

Newsletter 010:

Project Closure and Future Outlook

A JOURNEY TOWARD EQUITY: RESULTS AND NEXT STEPS

After preparing these ten newsletters, we can confirm that the Mind project The GAP has played a key role in highlighting and addressing the gender pay gap. Throughout this journey, we've explored everything from the project's presentation and the importance of the Pay Transparency Directive to testimonials, best practices, public policy recommendations, and international cooperation.



ACHIEVEMENTS AND CONCLUSIONS

- **Awareness and Transparency:** The dissemination of information about the compensation structure and the implementation of transparency measures have allowed workers to better understand their work environment, strengthening collective bargaining and reducing speculation.
- **Collective Bargaining and Best Practices:** Success stories and shared strategies among unions and organizations have demonstrated that collective bargaining is a powerful tool for achieving equal pay.
- **Recommendations and Cooperation:** Public policy suggestions and international exchange have laid the groundwork for more robust regulatory frameworks at the European level and for adapting solutions to local contexts.

Future Perspectives

The path toward wage equity continues, and the next steps will be key to consolidating the progress made:

- **Monitoring and Evaluation:** It is essential to continue monitoring the implementation of regulations and conduct periodic evaluations to adjust strategies and ensure compliance with objectives.
- **Innovation in Digital Tools:** The implementation of platforms that facilitate real-time access to salary information and the dissemination of best practices will continue to be a priority for empowering workers.
- **Strengthening Dialogue and Cooperation:** International exchange and strengthening dialogue between employers, workers, and public agencies will help promote more effective policies tailored to the specific circumstances of each country.



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FINAL REFLECTION

The project Mind the GAP has paved the way for greater pay equity and demonstrated that, with transparency, collaboration, and commitment, it is possible to transform the workplace. Let's continue working together to consolidate these advances and build a future where equal pay is a reality for all.

Together we are moving towards a fairer and more equal Europe!



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