

## Welcome to the 1<sup>st</sup> EQ-TRAIN Newsletter

**EQ-Train**  
Equality-Training for Trainers

In 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 will be on **Equal Pay – the equality of income between women and men.**

»Prepare your daughter for working life –  
give her less money than your son!«

This slogan, taken from an awareness raising campaign by the British Equal Opportunity Commission EOC, may be a couple of years old, but it is still very up-to-date. Differences in income between women and men are still a bitter reality, even as we enter the 21<sup>st</sup> century. The discrepancies begin at the level of starting salaries and continue to rise in the course of a professional life. In retirement, women end up earning only half of what men do.

## Compruebe su sensibilidad

Encuentre la diferencia entre estos dos panes



¿No la ve?

Pues la profesional que realizó el de la derecha  
**ve la diferencia cada mes en su nómina, un 27% menor**  
que la del compañero hombre que realizó el otro.

**La discriminación salarial no es un juego**



[www.equalariadna.org](http://www.equalariadna.org)

### Test your perception:

Can you spot the difference between the two loaves?

Don't you see it?

The woman who produced the bread on the right hand side sees the difference every month in her paycheck. She earns 27% less than the man who made the products on the other side.

**Pay discrimination is no game.**

(I.C.M. - Instituto Canario de la Mujer / Spanish partners of EQ-Train)

By training trainers and counsellors (both male and female), the project EQ-Train aims at imparting knowledge concerning (un)fairness in income as well as at trying out innovative methods of training for vocational counselling and orientation. This three-day-seminar will take place in the spring of 2010 without any costs for the participants. Should you be interested, please contact us under:  
[netzwerk@netzwerk-frauenberatung.at](mailto:netzwerk@netzwerk-frauenberatung.at)

The Leonardo-Project EQ-Train: Equality Training for Trainers will concentrate on the level of vocational orientation, as inequality in the labour market has its roots, amongst other things, in the choice of profession. The financial aspects of choosing a certain profession are often not taken into consideration carefully enough.

Additionally, EQ-Train is also concerned with raising awareness on a wider level and with connecting all the main actors in the areas of education and training, labour market and equal treatment, in order to foster cooperation. In the course of EQ-Train we want to contribute to an improvement of the quality of gender-sensitive vocational orientation.

Our partners come from Italy, Austria, Spain, the Czech Republic, and Slovakia. Austrian experts from the areas of labour market, equal treatment and education support the project with their special knowledge and experience.

### People continue to be discriminated against on the basis of age and gender, say half of all Czech women and men

Age and gender are the most common causes of discrimination in the labour market, at least according to the respondents of a qualitative study carried out for Gender Studies in 2008. The greatest differences were reported in the area of remuneration. Almost two thirds of the women and a quarter of the men who answered the questionnaire believed that women were not paid the same as their male counterparts for the same work.

(Gender Studies Prague / Czech partners of EQ-Train)

### CONSTITUTION OF THE ITALIAN REPUBLIC - FUNDAMENTAL PRICIPLES Art. 37:

*Women who work have the same rights and are entitled to the same pay as men for equal work.*

(CRAMARS / Italian partners of EQ-Train)

### How could we explain that a policeman earns more than a nurse?

The Statistical Office of the Slovak Republic published the information that in 2007 women earned 27% less than men. »Let's put it the other way round«, feminist economists say: »Men earn 37% more than women.«

(ASPEKT / Slovak partners of EQ-Train)

The project partners of EQ-Train will, among other things, also develop an online-quiz in six languages, concerning the topic Equal Pay. The quiz will be designed for use in vocational orientation as well as in awareness raising. Please check our website [www.frauenberatung.eu/eq-train](http://www.frauenberatung.eu/eq-train) for more information about the ongoing project and the electronic tools developed in the course of the project.

### Women deserve to earn more!

In Austria, the difference between women's and men's salaries is up to 45%. One of the reasons for this is »home-made«: Women do the major part of all unpaid work for their families and households. Men only do one quarter of this work. For more information, please go to:

[www.netzwerk-frauenberatung.at/KLARA](http://www.netzwerk-frauenberatung.at/KLARA)



New Year's Message 2007:

- »Women deserve to earn more!«
- »More day care-facilities!«
- »Paternity leave for Joseph!«

(SOFIA / Austrian partners of EQ-Train)

## 11 public and private organisations cooperate within the project EQ-Train:

The **Network of Austrian Counselling Centres for Women and Girls** is an umbrella organisation of 53 counselling services for women and girls in all of Austria, coordinating their cooperation and networking with actors in the fields of society, economy and politics on a national level.

[www.netzwerk-frauenberatung.at](http://www.netzwerk-frauenberatung.at)

**ASPEKT** is the first feminist organization in Slovakia (1993). For more than 15 years it has been carrying out activities aimed at raising awareness for gender issues in society, e.g. various publications, media productions, research, and political, educational and other campaigns. [www.aspekt.sk](http://www.aspekt.sk)

**SOFIA - Institute for Holistic and Applied Social Research** SOFIA is an independent, interdisciplinary research and counselling institute, focused on social studies and research projects as well as on their practical applications in training programmes and lectures, in order to promote gender democracy.

[www.institut-sofia.at](http://www.institut-sofia.at)

**Gender Studies Prague.** Gender Studies, o.p.s., is a non-governmental, non-profit organisation that provides information, counselling and education in the field of relations between women and men and their position in society. The goal of the organisation is to gather, analyse, work with and disseminate further information related to gender-relevant issues. [www.genderstudies.cz](http://www.genderstudies.cz)

**I.C.M. - Instituto Canario de la Mujer** (Canary Institute for Woman) is a governmental organisation in charge of promoting the Canary Islands' regional equal opportunities policies. Its main aim is to promote the necessary conditions for the equality between women and men to be effective and real, regarding political, economic, cultural and social life. [www.icmujer.org](http://www.icmujer.org)

**CRAMARS** is a vocational training centre and also a development agency with experience in gender related projects. It works in the territory of the North of Friuli, in the north east of Italy, and it offers training courses and events to build up competencies and support young and adult people in finding job opportunities or maturing in the way of their career. [www.coopcramars.it](http://www.coopcramars.it)

### Five strategic partners in Austria support the project EQ-Train:

- Austrian Federal Chancellery/Women [www.frauen.bka.gv.at](http://www.frauen.bka.gv.at)
- Ombud for Equal Treatment [www.gleichbehandlungsanwaltschaft.at](http://www.gleichbehandlungsanwaltschaft.at)
- Austrian Federal Ministry for Education, Arts and Culture, Department for gender-specific matters in education [www.bmukk.gv.at](http://www.bmukk.gv.at)
- Federal Chamber of Labor [www.arbeiterkammer.at](http://www.arbeiterkammer.at)
- Austrian National Labor Market Service [www.ams.or.at](http://www.ams.or.at)

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.



Overall coordination and responsible for content of this publication:  
Network of Austrian Counselling Centres for Women and Girls.

Contact: [hannah.steiner@netzwerk-frauenberatung.at](mailto:hannah.steiner@netzwerk-frauenberatung.at)  
[www.frauenberatung.eu/eq-train](http://www.frauenberatung.eu/eq-train)



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[netzwerk@netzwerk-frauenberatung.at](mailto:netzwerk@netzwerk-frauenberatung.at)