

## Advancing Gender Equality in Europe's Finance Sector

### UNI Europa Finance Steering Group Statement

UNI Europa Finance is the European trade union federation representing 1.5 million bank, insurance and central bank workers in 100 trade unions across Europe.

On behalf of all UNI Europa Finance members, the Steering Group welcomes and endorses the UNI Europa Women's Strategic Priorities 2025-2029, adopted at the [UNI Europa Women's Conference](#) in Belfast on 24 March 2025.

We reaffirm our commitment to taking forward these key actions, integrating the voices, experiences and leadership of women trade unionists and advancing gender equality in the finance sector across all levels of our work.

#### 1. Equality at work

UNI Europa Finance continues to challenge structural barriers and promote equal opportunities in the finance sector, including gender-equal access to skills development, leadership opportunities and supportive workplace policies.

- In 2022, we signed a landmark [Joint Declaration](#) with the European insurance employers committing to a **diverse and inclusive sector** free from all forms of discrimination.
- In 2024, we signed a groundbreaking [Joint Declaration](#) on Artificial Intelligence with the European banking employers, stating that the development and use of fair AI should also actively prioritise and respect fundamental human rights and **intersectionality** by promoting **non-discrimination** and decisions free from **bias**.
- Through our EU-funded ARCO project (['Addressing Remote Work Through Collective Bargaining and Organising'](#)), we analysed the **gendered** risks and opportunities of remote work and flexible working arrangements. We developed collective bargaining strategies and recommendations for finance sector trade unions to support **inclusive remote work policies** that promote gender equality and protect against new forms of exclusion.
- As a recognised European sectoral social partner, we continue to exchange and showcase good practices on equal opportunities and equality at work in the **banking and insurance sectoral social dialogues**.
- We are actively **integrating women** across our trade union structures and strengthening their **participation and leadership**.
- We commit to promoting equal access to **career development and leadership roles**, and to advancing workplace policies that support work-life balance and a culture of equality and inclusion.
- We welcome the **EU Pay Transparency Directive** as a tool to achieve equal pay and pay transparency, and will closely monitor its transposition at national and sectoral levels. We remain committed to addressing the gender pay and pensions gap in the finance sector through collective bargaining and advocacy for equal pay, wage transparency and pension equality.

#### 2. Women workers and occupational health and safety

UNI Europa Finance is committed to creating safe, healthy and inclusive workplaces, with a strong gender-sensitive approach to occupational health and safety.

- We actively support UNI's [Three 'M's](#) campaign (**Menstruation, Maternity and Menopause**), promoting workplaces that are free from discrimination related to women's health.
- We are raising awareness and advocating for the protection of women's **mental wellbeing** at work, aligned with UNI's broader [initiatives](#).
- We support UNI Europa's call for a European Directive on **psychosocial risks** in the workplace.

### 3. Violence and harassment

UNI Europa Finance confirms that all workers have the right to a safe working environment, free from violence, harassment and abuse.

- The work of finance sector trade unions to eliminate violence and harassment has been [recognised](#) by the **ILO**, particularly our 2022 European Insurance Social Partners' Joint Declaration.
- Through the **European Sectoral Social Dialogue** structures in banking and insurance, we are negotiating joint commitments with the employers to eliminate workplace violence and harassment, building on UNI Europa's cross-sectoral [guidelines](#).
- We are committed to recognising **domestic violence** as a workplace issue, raising awareness of the considerable impact it can have on the victim's work, productivity and performance, as well as on the working environment as a whole.
- We support UNI Europa Women's call for a European Directive on **gender-based harassment** at work.

### 4. Strengthening youth

UNI Europa Finance promotes an intersectional approach, with a strong focus on supporting young women trade unionists.

- We are working to **integrate and support young women** in our trade union structures, decision-making and leadership roles.
- Our upcoming EU-funded project will explore further strategies to **empower both women and youth** in the finance sector, through collective bargaining, capacity building, training and leadership development.

In adopting this statement, the UNI Europa Finance Steering Group commits to implementing the UNI Europa Women's Strategic Priorities in a way that reflects the specific realities of our sector. We will continue to build collective power to achieve genuine and lasting equality for women in finance.

**Brussels, 4 June 2025**