



Participation of women in the chemical industry in Belgium

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A little history

1889: Ban on night work for women and children

1920: Women get right to vote in local elections

1948: Right to vote in national elections

1998: No more discrimination in the exemption regimes for night work between men and women (pursuant to a European Directive of 1976)





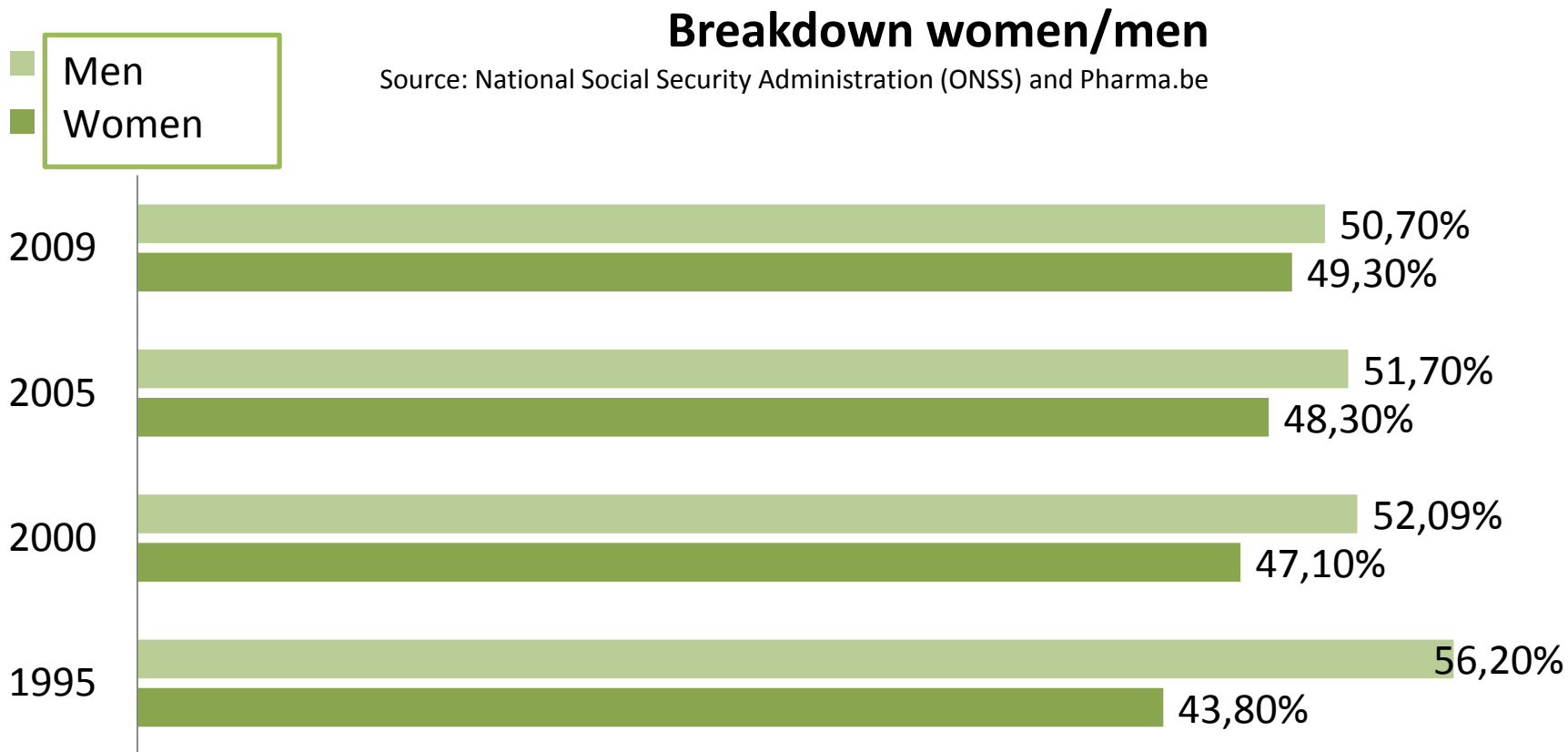
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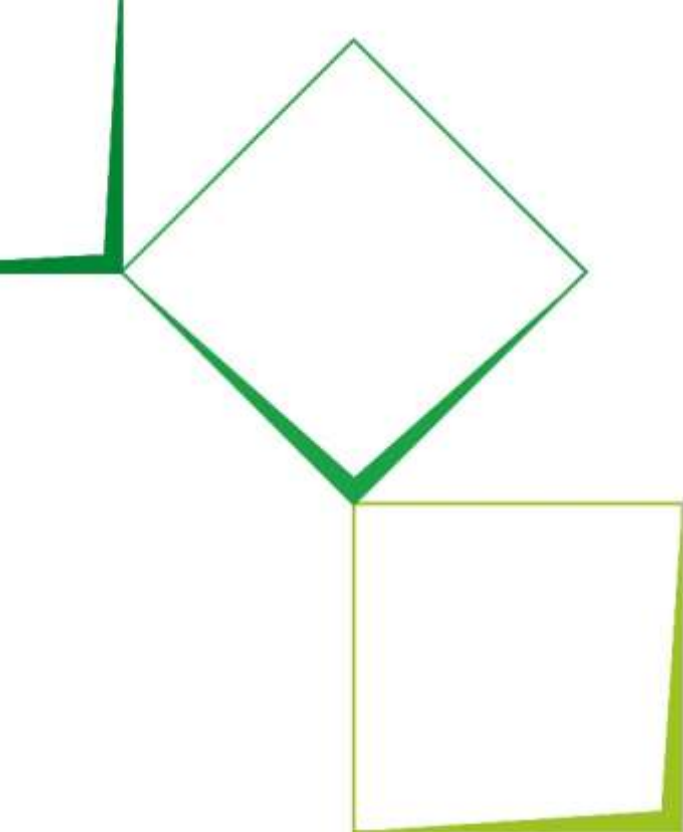
A few statistics:

- ❖ In 2009, the chemical industry and life sciences employed nearly 25,000 women workers, out of 91,523 direct jobs
- ❖ This represents just over 27% of workers in the sector (compared with 23% in manufacturing)
- ❖ This rate has steadily increased over the last decade from 23% in 2000 to 27% in 2009
- ❖ With 49.3% of women in employment overall, the pharmaceutical industry is one of the few sectors of manufacturing industry where gender "equality" has almost been achieved.
- ❖ This mainly concerns the area of R&D where the increase remained constant from 1995 to 2009



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CSC BIE and the gender issue



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The gender issue

- ❖ Starting point: **The National Congress of the CSC in 2002** (topical resolutions).
- ❖ Signature on **23/09/2004** by the three unions, of the Charter for equality of men and women in trade unions
 ("**Gender mainstreaming Charter** ").
- ❖ Signature on **03/12/2009** by CSC EC and CSC BI (merged in 2010 to become CSC BIE) of the **Declaration of Commitment.**





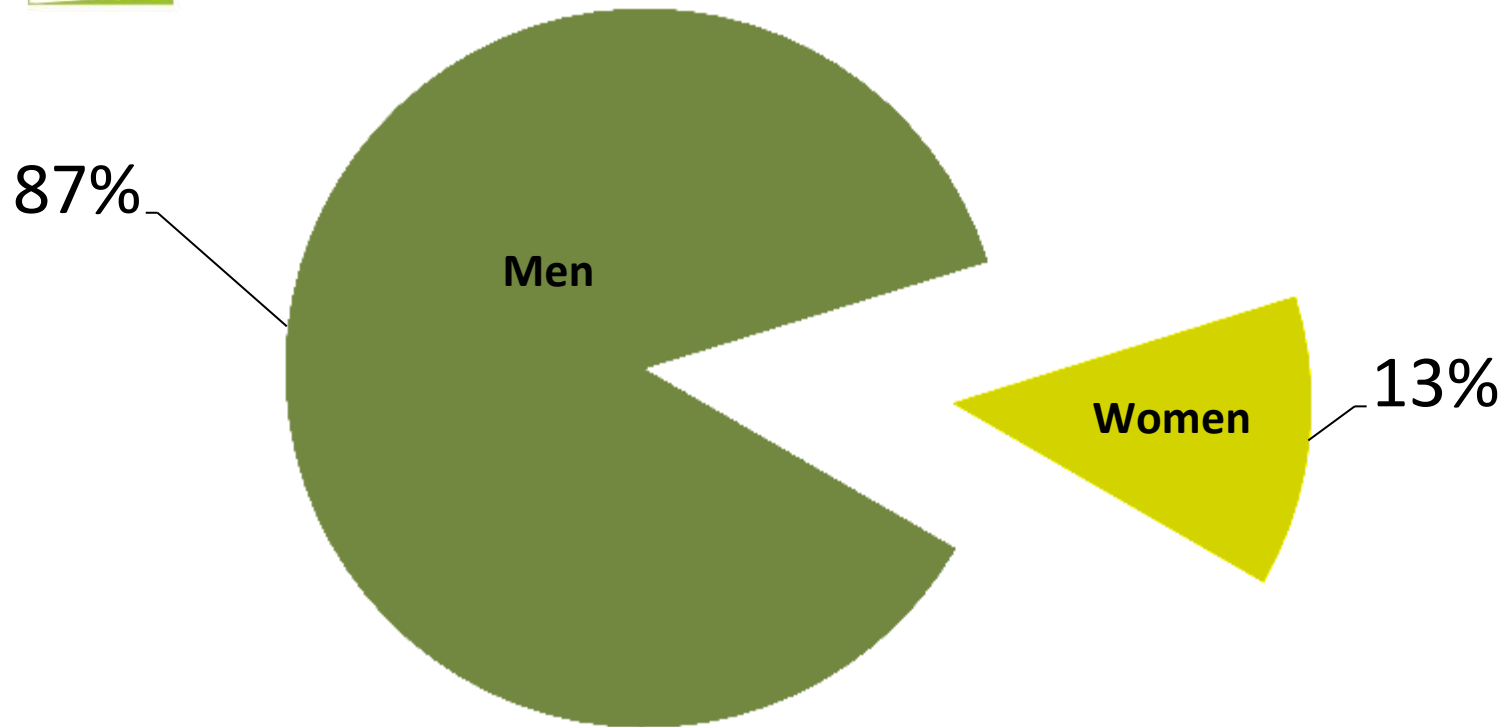
The gender issue

Three priorities have been set in our sectors:

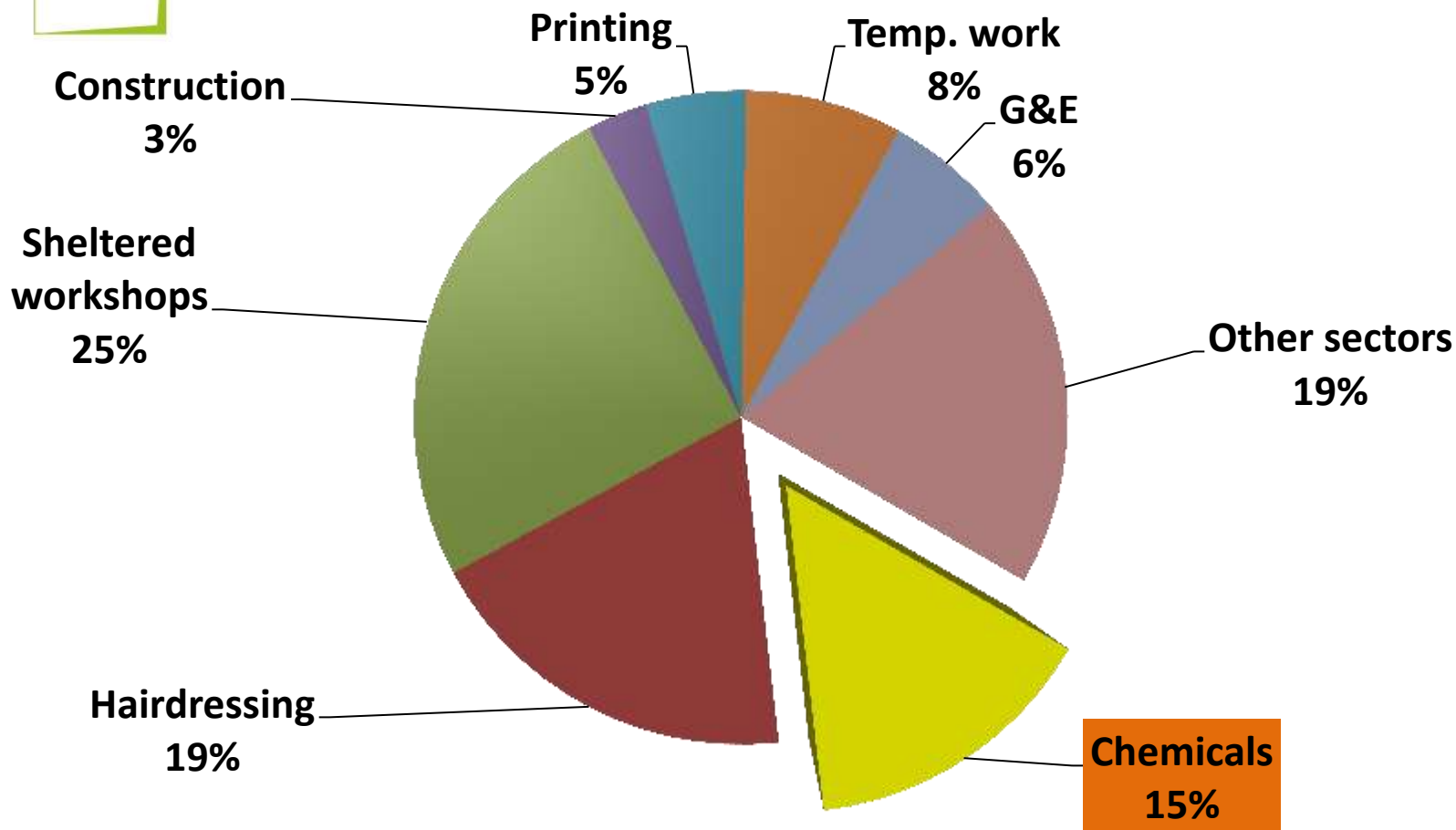
1. to carry out a study on the existence of a wage gap
2. to address the issue of gender through the IEF
3. To provide equal access to all jobs



