

## **Spain: Inditex commits itself to gender equality.**

May 2023

Spanish textile group Inditex, which owns the Zara enterprise, has negotiated its first equality plan with the trade unions. The plan includes a hundred or so measures to ensure the promotion of equal opportunities in recruitment and career development. The group signed this landmark global equality plan with the main CCOO and UGT.

Their four-year plan forms part of the company's legal obligation to negotiate equality plans, a requirement which in Spain dates back to 2007 for companies with more than 250 employees. It affects a total of 30,000 group employees in Spain, 81% of whom are women.

The main focuses of the plan are:

- Harassment detection
- Work-life balance (minimum weekly rest periods and non-working weekends.)
- Transparent salaries, recruitment, promotion, and training
- Tackling gender-based violence.
- Salary catch-up

With the pay agreement, female sales staff secured a 20% on average wage increase, that came after unprecedented strikes and mobilised action in a sector generally seen to be calm. The trade unions also noted the company's commitment to annual inflation revaluations.

**Edited by industriAll Europe.**