

## BUILDING A JOB EVALUATION AND REMUNERATION SYSTEM IN THE COLLECTIVE AGREEMENTS OF THE CLOTHING AND LEATHER INDUSTRIES WITH A VIEW FOR PROMOTING THE QUALITY IN THE EMPLOYMENT AND PROMOTING EQUALITY

### PROGRAMME

Conciliation and Gender Equality

### PROGRAMME OPERATOR

[CIG - Commission for Citizenship and Gender Equality](#)

### PROMOTER

[FESETE](#) - Federation of Textile, Wool, Clothing, Footwear and Leather  
Workers' Unions of Portugal

### PARTNERS

[APIC - Portuguese Tanning Industry Association](#)

[ANIVEC/APIV - National Association of the Clothing and Apparel  
Industries](#)

[INDUSTRIALL EUROPEAN TRADE UNION](#)

[FELLESFORBUNDET - Norwegian Federation of Trade Unions](#)



## OBJECTIVE

Promoting equal pay and opportunities between women and men in the clothing and Tanning sectors, through the implementation of a Gender Neutral Job Evaluations.

## RESULTS

### STUDIES

We have identified situations of discrimination and segregation in women's work. Two studies were carried out for the Clothing and Leather sectors.

### SEMINARS

The results were presented at seminars held in Guimarães and Alcanena.

We are committed to act, through dialogue and sectoral and company collective bargaining, to mitigate these situations and promote equal pay and transparency in the clothing and leather industries.



Programme  
Operator:



Promoter:



Partner:



Partner:



Partner:



Partner:

