Call for proposals to promote gender equality

CERV-2024-GE

Priority 2 on Pay Transparency

Online Info Session

Funding & tenders (europa.eu)

European Commission DG Justice and Consumers:

- D3 Gender equality
- H3 Budget, Programmes and Financial Management

23 February 2024

Agenda

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9:30 -9:40	**Connection of participants & Speakers to Webex and Welcome**
9:40-10:30	Priority 2 "Supporting the implementation of the provisions of the Pay Transparency Directive" Explanations on policy priorities, areas of intervention, budget available, expected activities and results, eligibility conditions, evaluation timeline, followed by a Questions & Answers session
10:30-10:50	10:30-10:50 Application process, evaluation criteria, the Funding and Tender Opportunities Portal
10:50-11:15	Specific budgetary aspects related to the lump sums type 2
11:15-11:30	Questions & Answers session related to the application process and budgetary aspects

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Get Webex ready...

Microphone

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Stay muted when not speaking

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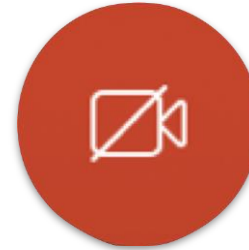
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We remind you…

- This info session will be **recorded** using WebEx, for dissemination and publication purposes (on DG JUST website page for one year).

- If you **do not wish to appear** in the recording, keep your camera and microphone off.

- **No personal data will be collected from participants** (no list of participants/emails of participants).

No personal data will be collected!!

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CERV CITIZENS, EQUALITY, RIGHTS AND VALUES EU FUNDING PROGRAMME

Policy aspects of the
Call for proposals to promote gender equality
CERV-2024-GE – Priority 2 on Pay Transparency

Online info session

23 February 2024

JUST D.3: Gender equality
Agnieszka Bielska Decugniere, Audrey Neveu, Emanuela Tassa, Kalina Lewanska

CERV promoting Gender Equality

CERV STRAND **EQUALITY, RIGHTS AND GENDER EQUALITY:**

to promote rights, non-discrimination and equality, including gender equality, and to advance gender mainstreaming and the mainstreaming of non-discrimination.

Particular focus on:

1. **preventing and combatting inequalities** and discrimination on grounds of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation and respecting the principle of non-discrimination on the grounds provided for in Article 21 of the EU Charter;

2. **supporting, advancing and implementing comprehensive policies aimed at:**

   a) promoting women's full enjoyment of rights; gender equality, including work-life balance; women's empowerment; and gender mainstreaming;

   b) promoting non-discrimination and the mainstreaming thereof;

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Priorities of the CERV-2024-GE call

1. Tackling the root causes of the gender care gap by promoting a gender transformative approach and challenging gender stereotypes *(4 MEUR)*

2. Supporting the implementation of the provisions of the Pay Transparency Directive *(6.1 MEUR)*

Total budget *10.1 MEUR*

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Pay Transparency Priority – themes covered

➢ support MS in developing national guidance and/or tools for gender-sensitive job evaluation and classification systems

➢ support MS in raising awareness of this guidance and/or tools among employers and workers representatives in their respective countries

Priority restricted to EU national authorities responsible for Pay Transparency Directive implementation (still can partner with other organisations)

Pay Transparency Priority – activities to be funded

- Development of guidance, tools and checklists for the assessment and comparison of equal pay for equal work or work of equal value

- Training programs and promotion of gender-neutral job evaluation and classification systems

- Assessment of existing job evaluation systems and pay classification for possible amendments to comply with equal pay principle and gender-neutral criteria

Practical projects that develop and implement specific measures and involve the target group are preferred

Strong/strategic partnerships are encouraged, in particular with equality bodies, labour inspectorates, or social partners. Partnerships with international organisations are also possible.

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Policy background – Pay Transparency Directive (EU) 2023/970

- **Adopted** on 17 May 2023

- **Implementation** deadline in national law - June 2026

- **Aims to** strengthen the application of **principle of equal pay for equal work or work of equal value** between men and women through pay transparency measures and enforcement mechanisms.

  - The principle of equal pay is enshrined in primary European law since 1957 (Article 157 TFUE)

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Policy background – equal work or work of equal value

Equal/same work : same or substantially similar, may not be identical

❖ Mushroom packer (women) **=** mushroom packer (men)

❖ BBC China Editor (women) **=** BBC US Editor (men)

Work of equal value : different in nature / appear to be different, but the same demands are made on work / it is worth the same

❖ Midwives (women) **=** technical clinicians (men)

❖ Nursery staff, classroom assistants, support-for-learning assistants (women) **=** gardeners, refuse collectors, leisure attendants (men)

❖ Hotel maids (women) **=** bartenders (men)

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Policy background – How to establish work of equal value?

- Determining work of equal value involves comparing the work of a female employee and a male counterpart by reference to demands made on workers in carrying out given tasks

- Four essential factors established by the ECJ (Art.4.4)

Skills - effort - responsibility - working conditions

- These four factors are considered sufficient for evaluating all the tasks performed in an organization, regardless of which economic sector the enterprise belongs to

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Policy background – Directive 2023/970

- Requires Member States to make accessible **analytical tools or methodologies** to support and guide the **assessment and comparison of the value of work** (Art.4(2))

- Those tools or methodologies shall allow employers and/or the social partners to easily establish and use **gender-neutral job evaluation and classification systems** that exclude any pay discrimination on grounds of sex

  → **if not used in a gender-neutral manner, job evaluation and classification systems contribute to accrued discrimination by evaluating male and female dominated jobs differently and in a biased way**

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Potential discriminatory practices in job evaluation and classification

- SWD(2013) 512 final – few examples

- Using different evaluation systems, e.g. for professionals / non-professionals
- Failure to evaluate typically female job requirements, e.g. psycho-social competences and responsibilities
- Use of different evaluation criteria for male- and female-dominated tasks, e.g. 'necessary muscular strength' only as criteria for male-dominated workplaces, but not for female-dominated professional workplaces
- Disproportionate weighting of the requirements which are typical for male-dominated jobs, e.g. 'muscular strength'
- Discriminatory interpretation of requirements such as 'responsibility' only as 'managerial responsibility', even if certain jobs require other types of responsibility
  - … See also ILO guide

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Tools /methods to establish work of equal value?

- Need to determine the hierarchy between different jobs

- Systems that establish the relative value of jobs, not the value of the job holders

- In principle, not linked to actual performance

- Compare jobs

What is important: not the job holder but **the requirements** of the job being evaluated

- **Analytical job evaluation methods** based on comparison of different factors (their importance and complexity), are considered the most appropriate for job evaluation in a gender equality context

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Job classification or job evaluation?

JOB CLASSIFICATIONS:

- Non-analytical
- Simpler & less costly
- Ranks job categories without entering into assessment
- Job description considered at once
- Relative value according to position in rank

JOB EVALUATIONS:

- Analytical
- More complex
- Factor-based: Focuses on gender-neutral factors
- Gives points according to factors
- Total points = value of job

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References

- Pay transparency directive [2023/970](#)

 - Commission, Gender neutral job evaluation and classification systems - [SWD(2013) 512 final](#)

- International Labour Office, [Promoting equality: Gender neutral job evaluation for equal pay: A step by-step guide (2008)](#)

- Equal Pay International Coalition: https://www.equalpayinternationalcoalition.org

Thank you for your attention!