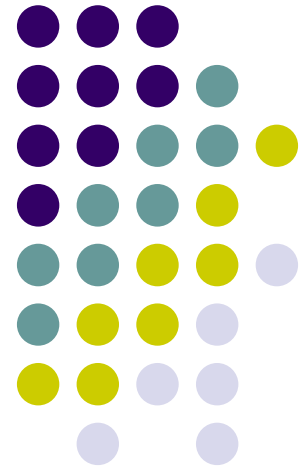


# BARRIERS and STRATEGIES on the way to EQUAL PAY

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Results of the Focus Groups 2005  
In Vienna, Graz, Innsbruck  
Summary by Marion Breiter

KLARA! Network for Equal Pay and  
Gender Equality in the Labour Market

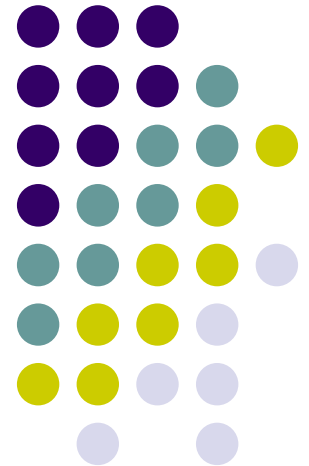


# Members of the focus groups

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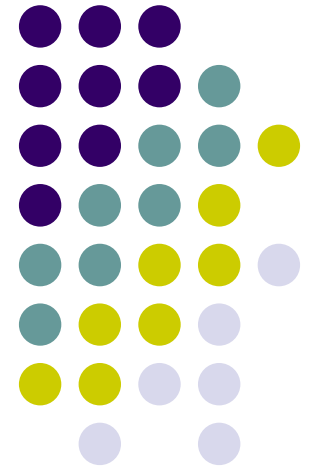
Representatives of

- Organisations for employees
- Labour unions
- Government departments
- Ombud for Equal Opportunities
- Feminist NGOs



# BARRIERS for Equal pay

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# Major barriers

- Gender role cliché: man as provider, woman as additional earner
- View of mothers
- Unequal distribution of paid and unpaid work
- Policy of retaining power
- Lack of transparency

# Areas where barriers are encountered

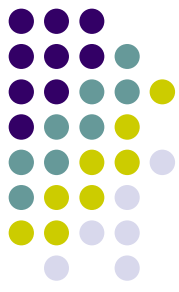


1. Socialisation, gender role clichés and psychological factors
2. Discrimination by employers
3. Labour market and economic policies
4. Legislation

# 1. Socialisation, gender clichés and psychological factors



- Prejudice and gender role stereotypes
- Women's work is not valued
- Because of their socialisation, women lack self-confidence
- The myth of achievement and qualification



- Mother image: the mother of a child does not work outside the home full-time ...
- Care work (household, children, caring for sick and old people etc.) means a disadvantage for women, as they interrupt their careers and work part-time
- Career choice based on the illusion that traditional women's jobs are more family-friendly
- Lack of high-quality, flexible child-care facilities



- Discrimination against women and discrimination against part-time workers overlap
- Illusions about the fairness of employers
- Women's socialisation interacts with the fear of losing their job, so that women stand up against discrimination less often
- In many cases, women's job motivation is not income-oriented

## 2. Discrimination by employers



- Women are registered in a lower pay category right from the start of employment
- Upward mobility discrimination
- Less pay in job areas typically held by women

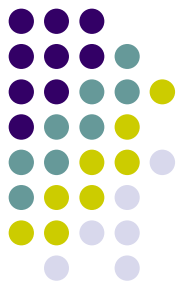


- System of wage supplements and bonuses is a disadvantage for women
- To ask colleagues what they earn and compare incomes is a taboo
- Especially in non-standard types of occupation (e.g., new self-employed workers) there is little control and presumably strong discrimination against women

# 3. Labour market and economic policy

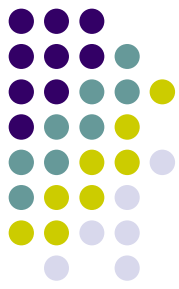


- Key issue of power and distribution in patriarchal societies
- Political actors are not interested in the issue of equal pay
- Men usually promote men
- Because of the deregulation in the labour market there is more pressure on employees



- Lack of transparency enhances discrimination
- Discrimination in the evaluation of women's occupations
- Lack of support for women's issues by labour unions
- Lack of interest by labour union representatives to achieve equal pay for women

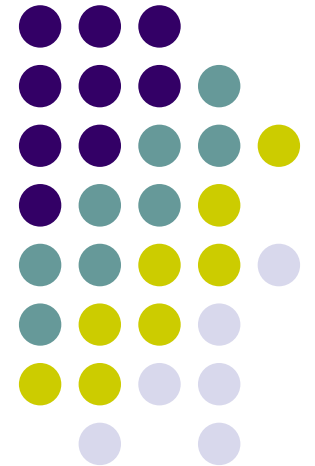
# 4. Problems in the field of legislation



- Lack of significant data and statistics
- The Equal Treatment Act is not implemented by companies, and the sanctions it provides are too weak.
- Lawsuits against employers are an enormous psychological burden on women and in most cases they lose their jobs

# STRATEGIES for Equal Pay

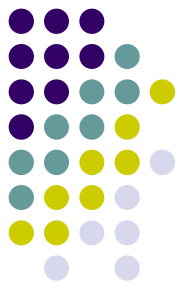
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# Target areas for strategies

1. Psychosocial measures
2. Measures in the field of labour market and social policy
3. In-house measures in companies
4. Legal measures
5. PR measures

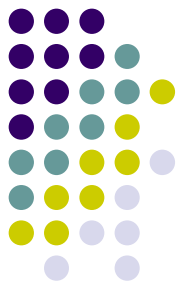


# 1. Psychosocial measures

Addressing women:

- Strengthen their self-confidence and courage to express rage
- Presentation and negotiation training
- To compare/ evaluate/ list achievements
- (Further) development of women's networks

## 2. Social and economic policy measures



- Society should accept its responsibility for care work: expansion of payment in kind for child care
- Incentives for redistributing paid and unpaid work among men and women (e.g., income related benefits for child care)
- Individual and independent basic income for women, with minimum standards for social transfers (such as unemployment benefits, social benefits, pension etc.)



- Labour union measures:
  - Women's quota for boards and committees
  - Monitor the quality of jobs
  - General minimum wage fixed in collective agreements
  - Introduce a procedure for non-discriminatory evaluation of work
  
- The civil society must exert pressure in order to push the political will to achieve equal pay

# 3. In-house measures in companies

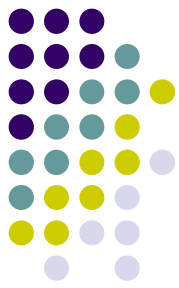


- Information and awareness-raising events
- Defining and monitoring objectives, promotion plans for women
- Transparency on a voluntary basis
- Supporting the promotion of sensitised persons into leading positions

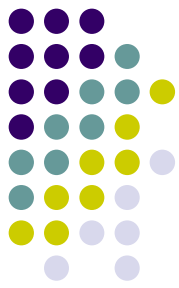
## 4. Legal measures



- Implementing the Equal Pay Act and expanding the Ombud for Equal Employment Opportunities (more staff and more competencies)
- Introducing the option for associations to bring lawsuits to court



- Obligation by law to publish wage structures, with monitoring option and possible sanctions, according to the Swedish model
- Implementation of the draft EU Equal Treatment Directive, which includes a recommendation for income transparency in companies



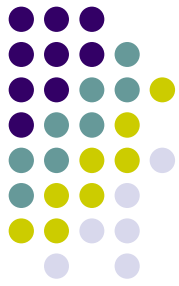
## 5. PR measures

- Motivate companies for equal pay:
  - Premiums
  - Pay Audit
  - Include income structures as a standard for evaluating women-friendly businesses
- Campaigns – e.g. for wage transparency



# Positive examples

- ✓ Sweden:
  - Law for revealing income structure
  - More resources for Equal Treatment Ombud
  
- ✓ Norway:
  - The obligatory 3-month paternity leave has contributed to a change in public awareness
  
- Spain:
  - Draft for a strong Equal Treatment Law



**WOMEN EARN MORE!**