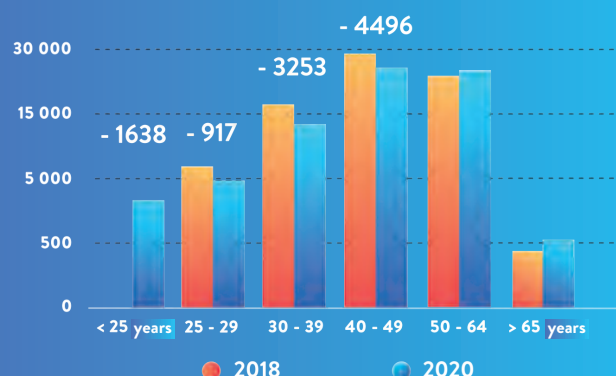


In recent years, the clothing industry has not been able to attract more qualified young women, and there has been a clear trend **towards an ageing of the workforce**, particularly in the production area.

CONCLUSIONS AND RECOMMENDATIONS for the clothing sector

Of the **69,987 workers** registered in 2020 in the Clothing Industry, the overwhelming **majority (87%) are women and approximately 13% are men**. There is no doubt that this is a **predominantly female** sector.

GENERATIONS IN THE SECTOR



AVERAGE PAY MONTHLY EARNINGS



If we analyse the AMBR, the clothing industry continues to be the sector with the lowest remuneration in the TCFLI **as a whole**. This indicator leads us to question whether the clothing industry isn't being subjected to the effects of **horizontal segregation**, with the result that the work carried out by these women isn't valued because it is predominantly done by women.

The analysis of the results allowed us to divide the categories evaluated into **4 GROUPS** which were organised according to the score obtained in the evaluation.

The 5 highest-scoring CATEGORIES were placed in the first two groups.



Programme Operator:



Promoter:



Partner:



Partner:



Partner:



Partner:



CONCLUSIONS AND RECOMMENDATIONS for the clothing sector



SPECIALISED
SEAMSTRESS



QUALIFIED
SEAMSTRESS

Of all the categories selected for the study, the **Specialised Seamstress** and **Skilled Seamstress** categories have the **2nd and 7th highest number of workers respectively**.

Both professional categories are predominantly female, with a rate of 99.5% or more. These two professional categories were the only ones to **score above average** in the 4 factors analysed.

But when we analyse the salaries of these categories, we see that the Skilled Seamstress and Specialised Seamstress categories have the **2nd and 6th lowest AMER** of the categories under analysis, respectively.

More than half of the respondents (59%) said that the dust released when handling fabrics could lead to **respiratory problems**.

The workers were quick to point out that in the course of their work they are exposed to:

MUSCULOSKELETAL
INJURIES

VISUAL FATIGUE



DEMOTIVATION

PHYSICAL AND
PSYCHOLOGICAL
FATIGUE

These situations are also reflected in the satisfaction levels of the women surveyed, who are **dissatisfied with their pay, recognition of their efforts, working conditions and the possibility of career advancement**.

We are dealing with sectors of activity with monotonous and repetitive tasks, with very high work rhythms and which expose workers to situations of high physical and mental strain that **lead many of these women to take early retirement** due to the development of occupational illnesses.

Programme
Operator:



Promoter:



Partner:



Partner:



Partner:



Partner:



CONCLUSIONS AND RECOMMENDATIONS for the clothing sector

In view of what we have recorded, it is necessary:



Reflect on the number of professional groups and categories in the Collective agreements



Eliminate wage differences



Value the work done by women in the clothing industry



Guarantee wage transparency in companies



Readjust the positioning of professions on the Salary Scale, taking into account the results obtained

Programme
Operator:



Promoter:



Partner:



Partner:



Partner:



Partner:

