

Newsletter 008:

Public Policy Recommendations – Towards a Labor Transformation

POLICIES THAT PROMOTE WAGE EQUITY

The experience gained in combating the gender pay gap and recent European developments provide a framework of key recommendations to guide public policies. Various reports and experts, such as those presented in the European Commission's roadmap, advocate for measures to ensure the effective implementation of pay transparency and equal opportunities in the workplace. The recommendations include:



- **Rigorous transposition and implementation of the Directive :** It is essential that Member States adapt and implement pay transparency regulations within established timeframes, ensuring that all companies, regardless of size, comply with the requirements for reporting on the pay gap.
- **Strengthening social dialogue and collective bargaining :** Promote opportunities for dialogue between employers, workers, and unions to define labor agreements with specific clauses on wage equity, based on periodic audits and evaluations.
- **Use of technologies to facilitate access to information :** Develop digital platforms that allow real-time consultation of salary data, facilitating the identification of inequalities and enhancing workers' bargaining power.
- **Implementation of effective sanctioning measures :** Establish control mechanisms that ensure the application of proportional sanctions to companies that fail to correct unjustified wage gaps, thereby protecting the right to equal pay.
- **Training and awareness :** Promote training programs that raise awareness among both employers and workers about the importance of transparency and pay equity, and that drive the cultural change necessary to eradicate discriminatory practices.



The Mind Project The GAP is committed to continuing to monitor these recommendations and working closely with union organizations to promote an increasingly fair and transparent work environment.



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