

Welcome to the 4th EQ-TRAIN Newsletter

EQ-Train
Equality-Training for Trainers

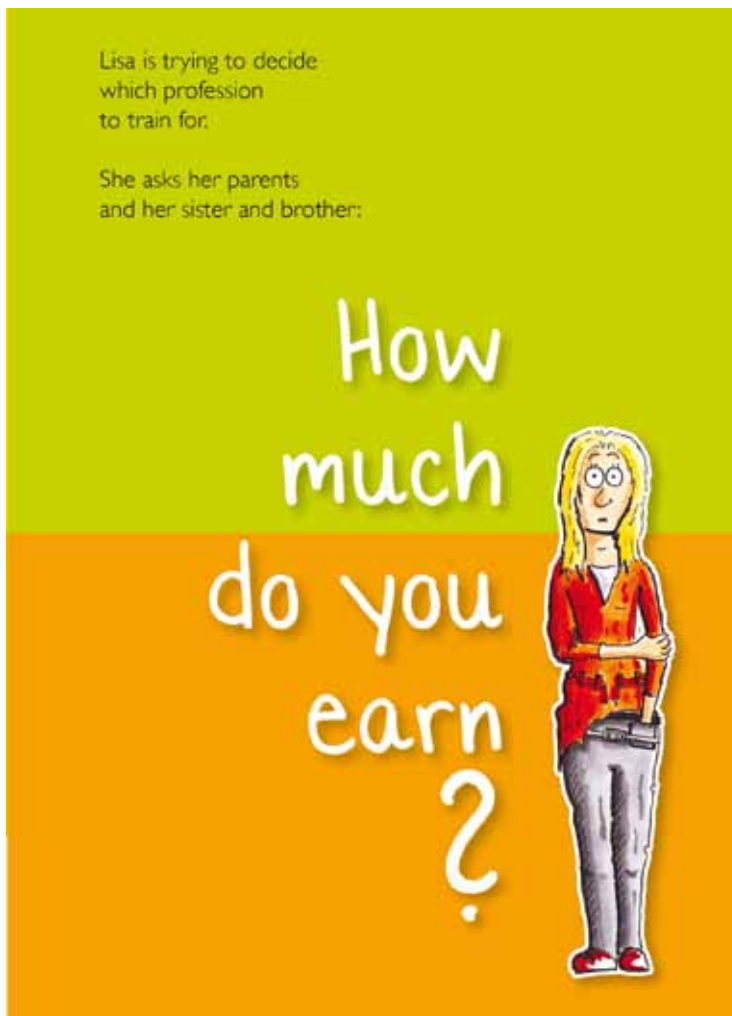
In the international project EQ-Train we inform about new angles and emphases in the area of gender-sensitive vocational orientation. The central issues are new approaches for gender-sensitive trainings with a focus on **Equal Pay – the equality of income between women and men.**

In this latest edition of the newsletter the partners from Austria, the Czech Republic, Italy, Slovakia and Spain describe new facts and activities to promote income equality.

Within the project nearly 100 trainers in the five countries got know-how and informations on Equal Pay, which they integrate in their courses and professional activities.

The project will end in September 2010 – the developed tools, however, can furthermore be used by interested persons – e.g. a folder with easily understandable informations about the income gap and an online quiz for young people concerning issues of income(in)justice. On our homepage you can also find informations about the gender gap situation in the partner countries that were presented at the international conference in Vienna, June 2010.

The activities continue, especially train-the-trainer seminars on Equal Pay: on the way to Equal Pay!
www.frauenberatung.eu/eq-train



AUSTRIA: National action plan and steps to reduce the gender pay gap

The national action plan on equality between women and men in the labor market was presented in June 2010 by the Austrian Minister for Equality. It contains strategies of the government until 2013, and many concrete measures – including also steps to reduce the income gap. The civil service and large companies will be obliged – in accordance with Swedish model – to produce an annual income report. Also job advertisements will have to include informations on the minimum wage of the collective agreement and an indication whether the company will pay beyond.

Download Action Plan: <http://www.frauen.bka.gv.at/site/6746/default.aspx>

- Equal Pay Folder: discussion tool with simple examples and information for trainers and teachers – available for download on our homepage www.netzwerk-frauenberatung.at.

Seminars for trainers – Basic knowledge about gender and income:

The network of Austrian women and girls continues to offer in-house seminars for educational and trainings institutions as well as open train-the-trainer seminars.

Information and registration:

netzwerk@netzwerk-frauenberatung.at

Pay equity in GREAT BRITAIN: Victory is possible

Unconcern never pays. Experience in Great Britain has proved that it is possible to gain one's rights. However, an open, dynamic approach is essential. The activity and engagement of thousands of women in Birmingham serve as an example: about 5.000 mainly female council staff have won their case for equal pay at an employment tribunal. The workers include cleaners, cooks, care assistants and caretakers and were employed by Birmingham City Council.

More information: Birmingham council staff win millions over pay equality:

http://news.bbc.co.uk/2/hi/uk_news/england/west_midlands/8647072.stm

CZECH REPUBLIC: Comic strip shows examples for unequal pay



University of Economics, Prague

Petra Novotná, HR Manager
Single parent

Petra Novotná works as a personnel manager (an HR Manager) in a firm. Tomáš Hrubý holds the same position as Petra and works together with her on most team projects. They have about the same amount of experience. They both graduated from the same school except that Petra graduated two years earlier than Tomáš and went to work right after graduation.

Tomáš took a year off after college and then started working in the same company as Petra. They are both full-time employees and equal each other in performance and in putting in overtime hours. Nevertheless, Petra Novotná earns 2,000 CZK less than Tomáš Hrubý. This is because the Head of the Department favors Tomáš whose wife is currently on maternity leave with their two children. Petra, however, is also the only breadwinner in her family. What's more, she is a single parent with two children. But in Czech society, the man is still seen as the primary breadwinner in the family.

Because of these gender stereotypes, Petra earns a lower salary than Tomáš. As a result, her family is struggling financially.

ITALY: Observatory of women representation in Television

Rome, Italy – 18th May 2010, in the new service contract of RAI (Italian Radio Television – public), a very important amendment, promoted by Emma Bonino of the association "Pari o dispare" (equal or unequal), has been agreed.

The amendment foresees to open the independent observatory for monitoring women representation in the Radio-TV programs, stereotype representation, most of the time vulgar, and far away from the reality and the role that women have in our country.

"The television daily proposes" – explains Bonino – "three typologies of woman. The woman mother of the white mill family, a model tied up to the '50 that is no more representative of the country reality, girls eccentrically dressed and woman in career always sharp and hateful."

The female image proposed by the media is tied up to the binomial youth and beautiful, while competence and professionalism are qualities apparently relegated to the masculine world.

www.deltanews.net/informazione-contro-rappresentazione-distorta-delle-donne-in-tv-qualcosa-si-muove-474698.html

www.power-gender.org/index.php?option=com_content&task=view&id=2026&Itemid=1

SLOVAKIA: Secret gender pay-discrimination despite of better informed employees

National Inspectorate of Labor of Slovak Republic started to treat more intensive the gender pay gap discrimination. In its first report to the Concept of Equal Opportunities for Women and Men the Inspectorate presents the results of the control aimed at equal pay for work of equal value. The report quotes the small number of impulses for violation of equal pay and the small number of the violations affirmed. But the Inspectorate nevertheless tried to find the real reasons for the fact of small number of impulses, e.g. secrete wage policy of some employers. The most important fact was that the inspection realized that the legislative competences are very poor to examine possible discrimination cases. In comparison with the past there are fewer impulses, but more of them are valid. Even the pay gap is still be seen as a marginal problem in the sphere of breaking rights of employees, according to Inspectorate this means that more employees are better informed on discrimination in the work place.

SPAIN, Canary Islands: Wanted - Equality Plans in Companies

The Canary Islands Institute of Equality continues the process of training and information and awareness of the requirement to have an Equality Plan in companies with more than 250 people in their workforce and the convenience of having it in less than 250, all derived from the laws of equality between women and men state and regional.

The Equality Scheme is an organized set of actions taken by public and private companies, aimed at promoting the conditions and relations of equality between women and men.

It has published a guide for the development and implementation of equality plans in companies, which can be accessed through the website of the Canary Islands Institute of Equality:

<http://www.gobiernodecanarias.org/igualdad/>

[Guía para planes de igualdad en empresas](#)

The project

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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:

<http://www.gobiernodecanarias.org/igualdad/>

CRAMARS, Italy: www.coopcramars.it

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