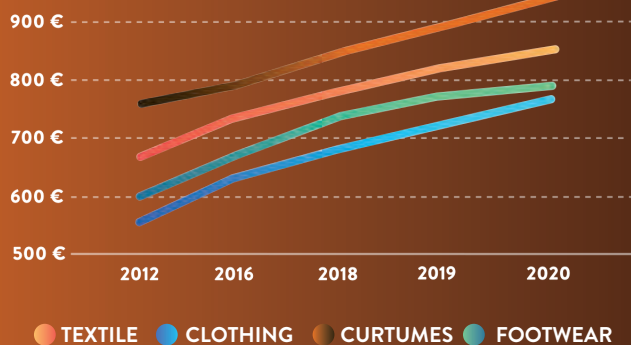


WAGE DIFFERENCES between men and women in the leather sector

EVOLUTION OF REMUNERATION BASIC MONTHLY AVERAGE

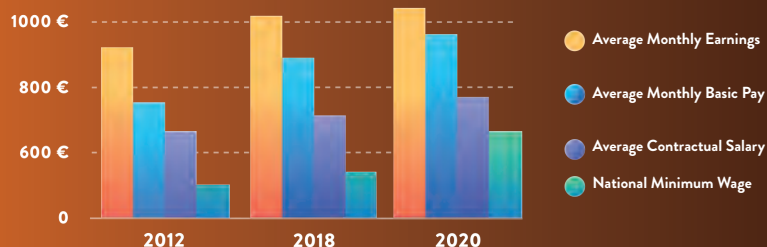


In the Leather Industry, **wages are the highest among** the TCFLIs, followed by the Textile Industry, Footwear and, finally, the Clothing Sector, with the lowest wages.

The **Average Wage negotiated** in collective bargaining came closer to the NMW, especially between 2012 and 2020.

On the other hand, practised salaries have distanced themselves from fixed salaries and widened the gap over the period in question.

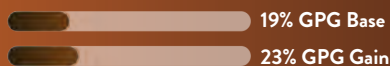
EVOLUTION OF THE AVERAGE SALARY



WAGE GAP

between men and women

LEATHER



TCFLI

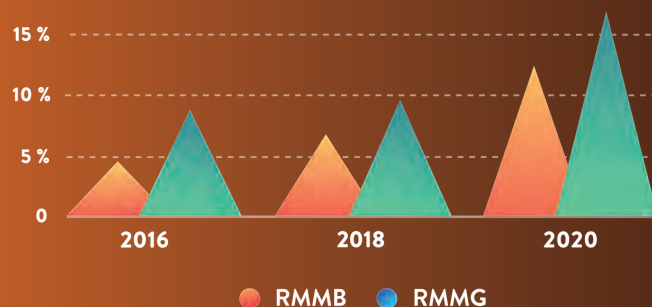


At TCFLI, the difference is 19%.

In the leather sector, the **difference is 13% in basic pay and 16% in pay actually earned.**

The **wage gap** between men and women narrowed in 2016, but increased overall between 2018 and 2020.

WAGE GAP BETWEEN MEN AND WOMEN



Programme Operator:



Promoter:



Partner:



Partner:



Partner:



Partner:



WAGE DIFFERENCES between men and women in the leather sector

WAGE GAP BY GENDER

TEXTILE



CLOTHING



LEATHER



FOOTWEAR

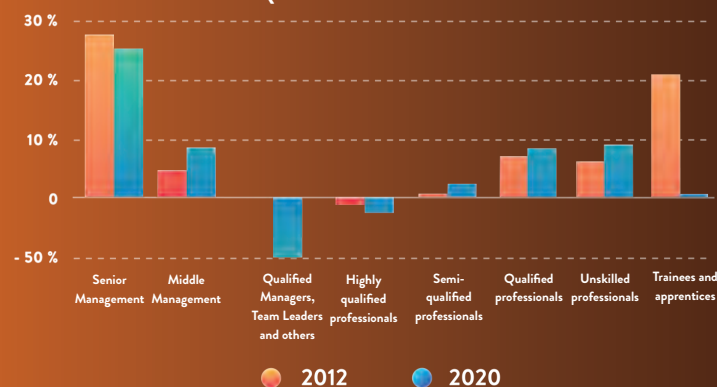


In the Leather Industry (2.57%) and Textiles (6.97%), the **Adjusted Gender Pay Gap (Adjusted GPG) is below the national average (9.6%)**.

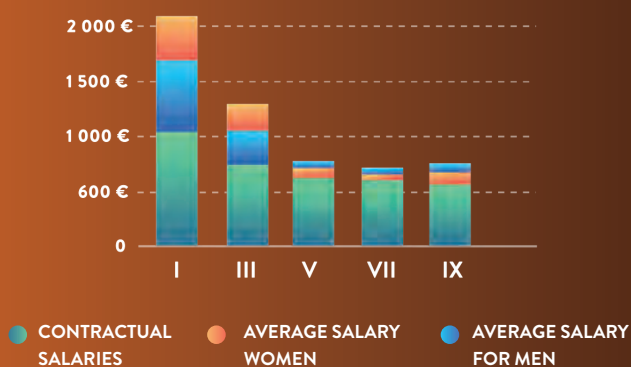
However, when you consider the Earnings Gap in the Leather Industry, it more than doubles to 6.25%.

In the leather industry, the **pay gap** between men and women is greatest **in the senior management**, where salaries are the highest.

SALARY DIFFERENCE BY QUALIFICATION LEVEL



DIFFERENCE BETWEEN SALARIES AND CONTRACTUAL WAGES



Comparing salaries, companies pay amounts close to the national minimum wage and the CCT to workers at the bottom of the pay scale, **while higher salaries stand out**. In 2020, at level I, women are paid more than men, both in basic pay and in earnings.

Programme Operator:



Promoter:



Partner:



Partner:



Partner:



Partner:

