

# Newsletter 003:

## Collective Bargaining as a Tool for Equal Pay

### THE POWER OF NEGOTIATION IN REDUCING THE PAY GAP

Collective bargaining is one of the most effective tools for combating the gender pay gap. Through agreements and conventions between workers and employers, concrete measures can be established to guarantee equitable wages and fair working conditions. Within the framework of the project Mind the GAP, participating unions strengthen their capacities to drive more effective and gender-responsive collective bargaining.



### THE ROLE OF COLLECTIVE BARGAINING

Collective bargaining allows unions and workers' organizations to:

- Define clear and transparent salary criteria, avoiding gender discrimination.
- Introduce wage equity measures into labor agreements.
- Ensure control and supervision mechanisms to avoid unjustified wage inequalities.
- Promote work-life balance policies that benefit both men and women.

## ADVANCES AND CHALLENGES IN PARTICIPATING COUNTRIES

The countries involved in Mind The GAP has identified varying levels of progress in incorporating pay equity into its collective bargaining agreements. While some states have well-structured agreements that include pay transparency measures, in others, union participation in this area is still limited.

### Mind Actions the GAP to Improve Collective Bargaining

The project is implementing various actions to strengthen the unions' capacity in this area, such as:

- Training and education for union representatives on the application of the gender perspective in collective bargaining.
- Development of guides and tools to support unions in drafting agreements with a focus on pay equity.
- Exchange of experiences and best practices among participating countries, promoting effective strategies that can be replicated in other contexts.

### Summary

Strengthening collective bargaining is key to achieving a real reduction in the gender pay gap. With Mind The GAP, we are moving toward a more inclusive and equitable bargaining model, where all workers have the same salary and professional opportunities, regardless of their gender.

**In the next newsletter, we'll explore concrete examples of best practices across different sectors.**



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