

## *Forging Equal Pay in the Metallurgical Industry in Barcelona*

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**Abstract:** In 1903, metallurgical workers' associations met in a conference promoted by the *Federación de Obreros Metalúrgicos de Barcelona* (Metallurgical Labourers' Association of Barcelona). They agreed to 'resort to all means that the organisations considered necessary to make that women earn the same as men.' Nevertheless, the first law that established the principle of 'equal pay for work of equal value' was approved in 1961, during Franco's dictatorship, a regime that implemented several laws that put burdens on and discriminated against women's work after the Civil War (1936-1939). However, the collective bargaining between employers and workers' representatives –which was recovered with the collective bargaining law in 1958– did not implement this principle. Thus, for example, in the metallographic industry, equal pay was finally achieved in the mid 1990s and was imposed by the competent labour authority (*Dirección General de Trabajo*). This paper has two aims. The first purpose is to analyse how the wage gap between men's and women's minimal pay evolved in the province of Barcelona from 1903 to equal pay achievement. Metallurgical and metallographic industry will be compared because, although the metallographic industry was included in the metallurgical industry at the beginning, from 1942 on both industries had their own regulations. The second aim is to analyse State's, employers' and trade unions' roles in the wage gap evolution and equal pay implementation. The arguments put forward by women in labour organisations will be described as far as possible. The main sources are collective agreement documents such as *bases de trabajo* (1900-1939) and *convenios colectivos* (from 1959 on). Labour regulations (*reglamentaciones laborales*, 1938-1958) are also used. An additional source is the press (general and issued by employers' and workers' organisations).