

Gender Pay Gap: New Solutions for an Old Problem

Developing Transnational Strategies Together with Trade Unions and Gender Equality Units to Tackle the Gender Pay Gap

Facts and Findings from Austria

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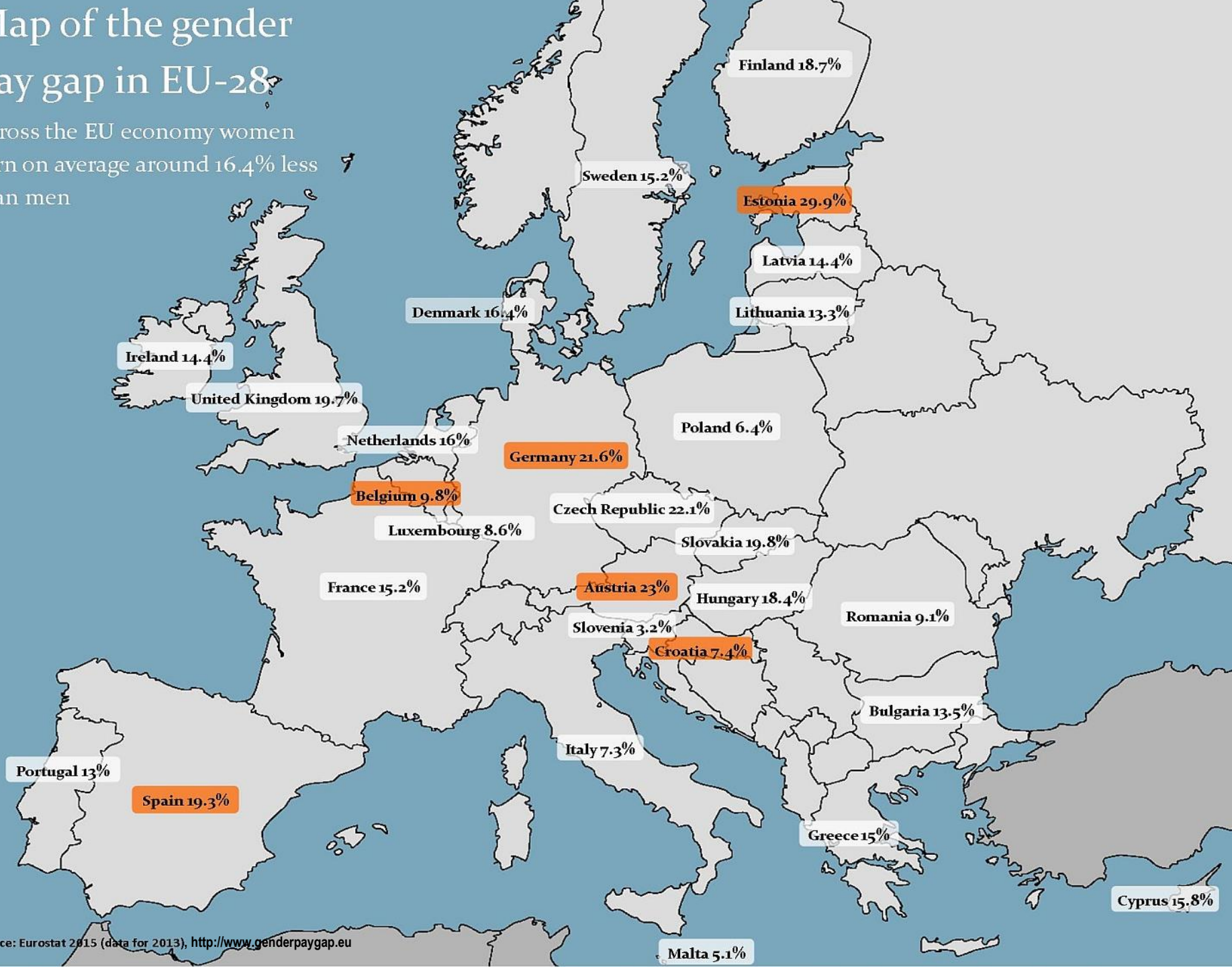
This project is funded by the PROGRESS Programme of the European Union



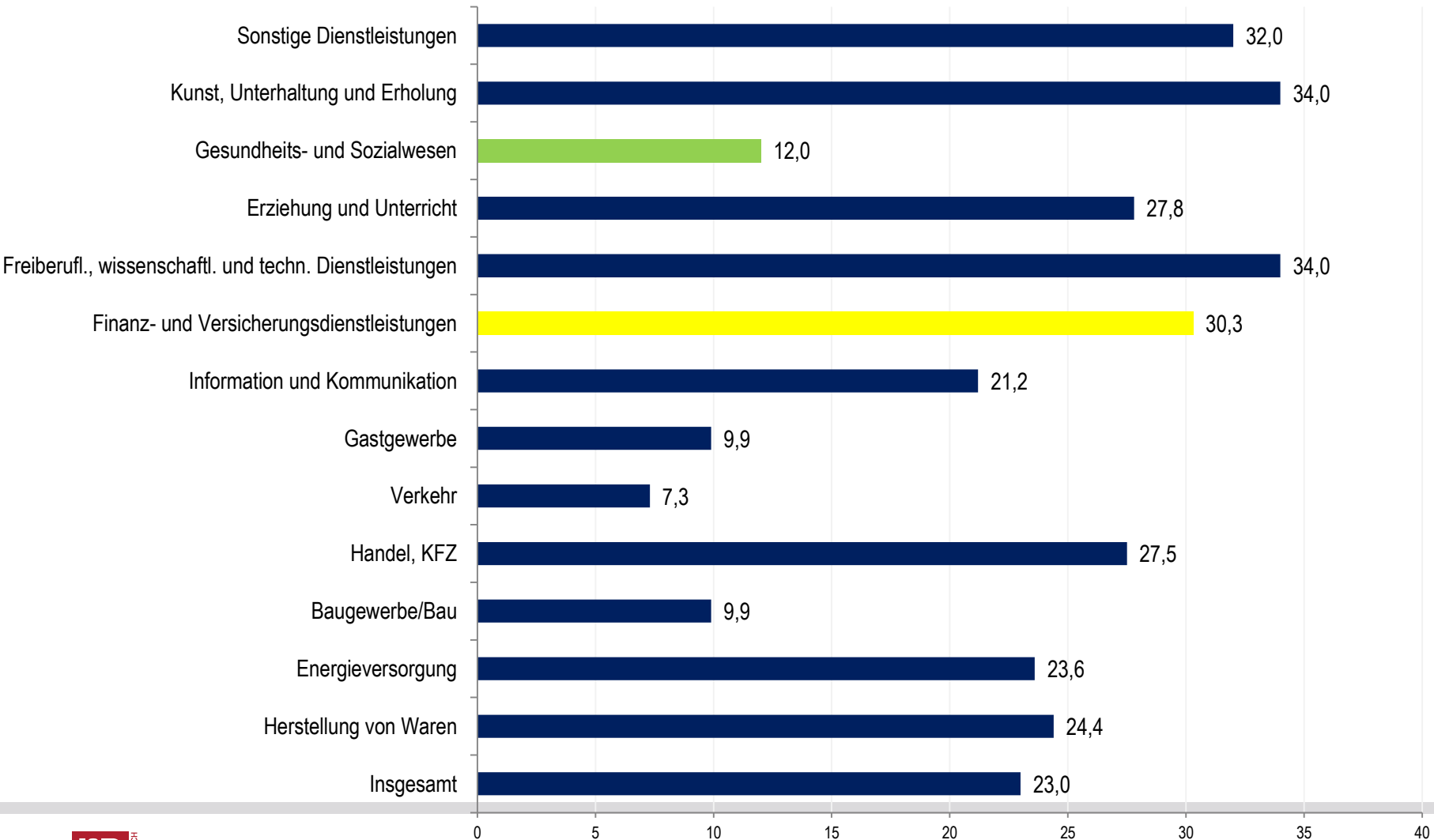
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Map of the gender pay gap in EU-28

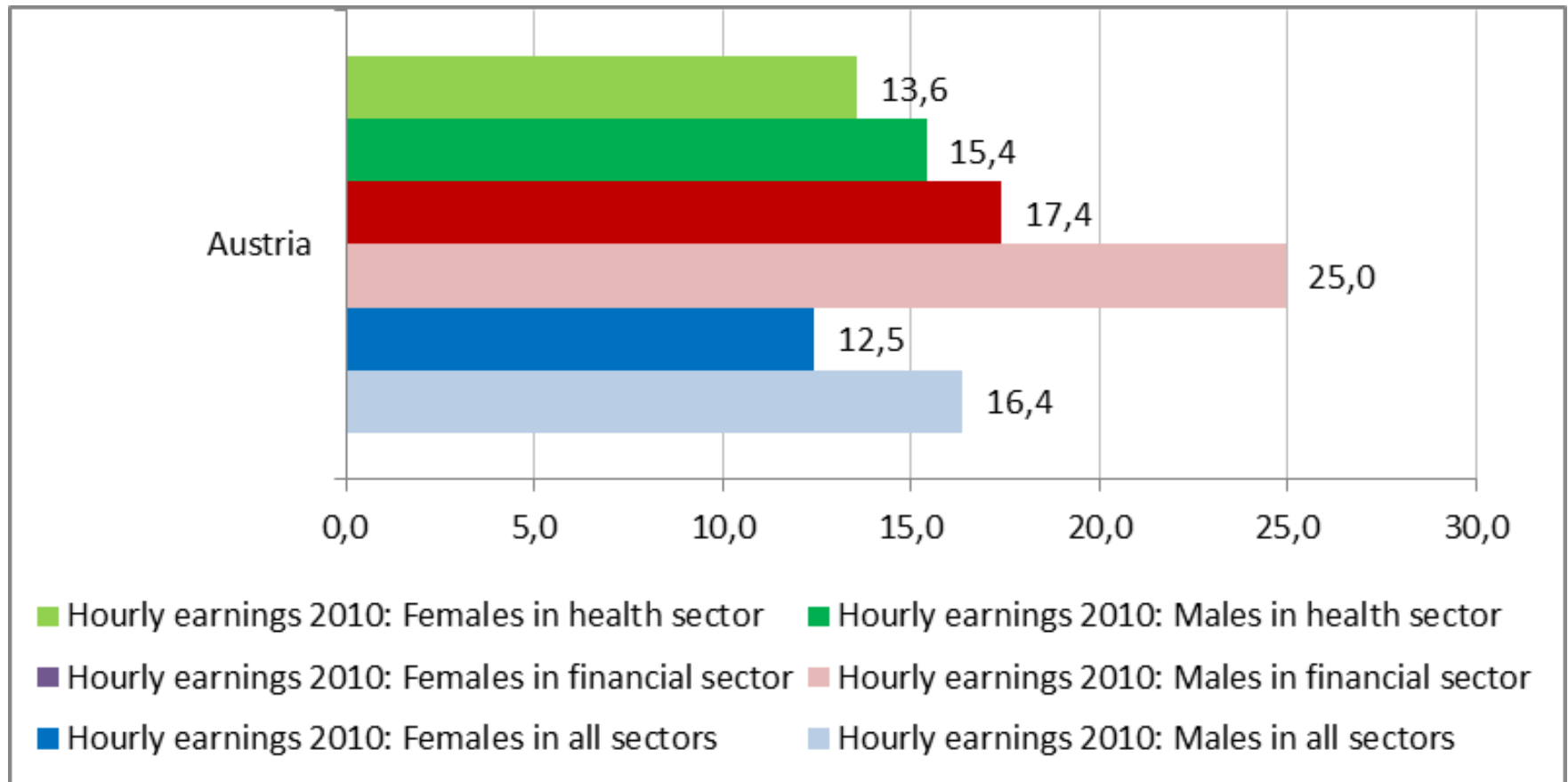
Across the EU economy women earn on average around 16.4% less than men



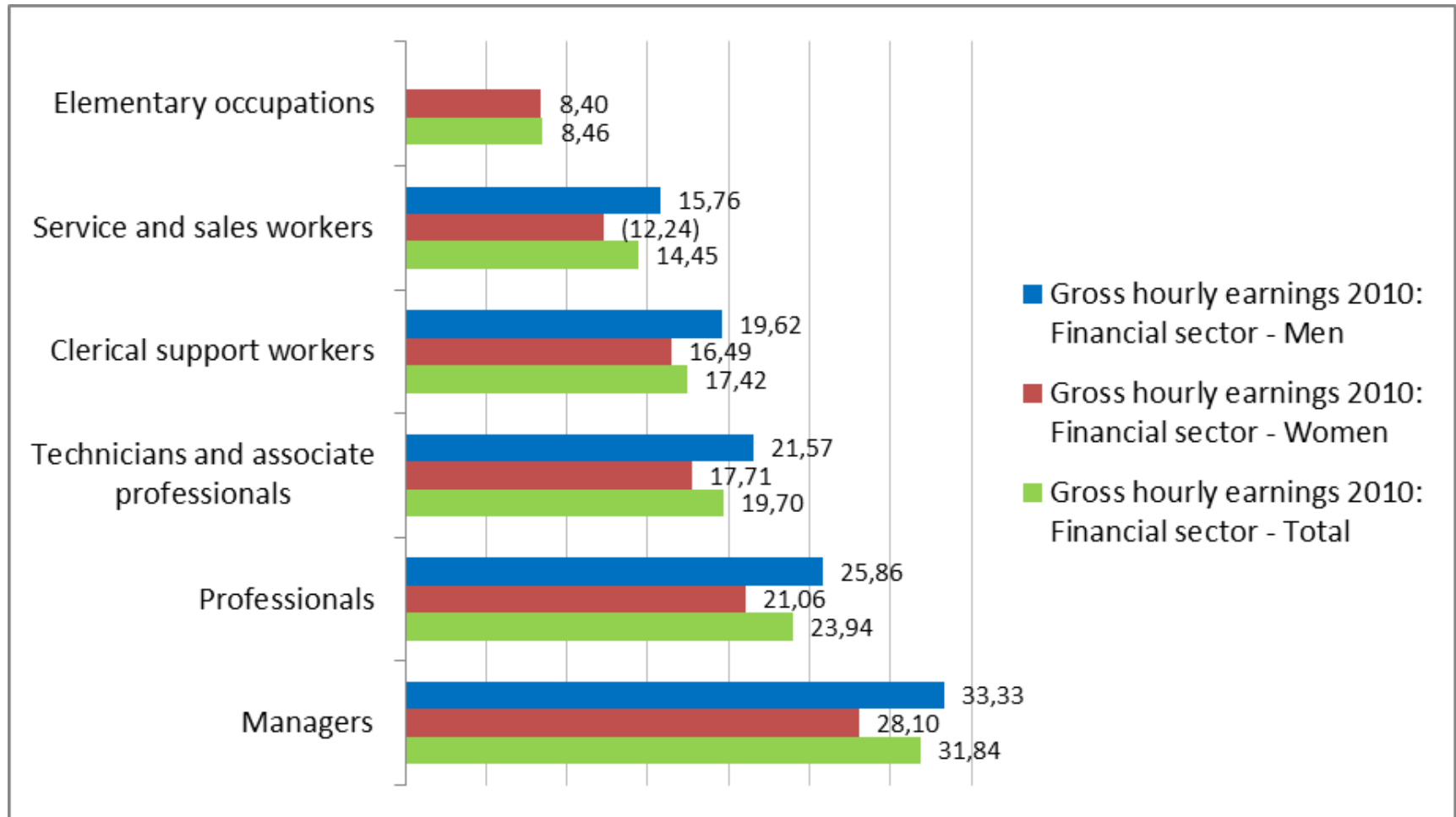
Gender Pay Gap in Selected Sectors in Austria



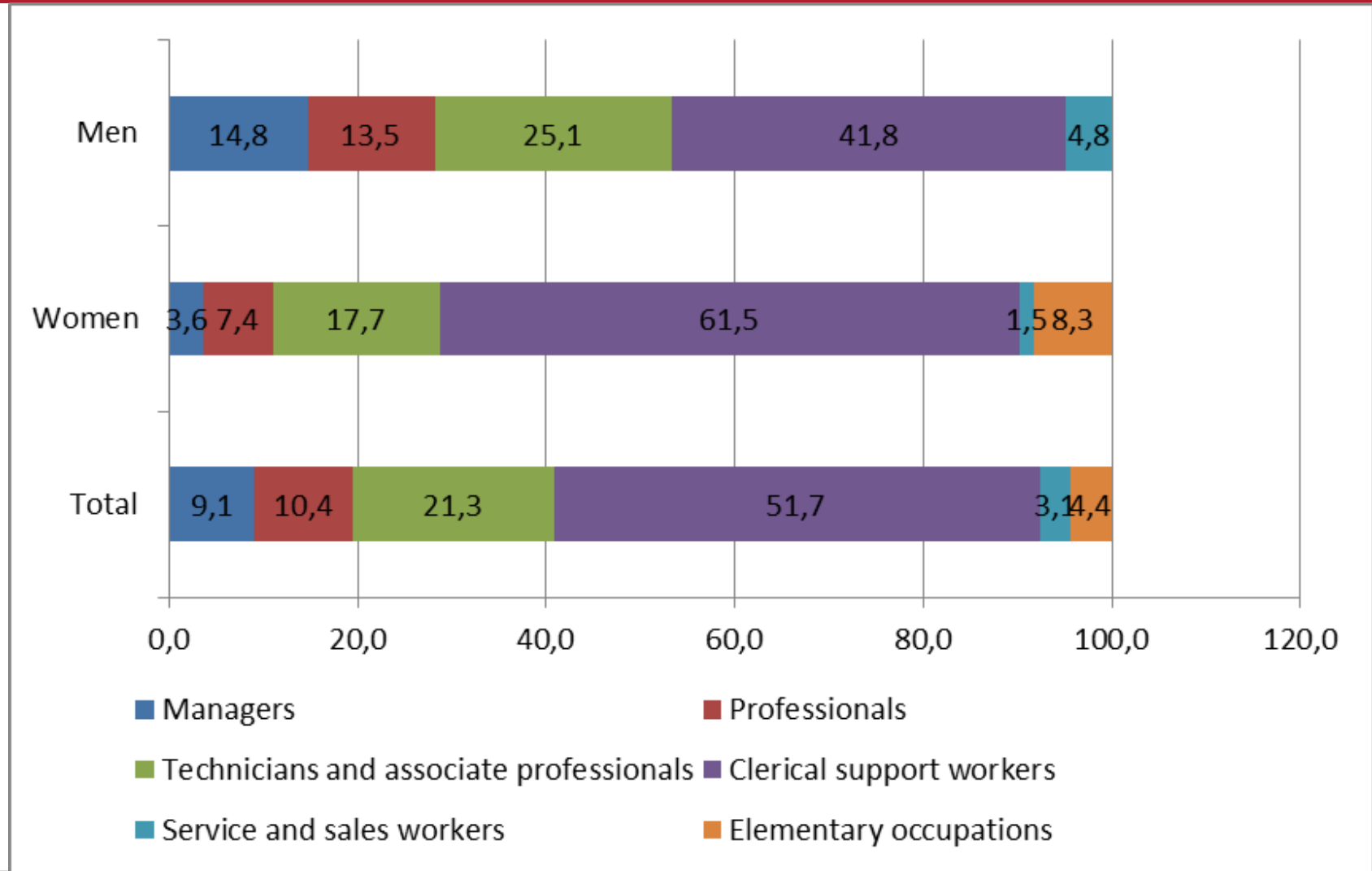
Gender Pay Gap in Selected Sectors in Austria



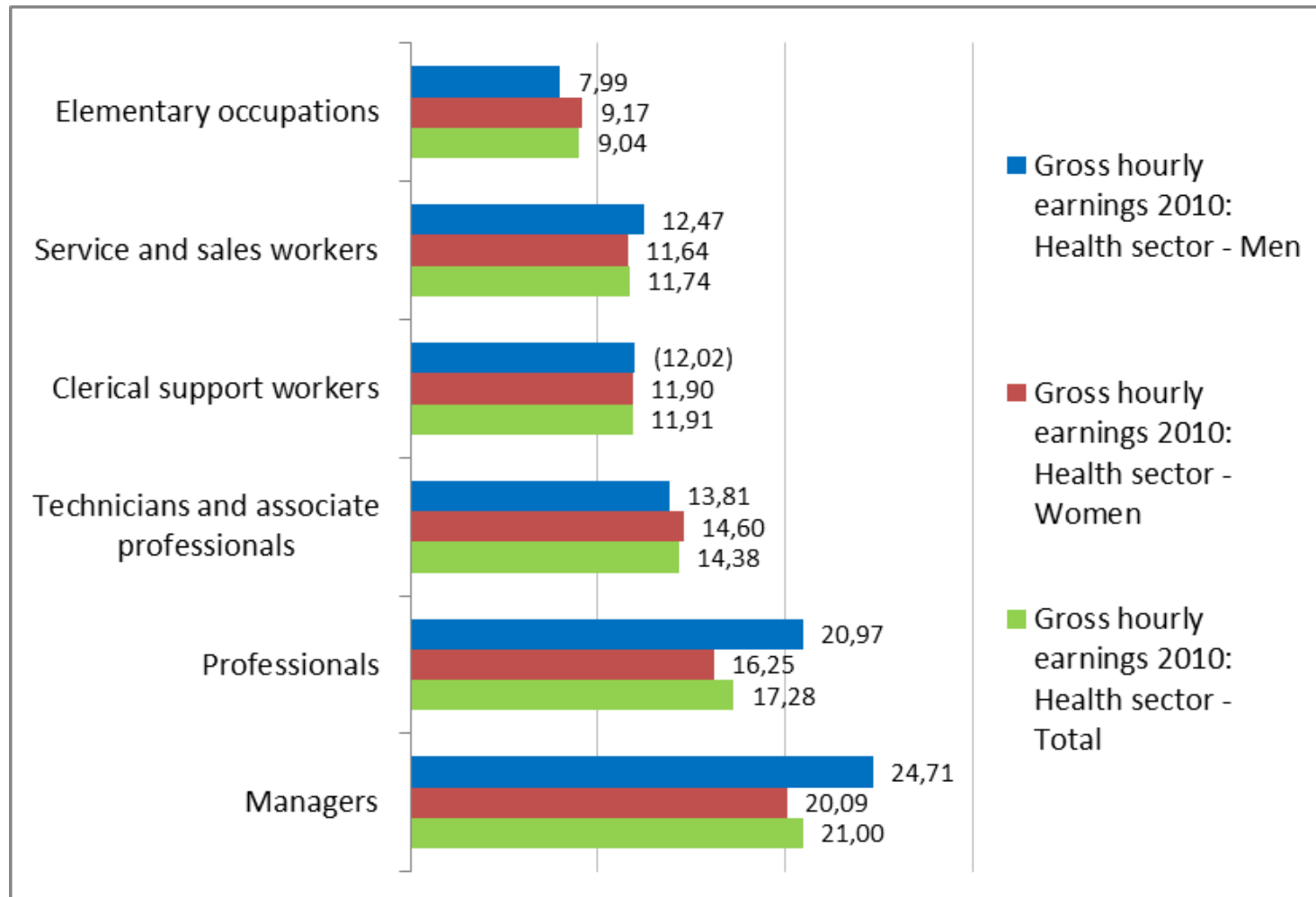
Financial service and insurance sector: Gross Hourly Earnings



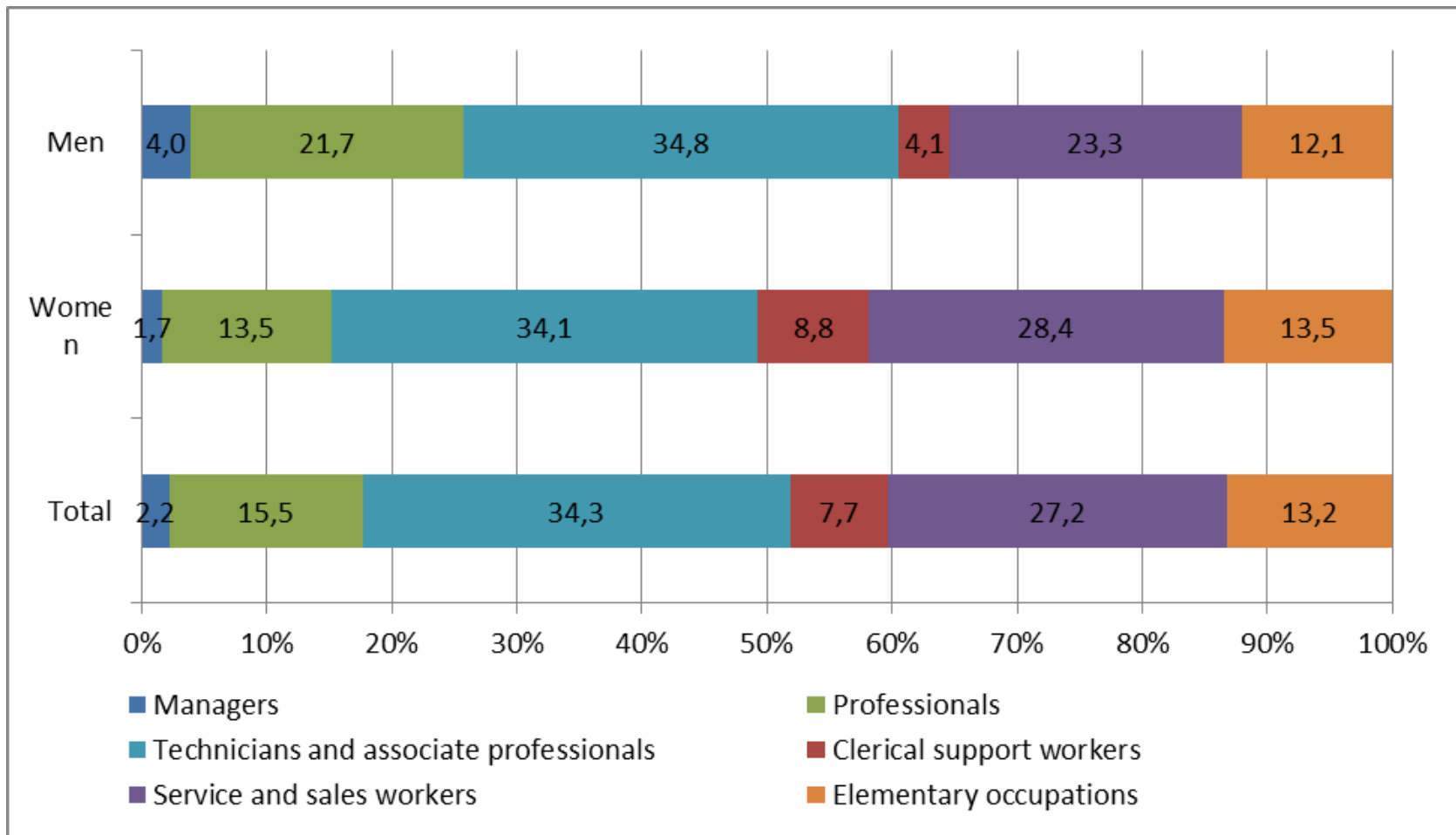
Financial service and insurance sector: Distribution of employees along occupational fields



Health sector: Gross Hourly Earnings



Health sector: Distribution of employees along occupational fields



Central findings and activities

Awareness raising activities around the pronounced income differences within the selected sectors, with a special focus on awareness raising discussions that specific initiatives should support overall activities to combat gender pay gap

Key message I: individual bargaining in financial sector of great disadvantage for women
→ better use of the rather new instrument „Income reports“

Key message II: underevaluation of care work in the health sector central issue
→ e.g. running campaigns, supporting care work, minimum wages etc. should be issue

Trade unions meetings, focus groups with stakeholders, presentation for gender equality and women's groups, articles in media of social partners

Large conference together with another EU-GPG-project in Austria (Network of Women's Counselling Centers) around the Austrian Equal Pay Day (March 2016) and a press conference together with the Minister for Women

Thank you for your attention!

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