

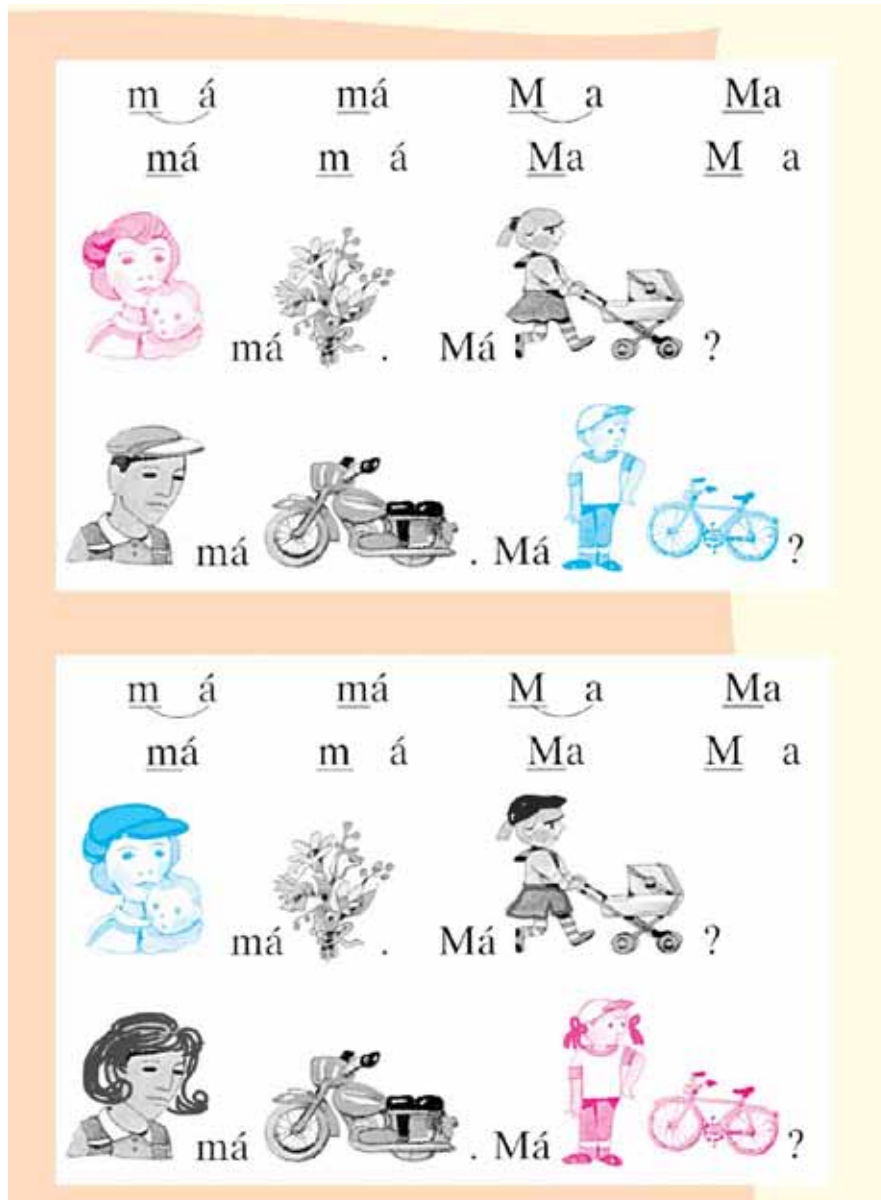
## Welcome to the 2nd EQ-TRAIN Newsletter

In the course of this international project we would like to inform you about new angles and emphases in the area of gender-sensitive vocational orientation. Our central focus is on Equal Pay, the equality of income between women and men. In this newsletter EQ-Train partners from the Czech Republic, Italy, Austria, Spain, and Slovakia describe five of the main obstacles on the way to Equal Pay.

### Czech Republic: Job segregation leads to Gender Pay Gap

According to the European Commission, the so-called "gender pay gap" is caused by discrimination against women and structural inequalities, such as segregation in sectors and occupations. In the Czech Republic, horizontal and vertical segregation of the labour market and the characteristics of certain jobs are the factors most central for explaining the pay gap. The Czech economists Jurajda and Franta calculated at various employment divisions the Duncan index of segregation, a summarizing measure of occupational segregation according to gender. This index slowly declined in the period between 1994 and 2004. The reason for this were changes in the gender structure of occupations. The study also found out that occupational gender segregation decreases only among people under 35 and that this decline is rapid.

More information: [http://www.genderstudies.cz/download/Career\\_Family\\_Equal\\_Opportunities.pdf](http://www.genderstudies.cz/download/Career_Family_Equal_Opportunities.pdf)



This picture is the "trademark" of the project *pinkandblueworld.sk*, which wants to promote gender-sensitive pedagogy. The original picture is taken from a Slovakian primary school textbook.

We have redrawn it, and so it now shows a boy with a baby carriage, a girl with a bike, Daddy with baby and flowers and Mummy with a motorbike.

Now the picture is a new, playful look at "female" and "male" activities. Are they really always that stereotypical?

### **Slovak Republic: "Typical girls", "Typical boys"?**

Gender stereotypes limit the interests, skills and expectations of women and men. They also play a key role in the asymmetrical division of labor between women and men, which, as a consequence, leads to the vertical and horizontal segregation of the job market and to the gender pay gap. Women's labor is considered to be worth less and is therefore also paid less; additionally, there is a big amount of unpaid women – in the private and in the public sphere. The starting point for this asymmetry is in the education of children as "typical girls" and "typical boys", with their "girlish" and "boyish" toys and games. This often results in the choice of a typically "female" and "male" profession. Gender-sensitive pedagogy tries to break up this strict division and hierarchical image of "male" and "female" work, because work has no gender, „it just has to be done“, as the *pinkandblueworld.sk* project campaign said.

Read more on [www.pinkandblueworld.sk](http://www.pinkandblueworld.sk)

### **Canary Islands (Spain): Gender Pay Gap is violence against women**

Usually, gendered violence is only seen as physical violence against women. However, it is a very complex problem. On the Canary Islands, the Regional Law "Prevention and integral protection of women against gender violence" (16/2003, April 8th) shows a new point of view in widening the definition of gendered violence. Article 2 says: "[Gendered violence is] any kind of behaviour against a woman [...] which results in damage for the woman due to physical, psychological, familial, job-related or economic dependence on the aggressor."

Article 3 of the Law describes different kinds of gendered violence, even if some of them are not considered a crime or offence by the current legislation. Thus, besides physical attack or trafficking in women, we can also find under G) Economic aggression (including pay discrimination) and, in article 4, among the description of different locations for gendered violence, under b) Violence on the job.

### **Italy: The gender pay gap is only 4,4% – How come?**

Although the European Economic Community (EEC) already in 1957 (Treaty of Rome) stipulated the principle of "Equal Pay for Equal Work", there is still a large gender pay gap in EU countries: 17,4 % on average.

It is true that there are large differences between individual European countries, but it is important that the data be read correctly. In the case of Italy, for example, the very low difference in income does not mean that there is more gender equality. In fact, the Italian pay difference of 4,4 %, one of the lowest in Europe, is due to a very low employment rate for women.

A recent study by ISFOL (Istituto per lo Sviluppo della Formazione Professionale dei Lavoratori) compares the number of women and men in different professional sectors with the difference in income. The analysis confirms that the biggest pay gap is in the professional sectors with high female presence.

### **Austria: Income discrimination against women at the beginning of their working life**

A recent study on gender-based income differences and indicators in Austria reveals once again that women already receive far lower salaries at the beginning of their career, a deficit which can never be caught up again in the course of their professional life. This disadvantage at the beginning is far more responsible for the Gender Pay Gap than for example the fact that women are largely in charge of childcare or that they get promoted less often or quickly than men. It is the reason for 62,7 % of the inequalities in hourly wages and for 56,9 % in the annual income. Measures to foster equality in the salaries of job starters are therefore especially important. Over a period of 10 years, income differences between women and men would thus decrease by about 6 %.

Read more about the study: <http://www.frauen.bka.gv.at/site/5461/default.aspx#a1>

### **About the project EQ-Train**

Please visit our website [www.frauenberatung.eu/eq-train](http://www.frauenberatung.eu/eq-train) for more information about the project's ongoing activities to which we cordially want to invite you (trainings, conference) and tools that are being developed (electronic quiz, leaflet on Equal Pay).

If you do not wish to receive this newsletter, please send us a short e-mail to:

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