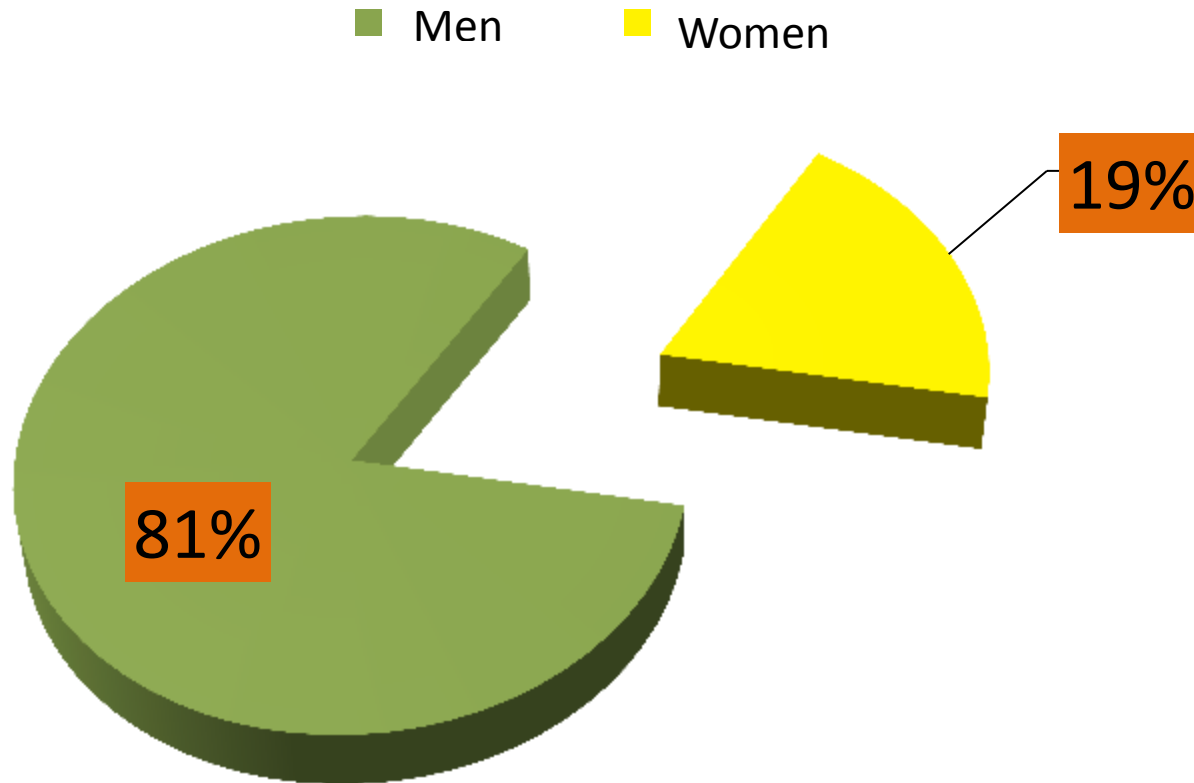
Breakdown men/women at CSC BIE



Breakdown of women in the sectors of CSC BIE



Breakdown of women in the Chemicals sector - CSC BIE



Survey on the wage gap

Beginning of 2010, implementation of our first priority: To carry out a study on the existence of a wage gap(ex-EC)

Tool: Multiple choice questionnaire survey on the wage gap

Target: Our activists (ex-EC)

Survey in 3 sections: general, classifications and accessibility

Result:

- 64 questionnaires returned (30%)
- 85% of returned questionnaires related to the chemicals sector



Agissez sur l'écart salarial dans votre entreprise



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Survey on the wage gap

- ❖ the type of collective bargaining agreements in companies:
 - Nearly 74% of participating companies have company-level agreements.
 - 15% use group agreements
 - 20% use sectoral agreements





Survey on the wage gap Conclusions

1. Most companies that have entered into a company-level or group agreement, also have a job classification system (70%).
2. Most job classifications are implemented after consultation or through collective labour agreements (62%).
3. Job functions are determined after consultation or through collective labour agreements (56%).
4. If a job classification is established after consultation, the majority reported that it is not updated regularly (45%).





Survey on the wage gap Conclusions

5. Although classification is often implemented after consultation, one-third reported that it is not applied correctly.
6. Same basic salary - same job:
 - Basic salary: in most cases, it is determined after consultation (55%)
 - In 39% of cases, workers receive the same basic salary
 - Notwithstanding the consultation, more than 1/3 state that they do not receive the same basic salary for the same job





Survey on the wage gap

Conclusions

Causes of the difference in basic salary:

- Agreements based on the past policy
- Age/number of years of service
- Classification is not transparent
- Passage to a (lower) function with maintenance of salary
- Arbitrary granting
- The fact of being a woman

7. In the case of unequal pay, the majority considers this as a problem (48%).

8. This problem is reported by the social partners in 51% of cases.





Survey on the wage gap Conclusions

9. Accessibility of the company: 75% of people consider that their company offers the same accessibility for both men and women, while 25% think the work is too arduous for women (men's work, no facilities, shift systems,...).
10. As many men as women present? 40% no and 53% yes.
11. Internal job opportunities: in 64% of companies, everyone has the possibility of applying.





Survey on the wage gap

Overall conclusions

- ❖ This survey did not highlight a wage gap in the field of the chemical industry.
- ❖ However, it did emphasize the fact that special attention needs to be paid to monitoring job classification systems (an action plan should also follow)
- ❖ It should be noted however that:
 - ✓ The "impression" of our activists is:
 - ✓ The area is typically male-dominated
 - ✓ Many prejudices





Diversity

- ❖ Sector Partnership Agreement in the Chemical Industry -> a study/survey "Initial measurement of diversity" (Hiva -> Nulmeting Diversiteit)

Objective: measure industry attention to the issue of diversity

Tool: a questionnaire sent out at the end of February in companies

Three angles of approach: the current group, the recruits and the existing diversity policy

-> The final report is expected to be submitted in September 2013.

Conclusions = starting point for examinations, recommendations and subsequent action





Diversity

Chemical industry training fund

- ❖ Two other projects of the Chemical Industry Training Fund on diversity:
 - Attracting young people into the chemical industry (m/w)
 - Project for getting people with disabilities into work (m/w, enclaves). In development...
- Some ideas on the table but which need to be firmed up:
- Awareness campaign,
 - Financial incentives
 - Web site





Gender Diversity Working Group

In addition to this collaboration, CSC BIE is continuing its efforts:

❖ Gender Equality Action Plan

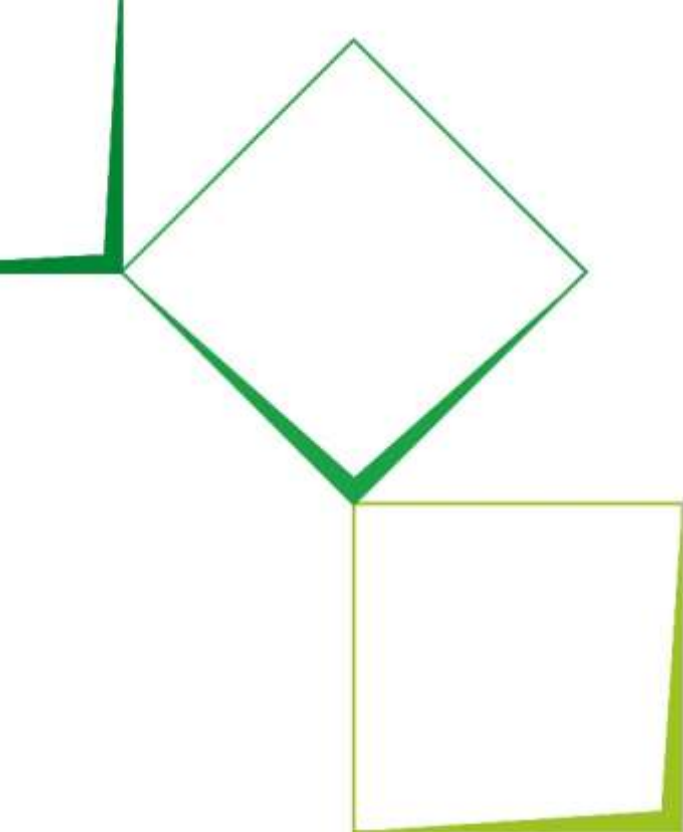
Project: develop a brochure on gender management (specific tool)

With a pilot sector: the chemical industry

How:

- Via the training of our members and our permanent staff
 - Via a survey
 - Via exchanges of ideas
 - Implementation of actions and projects
- ❖ Elections of worker representatives in 2016 will also be prepared in terms of gender and diversity





Thank you for listening!



ANY QUESTIONS?



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