

Strategy and Action  
Plan for Reducing the

# GENDER PAY GAP

in EUSKADI

PAY  
GAP  
EQUAL WORK-LIFE  
BALANCE  
TIME



**EMAKUNDE**

EMAKUMEAREN EUSKAL ERAKUNDEA  
INSTITUTO VASCO DE LA MUJER

Eusko Jaurlaritzako erakunde autonomiaduna  
Organismo Autónomo del Gobierno Vasco



**EUSKO JAURLARITZA**  
**GOBIERNO VASCO**

LEHENDAKARITZA  
PRESIDENCIA



## Situation in Euskadi with regard to the gender pay gap by mean annual income

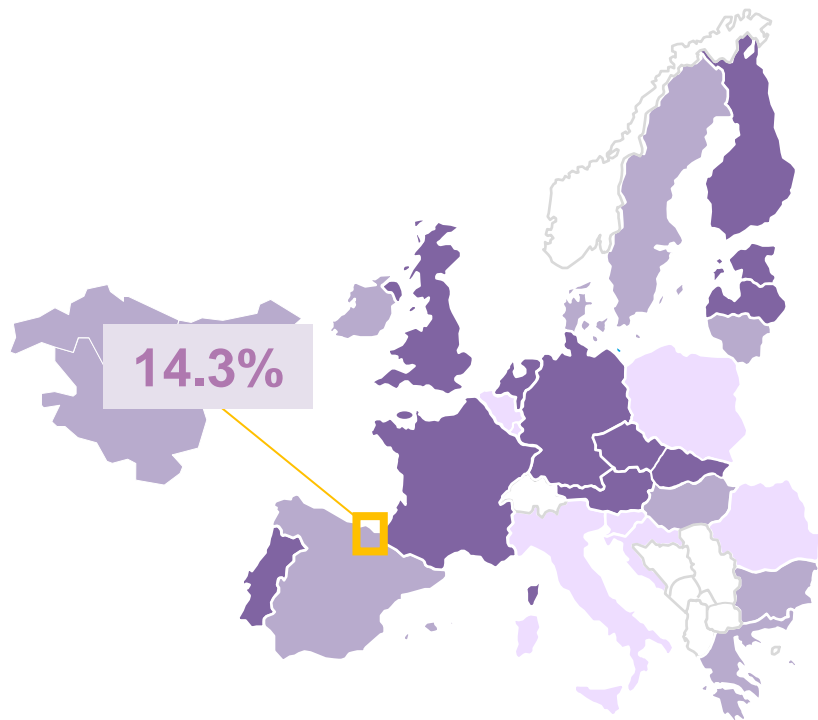
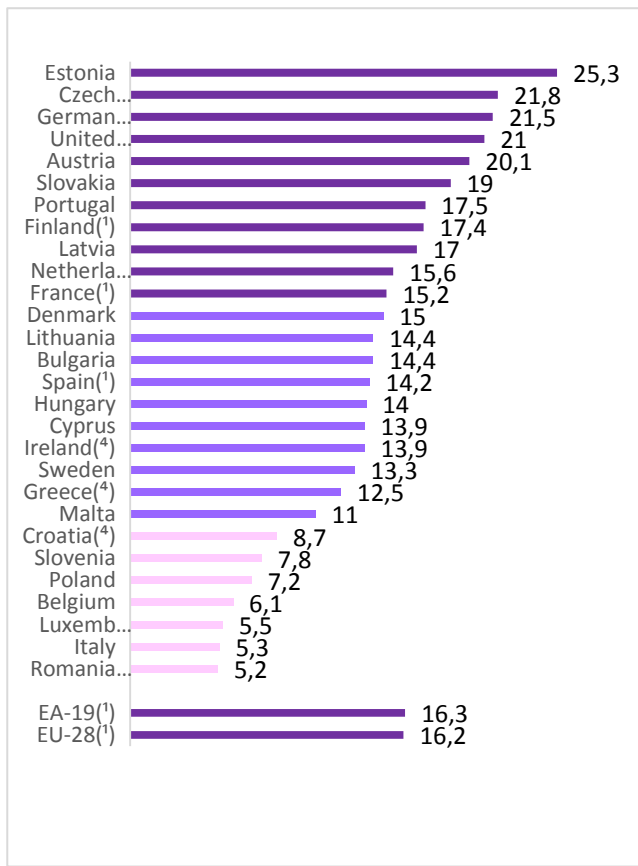


**GENDER PAY GAP**  
**24.4%**

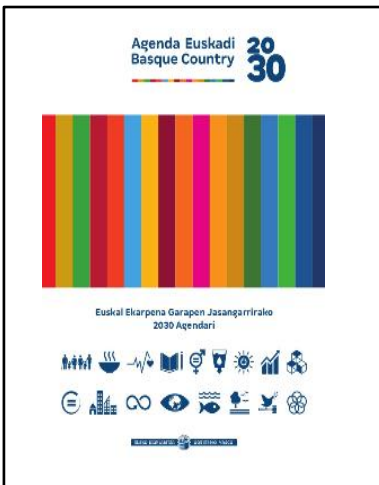




# Situation in Euskadi with regard to the gender pay gap by mean income per normal hour of work (%)



Source: Eurostat 2016



## GOVERNMENT PROGRAMME FOR THE ELEVENTH TERM OF OFFICE

### Commitment 10. Promote health and safety at work and equality

- ▶ *Initiative 3. Combat pay discrimination and promote effective equality between men and women in the workplace*

### Commitment 146. Promote equality between men and women in the workplace

- ▶ *Initiative 2. Promote economic and social initiatives to advance equal pay, promote pay transparency within companies, and combat pay discrimination*



## AGENDA EUSKADI BASQUE COUNTRY 2030

### Objective 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all

- ▶ *Goal 46. Promote health, safety and equality at work (in line with Objective 8.5. (Agenda 2030): Achieve, by 2030, full and productive employment and decent work for all women and men, including young people and persons with disabilities, as well as equal pay for work of equal value)*





### VISION... An Euskadi that in 2030:



HAS A BASQUE LABOUR MARKET WHERE **PAY DISCRIMINATION HAS DISAPPEARED.**



IS ONE OF THE **TOP FIVE EUROPEAN COUNTRIES WITH THE LOWEST SALARY GAP.**



HAS A **SOCIETY** (CITIZENSHIP AND INSTITUTIONAL, SOCIAL AND ECONOMIC ACTORS) **FULLY COMMITTED TO EQUAL PAY**, BASED ON EQUALITY EDUCATION AND SOCIAL BEHAVIOUR CONSISTENT WITH THE VALUES OF EQUALITY DEVELOPED.

### CHALLENGES...



**ELIMINATE PAY DISCRIMINATION.**



**REDUCE WORKPLACE SEGREGATION.**



FURTHER DEVELOP AN **EDUCATION BASED ON EQUALITY AND FOR EQUALITY.**

SUPPORT A **NEW SOCIAL ORGANISATION OF CARE** THAT REDISTRIBUTES ITS PROVISION.

**RAISE AWARENESS AND FOSTER COMMITMENT** FROM ALL BASQUE SOCIETY FOR THIS OBJECTIVE.



## Benefits of **eliminating** the gender pay gap



**Fairer** society



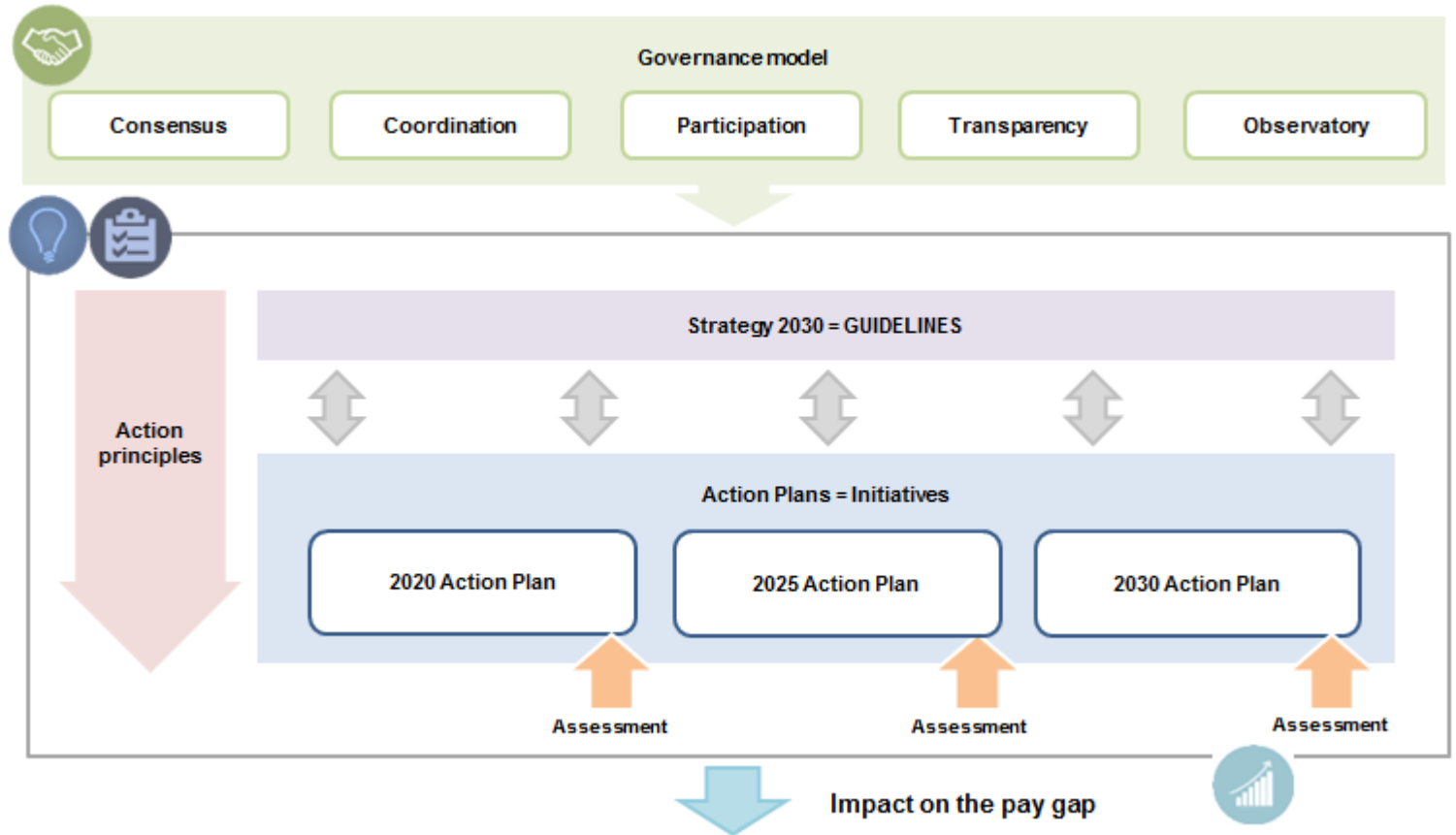
**Better jobs** and higher economic growth



Higher **productivity** and **satisfaction**



**Equal** work-life balance





**PRIORITY ACTION  
AREAS**

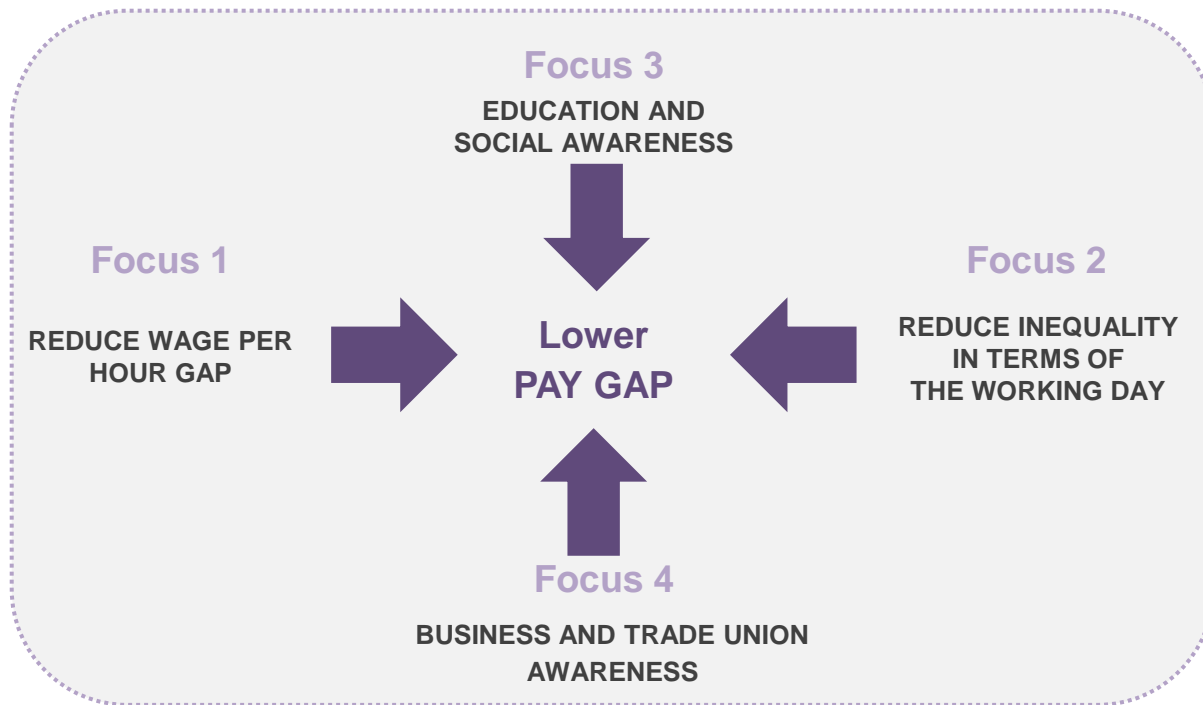
**INSPECTION  
SHARED WORK-LIFE BALANCE  
EDUCATION  
PRESENCE AND REPRESENTATION  
AWARENESS**







**4 strands**





## Overview of strands, guidelines and initiatives

20 guidelines

FOCUS	GUIDELINE
<b>STRAND ONE</b> REDUCE THE WAGE PER HOUR GAP	Increase the number of inspections to correct possible pay discrimination on the basis of sex
	Inform workers about the right to not be subject to pay discrimination on the basis of sex, and encourage the reporting of cases of direct pay discrimination
	Reinforce and improve career advice activity in order to help young Basques choose a professional career on the basis of better information free of gender stereotypes
	Provide incentives to help more women gain access to technical and technology studies
	Increase the presence and number of women at decision-making and management levels
<b>STRAND TWO</b> REDUCE INEQUALITY IN TERMS OF THE WORKING DAY	Intensify the fight against labour fraud
	Promote an equal work-life balance in Basque companies
	Raise awareness among the population, particularly men, with regard to joint responsibility for domestic and care tasks
	Encourage schooling from 0 to 3 years
	Extend equal work-life balance in Basque public administration
	Rationalise timetables to promote work-life balance
	Increase services and economic incentives that encourage an equal work-life balance in order to prevent women from leaving the labour market and improve their labour market participation rate





## Overview of focuses, guidelines and initiatives

20 guidelines

FOCUS	GUIDELINE
<b>STRAND THREE</b> EDUCATION AND SOCIAL AWARENESS	Promote an education based on equality from childhood
	Monitor the evolution of the different factors influencing the pay gap in the Basque Country
	Evaluate the real impact achieved by each of the initiatives implemented
	Raise social awareness of the value of reducing the pay gap in our country
<b>STRAND FOUR</b> BUSINESS AND TRADE UNION AWARENESS	Generalise equality programmes in companies that include initiatives against direct and indirect pay gaps
	Encourage progressive management that values and supports the development of people, without gender biases
	Encourage pay transparency
	Use social clauses in contracts to reduce the pay gap





## Overview of focuses, guidelines and initiatives

**60**  
initiatives  
(no. of initiatives  
/ strands /  
departments)

STRANDS	DEPARTMENT	NO. OF INITIATIVES
<b>STRAND ONE</b> REDUCE WAGE PER HOUR INEQUALITY	WORK AND JUSTICE	4
	EDUCATION	5
	ECONOMIC DEVELOPMENT AND INFRASTRUCTURES	2
	PUBLIC GOVERNANCE AND SELF-GOVERNMENT	1
	<b>TOTAL</b>	<b>12</b>
<b>STRAND TWO</b> REDUCE INEQUALITY IN TERMS OF THE WORKING DAY	WORK AND JUSTICE	3
	EMPLOYMENT AND SOCIAL POLICIES	14
	PRESIDENT'S OFFICE-EMAKUNDE	1
	EDUCATION	2
	PUBLIC GOVERNANCE AND SELF-GOVERNMENT	2
<b>TOTAL</b>	<b>22</b>	
<b>STRAND THREE</b> EDUCATION AND SOCIAL AWARENESS	EDUCATION	4
	PRESIDENT'S OFFICE-EMAKUNDE	5
	PUBLIC GOVERNANCE AND SELF-GOVERNMENT	2
	ECONOMIC DEVELOPMENT AND INFRASTRUCTURES	1
	WORK AND JUSTICE	2
	PRESIDENT'S OFFICE	1
<b>TOTAL</b>	<b>15</b>	
<b>STRAND FOUR</b> BUSINESS AND TRADE UNION AWARENESS	WORK AND JUSTICE	6
	PRESIDENT'S OFFICE-EMAKUNDE	1
	ECONOMIC DEVELOPMENT AND INFRASTRUCTURES	2
	FINANCE AND ECONOMY	2
	<b>TOTAL</b>	<b>11</b>





## Summary of initiatives

INTENSIFY THE FIGHT AGAINST WORKPLACE FRAUD AND INCREASE THE NUMBER OF INSPECTIONS.



GUARANTEE UNIVERSAL EDUCATION COVERAGE UP TO THE AGE OF 3 YEARS.

INTEGRATE A HIGHER NUMBER OF WOMEN INTO MALE-DOMINATED PROFESSIONS AND TASKS.

FACILITATE CAREER CHOICES FREE FROM GENDER STEREOTYPES.



ENCOURAGE EQUAL RESPONSIBILITY BETWEEN MEN AND WOMEN FOR DOMESTIC AND CARE DUTIES.

IMPROVE WOMEN'S LABOUR FORCE PARTICIPATION RATE.

GENERALISE EQUALITY PROGRAMMES IN BUSINESSES THAT INCLUDE THE FIGHT AGAINST THE WAGE GAP AMONG THEIR INITIATIVES.



BRING PARENTING CONDITIONS AND PARENTAL LEAVE TO THE SAME LEVEL FOR MEN AND WOMEN IN BOTH THE PUBLIC AND PRIVATE SECTORS.

INCREASE SOCIAL, BUSINESS AND TRADE UNION AWARENESS IN FAVOUR OF PAY GAP REDUCTION.





**Budget estimation by STRAND:  
2019/2020**

**€282.3 million**

**STRAND 1**

Reduce wage per hour inequality

**€1.663.600**

**STRAND 2**

Reduce inequality in terms of the working  
day

**€275.558.000**

**STRAND 3**

Education and social awareness

**€4.169.000**

**STRAND 4**

Business and trade union awareness

**€965.000**





LEHENDAKARITZA

PRESIDENCIA