

# Introducing SD4EU: Social Dialogue for a Union of Equality

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PROJECT 101145648: SD4EU

TRANSNATIONAL SEMINAR ON EQUAL PAY AND GENDER PAY GAP

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# Today's Focus

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I will cover three things:

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

# Confprofessioni

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Main organisation representing liberal professionals in Italy

1.5 million professionals represented

Recognised as national employers' social partner

Negotiates National Collective Labour Agreement

Strong engagement at EU level (Brussels office)



# SD4EU in brief

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## **SD4EU – Social Dialogue for a Union of Equality**

4<sup>th</sup> 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

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## **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)


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## 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

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- 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**

# Findings relevant to Equal Pay

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- Gender pay inequalities through the life course
  - **Collective bargaining** helps
    - But **not enough**

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

# WP3 Capacity Building (activities)

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👉 From research → to practice

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

# WP3 Capacity Building (seminars)

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Capacity building seminars for social partners:

- Rome – 26 September
- Malta – today
- Ireland – 19 November

Each seminar focuses on one core topic.

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

# WP4 Next Steps

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## 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?

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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

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

# Project Goals

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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

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- 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 — and how to stay involved

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Upcoming transnational seminars:

- Ireland – 19 November

Final Conference:

- Brussels – spring 2026

 Stay engaged and follow the journey to the Final Conference

# Thank you for your attention!

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## QUESTIONS?

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