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## Secretariat of Women

### SPANISH STATE

First of all, I would like to thank the UIS of P Y J for the effort made to make this congress a reality and to greet all the comrades and colleagues of the congress, thanking them for their presence.

I see that we are few women, in spite of the fact that we are the ones who have to claim the most, because we are the most exploited, invisible and harmed.

Our pensions suffer from a double gender gap:

Which comes from a wage gap, which affects the calculation of the initial pension.

The one that comes from the dedication to the care work, both of dependents (children, sick and elderly), as well as for the production and reproduction of the labor force.

The unpaid work of care consumes a time of the women that affects its quality of employment: it produces vacuums for maternity, upbringing and assistance to dependents. That time can not be invested in paid work. The shorter time in employment takes different forms: maternity leave, sick care, leave, part-time work, temporary work, home work, often paid "in black" by companies in the underground economy, etc. All this leads to a shorter working life than that of men. In Spain, the difference is estimated at 4.5 years.

"Thanks" to labor reforms and public pension systems fostered by the IMF, this care work, essential for capitalism, far from being rewarded, penalizes women who dedicate themselves to it, 99% in many countries of the world, 75% in Spain. It penalizes them because labor reforms harm conciliation, which is the only solution when there are no public services that assume care, since alternative solutions are the burden on other women in the family or payment to external services that neither the state can assume (55% of GDP) nor working families can pay.

In addition, pension reforms lower their amount and raise the retirement age. For example, in Spain, the Labor Reform Act of 2012 allows temporary employment agencies to hire and transfer contracted staff to a company, so that employers can create the schedule to their liking, since, in addition, it makes it possible for the worker to increase your temporary day with overtime, which breaks any possibility of family / work reconciliation.

On the other hand, temporary gaps due to maternity, upbringing or care for dependents, as well as reduced days for care of the work force, penalize women in Spain, following the reforms initiated in 1995 by the recommendations of the Pacts of Toledo and its implementation in the laws of 1997 and 2011, increased the computing period and the years needed to obtain the right to 100% of the regulatory base, which results in significantly lower initial pensions as a result of gaps mentioned. (See slides).

All this implies that the Spanish women of the working class, if they want to get a less miserable pension, have to retire later than the men, who already retire later than before "thanks" to these reforms propitiated by the IMF.

To reverse this situation, which in the whole world is similar or worse, the fight at the local, regional and world level is necessary, so:

We need to establish a network of contacts to exchange experiences and opinions to feed the debate from the bottom up. Given the remoteness and scarce resources, I propose a virtual network communicated by videoconference, with the help of translators written for the documents and oral translators for the conversations.

Expanding the base goes through training from the advances and needs identified in the debate. (management of virtual communication tools and open source translators, data collection and analysis, working groups and workshops on strategic planning, exchange of activist experiences, etc.)

Finally I want to share a reflection:

We are pensioners, our age is advanced. Our life expectancy, as delegates, is short. It is essential to prepare the relay from the beginning.

This is it, thanks for listening.

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