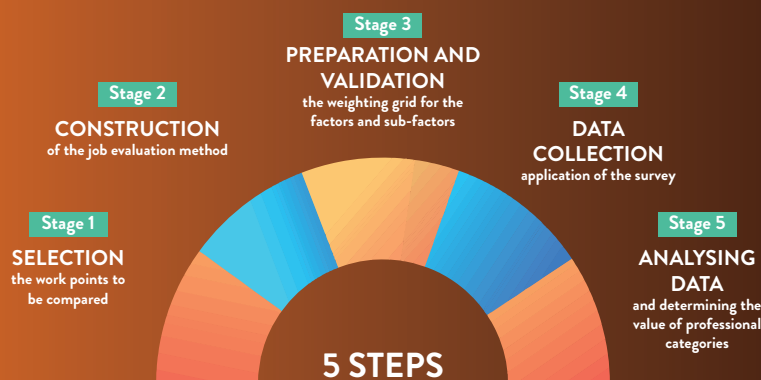




The approach used went through **5 STEPS**, resulting in conclusions that **support social dialogue and collective bargaining** in the leather sector to combat persistent discrimination.

This approach follows the concepts of **ILO Convention No. 100**, ratified by Portugal on 4 November 1966.
 Which aims to guarantee equal pay for women and men for equal work or work of equal value.



THE 4 FACTORS UNDER EVALUATION

COMPETENCES



RESPONSIBILITIES



EFFORTS



WORKING CONDITIONS



According to the ILO, assessment must be based on 4 factors:

- **Competences;**
- **Efforts;**
- **Responsibilities;**
- **Working conditions.**

PROFESSIONAL CATEGORIES

The 14 professional categories selected for the study were:



TANNERY TECHNICIAN



IN CHARGE



SECTOR MANAGER



LEATHER SORTER



QUALIFIED FULON OPERATOR



QUALIFIED MACHINE OPERATOR



GENERAL OPERATOR



WAREHOUSE OPERATOR



LABORATORY OPERATOR



MAINTENANCE OPERATOR



QUALIFIED COLOUR TUNING OPERATOR



INTERMEDIATE OPERATOR



AUXILIARY OPERATOR



NON-SPECIALISED OPERATOR

Programme Operator:



CIG
 COMISSÃO PARA A CIDADANIA
 E A IGUALDADE DE GÉNERO

Promoter:



Partner:



Partner:



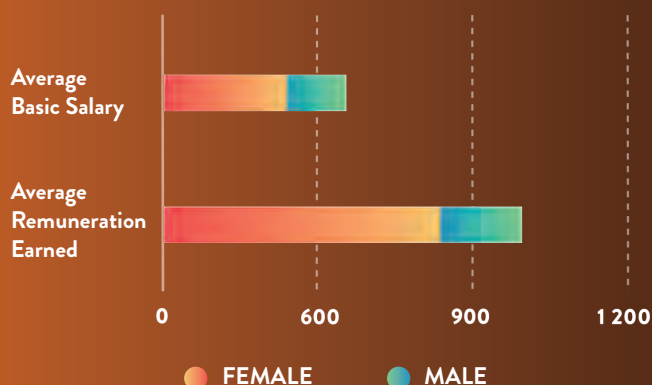
Partner:



Partner:

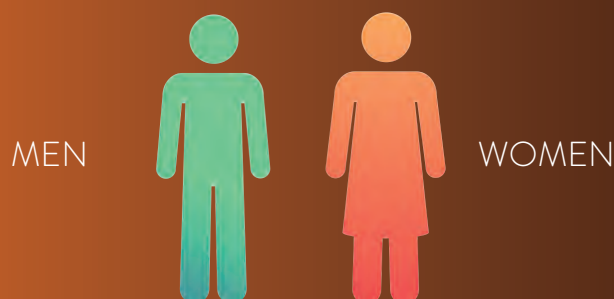


WAGE DISPARITIES



In the 14 categories analysed, we see **that men are paid 8.6% more than women** in basic salaries, and this figure rises to 10.9% when we consider total earnings.

We interviewed **108 workers** in order to break down the professions into factors and sub-factors, obtaining numerical values for each category assessed, making comparisons easier.



TOP SCORING CATEGORIES



The best-scoring categories by factor were:
Maintenance Operator - Competences
Maintenance Operator - Responsibilities
Auxiliary Operator - Efforts
Auxiliary Operator - Working Conditions

Maintenance Operator topped the overall evaluation.

It is noteworthy that the **Auxiliary Operator**, who is mostly female and has the lowest basic pay among the categories, obtained the fifth best overall score, showing **excellent performance** in the factors of effort and Working Conditions.



Programme Operator:



Promoter:



Partner:



Partner:



Partner:



Partner:

