

Welcome to the 3rd EQ-TRAIN Newsletter!

EQ-Train
Equality-Training for Trainers

In this international project we inform about new angles and emphases in the area of gender-sensitive vocational orientation. The central focus of this newsletter is on new data, laws and actions for *Equal Pay* – the equality of income between women and men.

AUSTRIA: New study on part-time work – hourly wages are far below those for full-time work

A new study on part-time work – commissioned by the Ministry for Women and Equality – shows drastic differences between the gross hourly wages for full- and part-time work: part-time workers earn 30 percent less than full time employees. "Therefore, income transparency in the workplace is essential", says the Minister for Women, who fights for the disclosure of wages.

More than 50 percent of female part-time employees work less than 24 hours per week, but one in four wants an increase of paid work time.

The study also points out one of the main differences between female and male part-time workers: in contrast to women, men give education and training as the most common reason for working part-time, only three percent use it for childcare.

Infos: <http://frauen.bka.gv.at/DocView.axd?CobId=39062>

13th of April 2010 - Equal Pay Day

In Austria the average hourly wages of women with fulltime jobs are 25 percent lower than those of men. Therefore, women have to work 70 days more than men to get the same payment for the year 2009 – until the 13th of April 2010.

The organisation "Business and Professional Women" set up red hand bags as a symbol of the 'red numbers' in women's purses.

Infos: www.equalpayday.at, www.bpw.at

CZECH REPUBLIC: The gap between men's and women's wages grows with the number of years spent with one employer

An Equal Opportunities Audit carried out by Gender Studies revealed an interesting gender pay gap factor: the length of employment with a single employer. The longer you work for one employer, the greater your "opportunity" to earn less money becomes – and vice versa. If you change jobs frequently, your salary is likely to be higher. This is not a result of intentional pay discrimination, but experience shows that there is a hidden gender dimension. Those who stay with one employer longer, only to "earn" their lower salaries, are typically women.

ITALY: Data on (un-)equal pay and participation of women in the labour market

The results of a 2009 study by the Observatory on the Italian gender pay gap reveal that in Italy a woman averagely earns 22,8 percent (gross annual salary) and 25,2 percent (global annual salary) less than a man. One important element of the study is the comparison with other European countries (for now the data of France, Spain, Belgium and Germany have been compared). Between 2005 and 2008 the percentage of women among the Italian workers has increased from 26 to 30 percent. This means that more women work in Italy than in Germany (27%), but not as many as in Spain (38%), France (42%) or Belgium (45%).

SLOVAKIA: Helpless government, active NGOs

Equal pay for women and men is said to be an important political topic – it has even been included in “The National Strategy for Gender Equality”, passed by the Slovak government in 2009. But is this true? International Women’s Day showed that the government does not seem to know what obligation it has entered. This was made obvious by the reaction of Prime Minister Robert Fico to the protest of women’s non-governmental organizations on his kitschy celebrations on March 8th. He declared that the government did not pass any measure to worsen the position of women, the problem of the gender pay gap is the problem of employers, as the government has no possibility to influence the inequality.

Even though the government is so helpless, various NGOs have started some activities: the publication *Justice in Gender Relations* by ASPEKT and the first expert seminar about gender perspective in economy in Bratislava.

SPAIN, Canary Islands: New Law of Equality

On March 6th 2010 the new Canarian Law of Equality between Women and Men came into force (law 1/2010 of February 26). It states that the Canarian administration must develop positive actions against professional segregation and the gender pay gap (art. 24.2). The administration will also have to guarantee equal pay for women and men for work of equal value (art. 29.1 and 2). Regarding to collective agreements, the government of the Canary Islands will have to guarantee that they do not differentiate in pay on grounds of sex (art. 31.3). Also, a paragraph has been established which recognizes those institutions that – among other issues – ensure equal pay for work of equal value.

EQ-Train is a project within the framework of the EU-programme *Lifelong Learning/Transfer of Innovations*, supported by the European Union, the Austrian Federal Ministry for Education, Arts and Culture, the Federal Chancellery Austria/Women and by the project partners own financial means.

Transnational partners of the project:

ASPEKT, Slovakia: www.aspekt.sk

SOFIA – Institute for Holistic and Applied Social Research, Austria: www.institut-sofia.at

Gender Studies Prague, Czech Republik: www.genderstudies.cz

I.C.I. – Instituto Canario de Igualdad (Canary Institute for Equality), Spain:

www.gobiernodecanarias.org/igualdad/

CRAMARS, Italy: www.coopcramars.it

Overall coordination and responsible for content of this publication:

Network of Austrian Counselling Centres for Women and Girls

Contact: netzwerk@netzwerk-frauenberatung.at,

www.netzwerk-frauenberatung.at and www.frauenberatung.eu/eq-train

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