



**KLARA!**

Network for Equal Pay and Gender Equality in the Labour Market



# Development Partnership within the framework of the EU EQUAL Programme 2005-2007

## COORDINATION

Network of Austrian Counselling Centres  
for Women and Girls

## FUNDED BY

ESF and the Austrian Federal Ministry of  
Economics and Labour

## KLARA's national development partners

- Federal Chamber of Labour (AK)
- Federal Economic Chamber
- Federal Ministry of Health and Women
- Public Employment Service (AMS)
- Ombud for Equal Employment Opportunities
- University of Vienna, unit for Equal Opportunities and the Advancement of Women

### NGO partners

- 3 Austrian Counselling Centres for Women
- SOFIA- Institute of Holistic and Applied Social Research

# KLARA's transnational partners

## Development Partnerships from

- Italy
- Spain
- Slovakia
- Slovenia

Planned product :

film about gender gaps in the five participating countries

## KLARA's objectives

Establishing equal pay as an important factor for gender equality in the labour market by means of

- **Awareness-raising**  
PR campaign “Women deserve to earn more!”
- **Networking**  
Focus groups with gender equality experts
- **Testing strategies**  
Mentoring programme for immigrant women
- **Strengthening Counselling Centres for Women**  
Preparing material for gender training courses
- **Qualification**  
Course for Equal Pay Agents

# KLARA's Training Course for Equal Pay Agents

- Coordination: Institute SOFIA
- Duration: January 2006 – March 2007
- 20 seminar days in the course of 7 seminars
- Project work and peer groups

## Equal Pay Agents...

- ...have an additional qualification that enables them to contribute to narrowing the income gap between women and men in their area of work
- ...have basic knowledge about legal, economical, psychological and sociological aspects of equal pay
- ...are familiar with measures, instruments and strategies for bridging the income gap
- ...open up a new field of occupation

## Target group of the course

Persons who will apply this new qualification in their field of work, e.g.

- officers for women's issues, equal treatment and gender mainstreaming
- trade union members and workplace representatives
- staff managers
- management consultants and organisation counsellors
- counsellors for women and their careers, coaches
- those employed in funding and budget units
- gender equality ombuds

# Participants

Criteria for selection: Regional and occupational diversity

5 project managers

3 union workplace representatives

3 officers for women's issues and gender mainstreaming

1 trainer

1 scientist

1 organisation counsellor

1 equal opportunities ombud

1 political lobbyist

1 tax consultant

# Structure of contents

Unit 1: Women and money

Unit 2: Legal basis/Internet communication platform

Unit 3: Macro-economics and its effects on women

Unit 4: Interventions at company level

Unit 5: Negotiating money and self-marketing

Unit 6: PR work

Unit 7: Project presentations

## Examples of projects planned by the participants

- The introduction of a new payment scheme in an organisation is monitored by the union workplace representative and examined with regard to its effects on women and men
- The new collective agreement of an organisation is checked as to its implementation and effects
- Evaluation of income structures in an organisation within the framework of a research project
- Developing a website on equal pay

- Compiling a manual for trainers on the issue of equal pay as part of gender training seminars
- Developing and testing a questionnaire on equal pay awareness of participants of Public Employment Service courses
- Organising a series of events on the theme of Women and Money, e.g., Analysing pay slips, Calculating pensions

## Next steps

- Creating a network of course participants and gender equality experts
- Establishing the training course at the University of Vienna
- International networking:  
establishing European Equal Pay Agents as a trademark?

# KLARA's message

**WOMEN DESERVE TO EARN  
MORE!**

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