



Bridging the Gender Pay Gap.
Transnational Cooperation: Cyprus, Greece, Portugal



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Inside this
Newsletter

Our project 1

Kick off
Meeting 2

Press
Conference 2

In the upcoming
months 3

Who we are 3

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Our project

Despite the progress that is observed in relation to the size of Gender Pay Gap (GPG) in the EU, the gap remains particularly large indicating that pay discrimination is the most profound manifestation of gender discrimination in the labour market. In this context, this project aims to contribute towards the elimination of the GPG through a transnational collaboration between institutions from Cyprus, Greece and Portugal.

The project consists of two thematic pillars. On the one hand, it is focused **on the undervaluation of women's work**, as one of the determinants of GPG. It puts an emphasis on rethinking and re-evaluating women's different roles and skills in order to develop new and durable evaluation tools or adapt existing tools. To achieve this goal, our team will build on knowledge gained by previous work on job evaluation and GPG. Particularly, it will adapt, modify and evaluate a Job Evaluation Tool that the Portuguese partner acquired within the framework of a similar project. The tool aims to assess the jobs by using criteria that eliminate altogether the influence of gender-based stereotypes in pay determination arrangements.

Within the second pillar the project focuses on the relationship between

social dialogue and GPG. In spite of major differences in the industrial relations systems of the three participant countries, collective bargaining constitutes a fundamental tool for regulating and setting the terms of employment. Moreover, there is empirical evidence showing that increased coverage by social dialogue has a positive impact on the level of GPG.

The main activities/deliverables of the project include:

✓ A Research Study on the Factors Affecting the Gender Pay Gap in the Hotel Industry in Cyprus.

✓ The Effects of the Economic Crisis on GPG: A Comparative Analytical Report between Cyprus, Greece and Portugal.

✓ Piloting of the Job Evaluation Tool: A Pilot Research in Cyprus and Greece.

✓ Training Seminars on GPG Mainstreaming in Social Dialogue.

✓ GPG Mainstreaming in Social Dialogue Manual.

✓ Collective Bargaining and GPG Manual.

✓ International Conference on GPG and Gender Mainstreaming in the Era of the Economic Crisis in Southern Europe.

✓ Awareness-raising campaign on promoting equal pay in public, workplace, social media.



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Kick-off meeting
Athens, 12 September 2014

On September 12, 2014 a kick-off meeting was held in Athens with the participation of all partners. During the meeting, the Partnership discussed the milestones and the forthcoming activities of the project and defined the responsibilities of each partner.



Press Conference Banner

Press Conference
Cyprus, 12 March 2015

On December 9, 2014 a press conference was held in Cyprus to introduce the project to the **public and raise awareness of the project's aims** and activities. The conference was opened by the coordinator of the project, Ms Evangelia Soumeli from INEK-PEO. The president of the Gender Equality Committee in Employment and Vocational Training, which is one of the project's partners, Ms Argentiou Ioannou, delivered a speech on the importance of the project. Apart from the project's partners at national level, the conference was attended by representatives of Cypriot social partners and NGOs, among

them: the General Secretary of SYXKA-PEO, Mr Lefteris Georgiades, Mr Polyvios Polyviou, representative of the Cyprus Employers & Industrialists Federation (OEB), Ms Marina Koukou Stavrinou, representative of the Women's Department of PEO and Ms Anthoula Papadopoulou from KISA (Action for Equality, Support, Antiracism). During the conference, the development of knowledge based tools for the elimination of the Gender pay Gap as an important goal of the project was discussed. An emphasis was put on the two pillars of the project: the undervaluation of **women's work as one of the determinants of the gap** and the relationship between social dialogue and equal pay.



In the upcoming months our team will:



- ✓ Complete a Research Study on the Factors Affecting the Gender Pay Gap in the Hotel Industry in Cyprus. Through statistical analysis and field research, the study will provide objective information on the determinants of GPG as well as information on attitudes, opinions, stereotypes and other subjective information that is not recorded by the statistical data. For the purposes of the field research a questionnaire will be distributed to a sample of 500 employees. This research will result in several deliverables among which a book publication of the research.
- ✓ Complete a Comparative Analytical Report on the effects of the Economic Crisis in Cyprus, Greece and Portugal. The report will assess the impact of the economic crisis on the institutional context of the GPG with emphasis on pay determination through collective bargaining arrangements. It will also comparatively examine and juxtapose the period prior to the crisis with the current time of the crisis in the three countries. This will result in the publication of a booklet with the main findings of the report.

Who we are

This project is implemented by a transnational partnership which includes organizations of Cyprus, Greece and Portugal. Particularly, the partners are:

- ◆ Project coordinator: Cyprus Institute of Labour of the Pancyprian Federation of Labour (INEK-PEO), Cyprus.
- ◆ **The Hotel and Catering Establishment Employee's Trade Union (SYXKA-PEO), Cyprus.**
- ◆ **Centre for Research on Women's Issues (CRWI) DIOTIMA, Greece.**
- ◆ Labour Institute of the Greek General Confederation of Labour (INE/GSEE), Greece.
- ◆ General Confederation of Portuguese Workers-National Inter Trade-Unions (CGTP-IN), Portugal.
- ◆ Gender Equality Committee in Employment and Vocational Training, Cyprus.



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