

# **Gen. CHEMICAL Industry Agreement**

**Equality**

**Conciliation of work and  
family/personal life**

# **XVII Gen. CHEMICAL Industry Agreement**

**ARTICLES FROM THE AGREEMENT WHICH COVER  
ASPECTS OF EQUALITY AND CONCILIATION.**

- **Art. 11: RECRUITMENT:** Establishing the principles of equality from the start.
- **Art.13.10: PERMANENT EMPLOYMENT RATE - FLEXIBILITY:** Excludes workers with special circumstances, among others those covered in art. 50, from the possibility of flexibility applying to them.
- **Art.18: POSITIVE ACTION.**
  - ✓ **HIRING**
  - ✓ **SALARIES**
  - ✓ **TRAINING**
  - ✓ **PROMOTIONS**
- **Art. 19: ADVANCEMENT:** The possibility to create exclusions and job reservations, in order to comply with art. 18, is established.
- **Art. 22: DEFINITION OF PROFESSIONAL GROUPS:** A criterion other than physical exertion is included in order to determine the membership of a particular professional group. It should not be forgotten that a classification carried out with discriminatory criteria is the main source of salary inequalities.

- **Art. 25: EMPLOYMENT MOBILITY FOR THE VICTIMS OF GENDER RELATED VIOLENCE:** A new article, which seeks to help to preserve the integrity of victims of gender related violence.
- **Art. 28.2: GEOGRAPHICAL MOBILITY FOR THE VICTIMS OF GENDER RELATED VIOLENCE:** A new article, which seeks to help to protect the rights of victims of gender related violence, taking into account their specific situation.
- **Art. 28.3: GEOGRAPHICAL MOBILITY TO KEEP FAMILY MEMBERS TOGETHER:** The intention is to help keep families in the same workplace and thus favour conciliation of work/family life.
- **Art. 48: LEAVE:** time off for surgery without hospitalisation, absence from work in the case of premature children or those who have to remain in hospital and the criteria for the right to accompany a first-degree relative to a medical appointment are also listed.

- **Art. 49.1: SHORTER DAYS FOR FAMILY REASONS:** Establishes the option to accumulate the daily baby-feeding hour allowance and claim it after maternity or paternity leave, the allowance being greater in cases of multiple birth. The reduction in working hours may be by 1/8 of the working day and the age of the child is increased to 8 years. Likewise, the reduced working day is applicable to victims of gender related violence.
- **Art. 50: CONTRACT SUSPENSION FOR MATERNITY LEAVE, RISK DURING PREGNANCY OR DURING BREAST FEEDING, AND ADOPTION OR FOSTERING:** Develops everything related to contract suspension.
- **Art. 50.bis: CONTRACT SUSPENSION FOR PATERNITY:** Covers the creation of this new cause of suspension.
- **Art. 51: CONTRACT SUSPENSION FOR WORKERS WHO ARE VICTIMS OF GENDER RELATED VIOLENCE:** A new article which seeks to help protect the rights of victims of gender related violence, taking into account their specific problems. Set at 6 months with three month extensions up to 18 months.

- **Art. 52 bis: UNPAID LEAVE FOR VICTIMS OF GENDER RELATED VIOLENCE:** To attend social, police and health services.
- **Art.54: LEAVE OF ABSENCE FOR CARE OF FAMILY MEMBERS:** Covers the possibility of splitting the leave taken.
- **Art.61: DISCIPLINARY SYSTEM – GROSS MISCONDUCT:** Covers sexual harassment, which was already specified, and also includes harassment for other discriminatory reasons (religion, race, sexual preference, etc.) as gross misconduct.
- **Art. 81: TRAINING:** Establishes the guarantee of the principle of equal treatment and positive actions for the most disadvantaged groups. These are very important aspects to be controlled and monitored because of their future impact on promotions and advancement, etc.

- **Art. 99: EQUAL OPPORTUNITIES:** Creates guidelines to help draw up the Equality plans, and more competencies are given to the existing Sectoral Commission for Equality.
- **Art. 100: EQUALITY PLANS:** Established as compulsory for any company with more than 250 employees, or whenever the labour authority indicates as such in substitution for other sanctions.

# **EQUALITY Plans**

**DIAGNOSIS OF SITUATION**

**GOALS**

**COMPETENCIES**



# **Joint Committee for EQUALITY**

It is agreed to constitute a Joint Sectoral Commission for Equal Opportunities between the signatories of this Agreement in order to cover the commitments assumed in this Chapter XVI of the Collective Agreement, with the following competencies:

- Settling, in terms of consultation, any queries about interpretation and/or application which may arise at the companies regarding the provisions on equality plans established in the above articles.
- Monitoring of the evolution of equality plans agreed at companies in the sector.
- Possibility of drawing up technical guidelines on aspects related to equal treatment and opportunities among men and women at work at the request of the Mixed Commission.

# Conclusions:

- The transfer and development of the contents of Law 3/2007, is a large step forward in the fight for equality. Its importance lies not only in the broadening of leave, but also in the fact that an important tool is established for the detection and correction of aspects and situations which may be discriminatory.
- The guidelines included in the agreement, established for carrying out the diagnosis, action plan, monitoring and evaluation of results, will greatly aid our work.