

Feminist Publishing and Educational Organization

ASPEKT 

Bratislava (Slovakia)

Equal Pay for Equal Work! Slovakia

EQ-Train Conference
29th of June, Vienna



Lifelong Learning Programme

BUNDESKANZLERAMT  ÖSTERREICH

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Bundesministerium für
Unterricht, Kunst und Kultur

First step: starting debate around the topic of GPG

- Extension of the notion **Gender Equality** after our EU accession (very abstract word)
- 31 May 2007, The Slovak Bureau of Statistics *Development of the income structure and differentiation in 1997-2006*
- 18 July 2007, the Communication from the EC (Václav Špidla, the Commissioner for Employment, Social Affairs and Equal Opportunities) *Tackling the Pay Gap between Men and Women*
- **EQUAL WORK FOR EQUAL WORK** – gender differences in earnings in the SR
- In consequences of economical and finance crisis / effort of women´s NGOs, FES and HBS - thematization of the topic - gender inequalities in the earnings

Statistical Findings

- **Women in the SR make on average considerably less than men.**
1997:21,5% / 2006: 26,9 % / 2008: 24,0 %
according to Eurostat the GPG in EU is 18% in Slovakia still more than 20% (20,9 %)
- **GPG is larger when we compare monthly earnings rather than hourly rates**
- **GPG is much more pronounced in the private sector**
- **Horizontal segregation of the labor market is very pronounced and “female“ jobs are less valued**

Statistical Findings

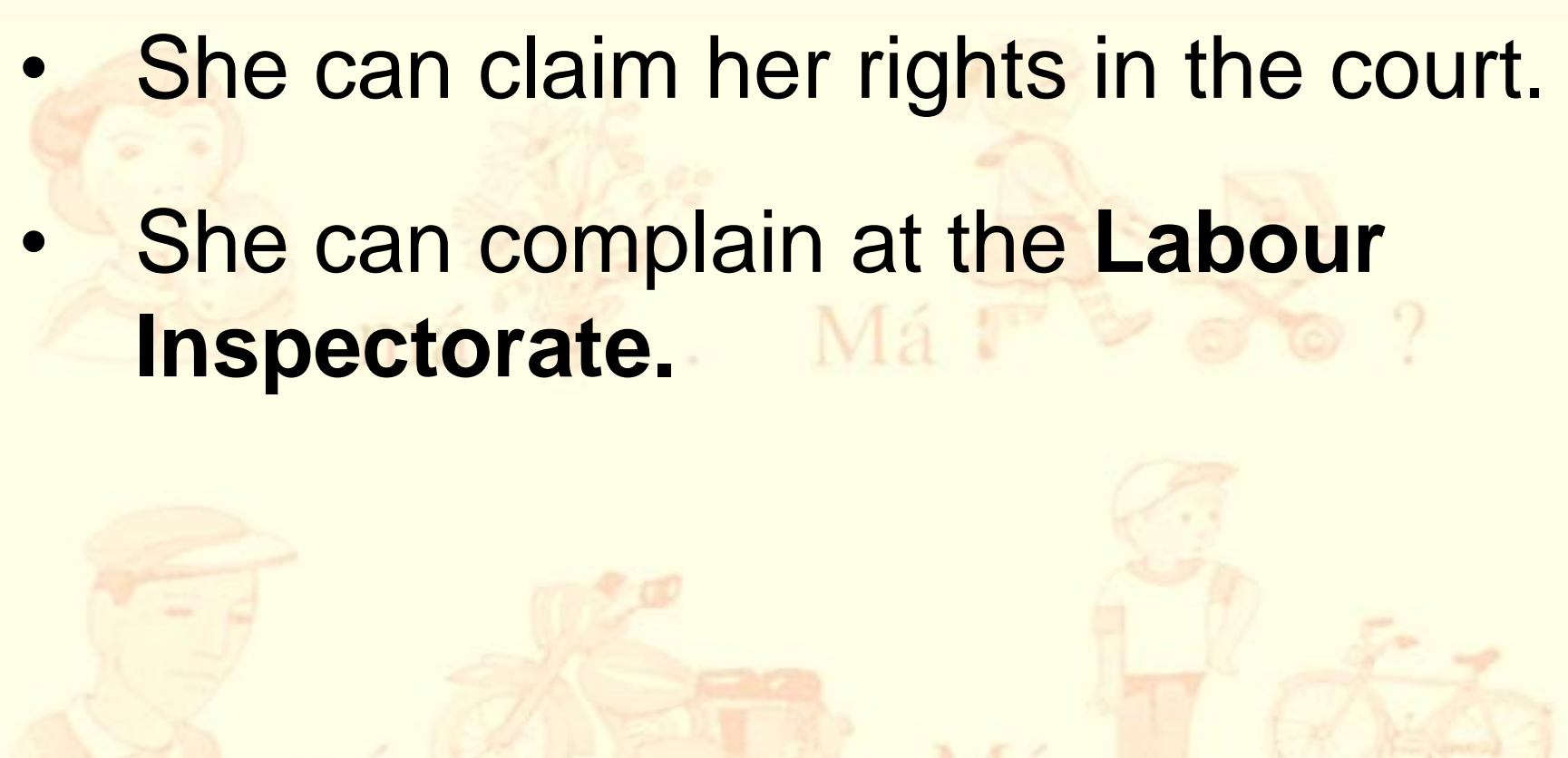
- The GPG is **universal**, it concerns **all groups and sectors in the labor market**.
- **Part-time work** is used only to a **small extent** and **more often by women**.
- It is usually **women who interrupt their careers or take a job with less responsibility**.
- First time in the history the unemployment of the women in EU and USA are lower than men's.

Legislation

- **Constitution**
- **Labour Code /section 119a/**
- **Antidiscrimination Act**
Actio popularis – new instrument in Antidiscrimination act /= National Equality Body or other NGO whose aim is the protection against discrimination can bring the case to the court if – by breaching the equal treatment principle the rights, legally protected interests or freedoms of higher amount of or unspecified amount of persons could be threatened/

What can a woman who feels discriminated do?

- She can complain at work.
- She can claim her rights in the court.
- She can complain at the **Labour Inspectorate.**



Institutional level

- **Gender equality policies** are in competence of **Ministry of labor, social affairs and family of SR - Department of gender equality and equal opportunities.**
- In october 2007 governement has approved to establishment of **Council of Government of the Slovar Republic for Gender Equality** (advisory, coordination, consultative, expert and initiative body of the Slovak governement for gender issues)
- Council composed 43 members **3 NGOs representatives (three of them are from the feminist NGOs).**
- Executive Committee (compose of representatives of ministries and other governmental bodies) and Consultative Committee (up to 19 out of 37 members are NGO representatives).

National Strategy on Gender Equality

- Approved in 2008, constantly criticized by NGO
- **The main purpose** of this strategy is to respond adequately to the society-wide processes to ensure implementation of gender equality **not only de jure but also de facto**. Following areas demanding strategic and comprehensive support, attention and strengthening of key actors the following **areas**:
 - § economic field, financial and social and health care,
 - § the area of family and state family policy,
 - § the area of public and political life, participation and representation,
 - § research, education, education, media and culture.
- **National Action Plan for Gender Equality** (concretisation of the Strategy) – finished but not approved, criticized by NGOs.

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- Gender Sensitization in the Educational Process at Elementary and Secondary Schools as Preparation for Future Job Desegregation
- aimed at increasing gender sensitivity and gender awareness of teachers and elementary and secondary school pupils.
- National and transnational partnership
- **Gender Equality as a Tool of Social Change** accredited by the Ministry of Education SR

Experiences of integrating GPG into national training

- **Target groups**
conditioned – minimum knowledge of the gender issues
- **Before-training survey**, which were measured the experience: what kind of education / training focused on gender issues have received, whether related to gender inequalities in the labor market and wages, measured the extent of knowledge on a list of related literature, expectations and plans, where and how they plan to use the experience gained.
- **Internet group (google group)** which was created during the preparation for the training by trainers – all participants are part of it, use as material base and communication channel.

Reaction, Discussion, Impacts and Perspectives

- **Training course** – developed the enrichment of the accredited course and also particularly the modules; also will be used by participants of our training – including to their education.
- **Webpages**
aspekt.sk – more than 3.000 accesses per month
ruzovymodrysvet.sk 1.500 accesses per month
pinkandblueword.sk
- **Newsletter** – connection with current topic (15th of April – EQUAL PAY DAY) – strengthening of the projects (each other).

Thank you for your attention!
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