



Gender Equality: Social Partner Agreement in Spain

Initiation of the action by Spanish Sectoral Social Partners: To improve the working conditions of women and the implementation of equality plans, in strict compliance with national legislation, Sectoral Social Partners in Spain have included in their Collective Agreement of 2021 clear provisions on gender equality.

Gender equality provisions: All companies subject to the Collective Agreement must have an equality plan, whose objective will be to promote equal treatment and opportunities in the workplace. It will include, at least, the following areas of action:

- Selection and recruitment processes;
- Training;
- Professional promotion and career pathways;
- Working conditions (including salary audits);
- Co-responsible exercise of the rights of personal, family and working life;
- Female (under-)representation in the company;
- Remuneration;
- Prevention of sexual and gender-based harassment and violence.

Implementation: A Joint Commission is constituted by the Social Partners for the interpretation and application of the Collective Agreement, including the provisions on gender equality. At company-level exist negotiating committees, consisting of company representatives and the legal representation of workers. They jointly analyse and assess all the aspects contained in the company equality plans, based on the Collective Agreement.

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