

**CCOO CALLS A LABOUR STRIKE ON 8<sup>TH</sup> MARCH, UNDER THE HEADING “WE STAND FIRM AGAINST GENDER PAY GAP, LOW SALARIES AND HARASSMENT”**



Women make up almost 50% of the world's population and they keep on leading the long lists of victims from violence and inequalities, which pervade each and every field of their lives, whether social, economical, private, public, or labour lives. All along the last decades, small steps have been taken in some areas; nevertheless, models where gaps between women and men prevail, keep on persisting.

According to ILO data (2017), on a worldwide scale, the pay gap between men and women is estimated to reach 23%, that is to say, women earn 77% of what men earn. This figure, in the case of the 1% corresponding to the highest income levels, can reach 45%. Therefore, if the current trends are kept, 70 more years will be needed in order to overcome the gender pay gap (ILO, 2015).

In Spain, men earn on average 30% more than women, which is tantamount to 5.941 euros more on an annual average.

In the case of Catalonia, the annual gender pay gap reaches 24%. The salary differences can take place at any age but rise acutely in the case of women who are 55 years-old or more, reaching 32%; women under 25, instead, suffer from a lower pay gap, of 23%. There is also a gender pay gap in the three main activity sectors: 27% in the construction sector, 21% in the industry one, and 22% in the services one. Nevertheless, in those areas where there is a regulation of industrial relations, less precarious situations are given and a small gender pay gap is detected as compared to the areas where there are no regulations.

Due to this, CCOO, together with UGT, has called a labour strike of 2 hours on 8<sup>th</sup> March 2018. Under the heading “We stand firm against gender pay gap, against poverty wages and against gender-based violence at work” the call has the following aims:

- The rising of wages in all labour agreements. The lowest wages must be the ones mostly increased.
- Plans and measures of equality in all companies so as to avoid the gender pay gap and all discriminations.

- Stable employment against the fraudulent use of part-time contracts, unjustified temporary employment and non-paid overtime. Plan for labour inspection service actions.
- Approval, by the Government, of the ILO Convention number 189 that regulates the rights and the working conditions of domestic workers.
- A law for wage equality.
- A rise of the purchase power that allowances have.
- Budgets for welfare policies: dependence, health, education, upbringing...
- Protocols for the prevention and care of individuals suffering from sexual harassment and gender harassment in all companies.
- Support measures to female workers who suffer from gender violence at work.

From the International and Cooperation Secretariat at CCOO de Catalunya, we would like to inform you of our actions for next 8<sup>th</sup> March.

We need to work together in order to eradicate all forms of discrimination suffered by women. For more information, you can watch the [video](#) and the [map of endorsements](#) that we have made on the occasion of the call for a labour strike.

WE WANT US, WOMEN, TO BE ALIVE AND FREE.

LET'S GET UNITED FOR EQUALITY!