

Introducing SD4EU: Social Dialogue for a Union of Equality

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PROJECT 101145648: SD4EU

TRANSNATIONAL SEMINAR ON GENDER EQUALITY AND SOCIAL PROTECTION

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Today's Focus

I will cover three things:

1. What SD4EU is
2. What we have done & what comes next
3. Our goals

SD4EU in brief

SD4EU – Social Dialogue for a Union of Equality

4th project by Confprofessioni on social dialogue

April 2024 – March 2026

EU grant: €350,000 (90% of costs)

Partners: professional associations, trade unions, universities

 A wide European network

How the Project is structured

5 Work Packages (WPs):

WP1: Management & coordination

WP2: Research (completed)


WP3: Capacity building (ongoing)

WP4: Social Dialogue for gender equality (starting)


WP5: Communication & dissemination

WP2 Research (completed)

Three research areas:

1. Evolution of the concept of gender equality within EU policies
2. EU legal framework 
 - Pay
 - Social protection
 - Work-life balance
3. Role of social dialogue for equality

WP2 Research: Key insights

- Equal treatment → Positive actions → Gender mainstreaming → Intersectionality
 - Recent directives
 - Directive 2023/970/UE on pay transparency
 - Directive 2022/2041/UE on minimum wages
 - Directive 2019/1158/UE on work-life balance
-  **Need to relaunch EU Social Dialogue, including new forms of work**


Social Protection Findings

- Gender gaps in jobs and pay
 - **Lower pensions**, weaker entitlements
- **Care work still unequally distributed**
 - **Collective bargaining helps**
 - **But not enough**

 **Need for inclusive and gender-sensitive welfare**

WP3 Capacity Building (activities)

 From research → to practice

- Working groups on:
 - Social protection
 - Equal pay 
 - Work-life balance
- Recommendations

WP3 Capacity Building (seminars)

Capacity building seminars for social partners:

- Rome – today
- Malta – 30 October
- Ireland – November

 Goal: **empower social partners to act effectively**

WP4 Next Steps

Task 4.1

- Gender mainstreaming in social partners' activities
- Identify risks & vulnerabilities
- Draft guidelines

Task 4.2

- Roadmap towards a Union of Equality

Why this project?

Social dialogue on gender equality = limited effectiveness

Research shows:

- Conceptual misunderstandings
- Cross-country differences
- ILO (2020): root causes remain unaddressed

 Without **gender-sensitive social dialogue**, inequalities remain

Main Challenges

1. Declining role of social dialogue
2. Prejudices on gender equality in representation systems

Project Goals


Strengthen role of social partners

Revitalize social dialogue with gender perspective

Focus areas:

- Equal pay
- Social protection
- Work-life balance

Social partners are strategic actors of change

- Advance equality through lobbying + collective bargaining
 - SD4EU promotes *gender-sensitive* approaches in:
 - Social protection
 - Work-life balance & right to disconnect
 - Equal pay & minimum wage
 - Linked to new forms of work: self-employed, digital platforms, precarious jobs
-  **Social dialogue = key to a more inclusive labour market**

What's Next for SD4EU

Upcoming transnational seminars:

- Malta – 30 October
- Ireland – November

Final Conference:

- Brussels – 2026



Stay engaged and follow the journey to the Final Conference

Thank you for your attention!

QUESTIONS?

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