

# Importance of **COLLECTIVE BARGAINING**



In the clothing industry, women represent **86% of the workforce**.

The 'Neo-Taylorist/Fordist' labour model poses **challenges to workers' physical and mental health**. We need to adopt new **ORGANISATIONAL MODELS** in production!

**MONOTONOUS TASKS**



**INTENSE TASKS**



**REPETITIVE TASKS**



In recent years, the clothing sector has **failed to attract** qualified young women.

There is a **clear trend towards an ageing of the workforce** in the clothing industry, particularly in the Production area.



**Programme Operator:**



**Promoter:**



**Partner:**



**Partner:**



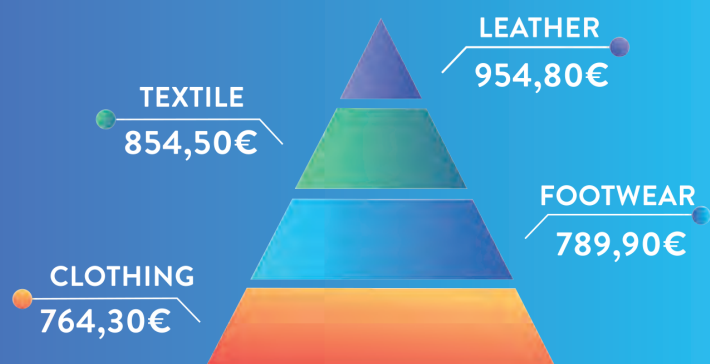
**Partner:**



**Partner:**



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The average basic monthly pay for the clothing industry as a whole **was the lowest in 2020**, at just €764.30

As the clothing industry is predominantly female, there is a **tendency towards horizontal segregation, unlike the male-dominated** Textile and Leather sectors, where pay is higher for similar jobs.



The high level of physical and mental strain leads many of these women workers to **leave their jobs prematurely**, in the middle of their working lives, and then to take early retirement due to the development of occupational illnesses. When evaluating these professions, it is necessary to take into account the **EFFORT AND WORKING CONDITIONS - occupational risks and illnesses**.

The participation of **SOCIAL PARTNERS** in the promotion of gender equality and the elimination of discrimination in labour relations is relevant, as they are best placed to **detect the strengths and weaknesses of action at national, regional and local** level to prevent and combat wage discrimination.



Programme  
Operator:



Promoter:



Partner:



Partner:



Partner:



Partner:



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In order to promote these changes in women working lives, particularly in the area of production, a good and fruitful environment of **Social Dialogue and Negotiation between the Social Partners is needed.**

The results of this research need to drive sectoral and company collective bargaining in order to purge practices of gender discrimination and **promote equality between women and men.**

The dignification of **WORK** and better valued **PROFESSIONS** are a fundamental binomial for improving productivity in companies!

**SOCIAL PARTNERS** (Trade Unions and Employers' Associations) need to be **AGENTS OF TRANSFORMATION AND CHANGE** towards Social Progress and the Eradication of Discrimination.



Programme  
Operator:



Promoter:



Partner:



Partner:



Partner:



Partner:

