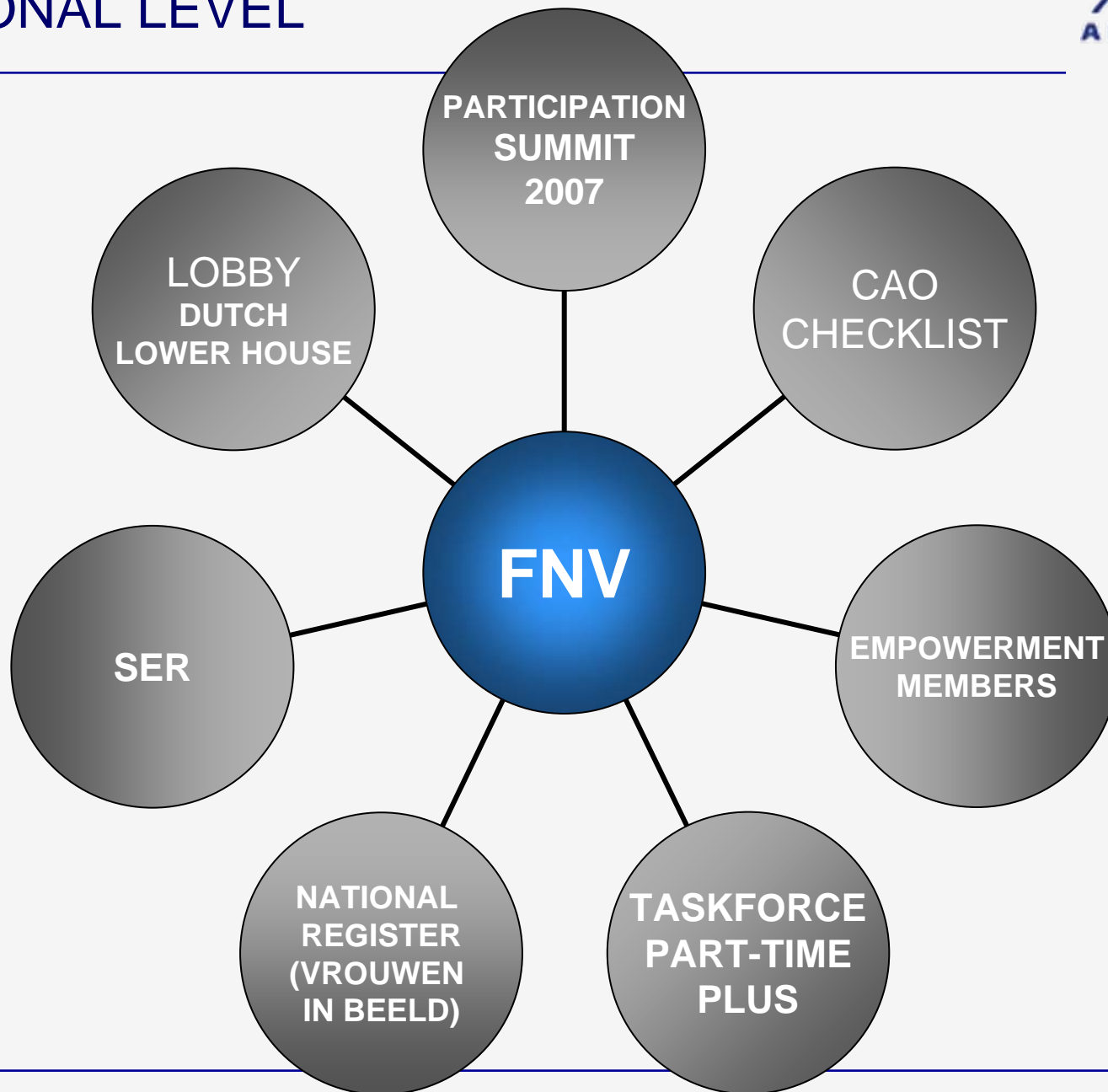


World-wide, women earn **16% less** than men

In the Netherlands: **18%**

Women who are trade union members: a 'mere' disadvantage of **14%**





child care ❖ position of part-timers ❖ shorter working hours ❖ sexual intimidation ❖ economic independence ❖ equal pay ❖ position of women returners ❖ pension repair ❖ women recipients of disablement insurance benefits ❖ the glass ceiling ❖ employability ❖ carer's leave ❖ gender neutrality with regard to job evaluation ❖ work pressure ❖ stress and assertiveness trainings

- ❑ Immense increase of work participation of women
- ❑ 25% of working women is not economically independent
- ❑ The income difference: women work part-time
- ❑ Average hourly pay of women is lower
- ❑ After correction still remains a pay difference of 6%
- ❑ This difference has not decreased since 1996



- ❑ Poverty in the Netherlands: particularly 65+ women

- ❑ Review group: 'women get involved!'
 - Average salary scheme
 - Lowering of the franchise
 - Increase of the build-up rate
 - Maintaining the indexing.



❑ ABVAKABO FNV women's network

- share knowledge, experience, expertise and talents

❑ Training courses

- 'presentation and networking', 'Dealing with power', 'Communicate efficiently'

❑ Project 'Participation and decision-making'

- Good networks and empowerment of women by means of training and coaching
- Many participants of this project now hold management positions within the trade union.



CBA negotiators: CBA Checklist

- Are the agreements really put into practice?
- Ask employers: concrete initiatives they have developed
- How appropriated means were spent
- Measurable results
- Answers in social annual report
- Answers return more clearly in a new CBA



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