



## **Gender equality and diversity**

Gender equality is a fundamental right and one of the founding principles of the European Union and is an integral part of our European sectoral social dialogue. In recent year issues such as sexual harassment, work-life balance and pay transparency have been frequently discussed as achieving gender equality remains a major challenge within the European labour market. EFFAT will continue to implement the recommendations elaborated in the context of the EFFAT EU financed project “Fighting sexual harassment and violence at work in the agriculture, food, tourism and domestic work sectors”, by raising awareness of the issue of sexual harassment within our Sectoral Social Dialogue Committees and develop joint actions with our social partners.

### **Gender equality and diversity gaps**

Following up on its Congress deliberations and decisions, EFFAT recognizes the need to update its gender equality and diversity policy will use this project to take the next step and move away from narrowly defined women’s network to a broader defined gender equality and diversity network. Many of EFFAT member organizations need to strengthen their gender equality and diversity work. Gender equality within the trade union movement is still a problem, especially in certain parts of Europe. EFFAT will place efforts to ensure that equal opportunities and gender mainstreaming is integral part its work by making trade unions more attractive to women and by empowering more women to take on leadership roles in their unions and within EFFAT structures.

#### **Specific objectives on Gender and Diversity training component:**

At the end of the learning package on gender equality and diversity, target group will be able to:

- Understand and relate to existing instruments, tools, policies and actions to ensure and promote gender equality and diversity
- Acquire knowledge and capability to mainstream gender equality and diversity in trade unions
- Analyse and identify common issues at European level with sectorial approach
- Share and identify good trade union practices in food, agriculture, tourism and domestic workers sectors across Europe
- Consolidate gender equality and diversity network within EFFAT
- Apply EFFAT recommendations to protect workers from gender-based violence adopted by the Congress in 2019

#### **Expected project outcomes on gender equality and diversity**

- Strengthen EFFAT’s gender equality and diversity network
- New strong gender policy that engages affiliates to implement strategies and collective bargaining demands around equal pay, pay transparency, work-life balance and sexual harassment and violence at work based on EFFAT tools and ILO standards

Raise awareness among EFFAT affiliates about the need to make trade unions more attractive to women and make gender mainstreaming an integral part of their organising strategies