

TRADE UNIONS – Example of an effective collaboration with trade unions

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„Regional Project“ collaboration between equality body and the trade union federation of Austria (OeGB) „STYRIA“

- The department for women's affairs is part of the OeGB.
- We do not have our own constitution but we have our **own** tasks and **own** decision making bodies, specified in the rules of the OeGB. That's important for our collaboration!

The TASKS of the women's department includes e.g.

- promotion for equal opportunities for women and men with the goal of effective equality between men and women (work)
- involvement in the implementation of gender mainstreaming and
- **NETWORKING** and **COLLABORATION** with Social Partners, as well as women organizations, institutions and NGO's.

LAW

- Equal Treatment Act (1979) – PRIVATE SECTOR (equality between women and men in the field of employment and occupation)
- Federal Equal Treatment Act (largely identical to that for the private sector).
- Federal Disability Discrimination Act
- based on the **ETA** we as women's department supported the establishment of the ombud for equal treatment.

Basic

- since 1991 the ombud of equal treatment has been an independent state institution in Austria.
- next step was our lobbying for regional bodies.
- since 1998 step by step **regional ombudpersons** are established – **in Styria since 2000** and she is **MS. ELKE LUJANSKY – LAMMER !**

fight against discrimination

- * there is no separate Antidiscrimination center or department in the OeGB
- * there is no responsibility for the secretary for women's affairs to help on all grounds
- * it's part of our work to stop discrimination against women at work – but also to support women friendly politics.
- * so our collaboration is concentrated on equality between women and men at work

EU Strategy for equality between women and men (2010-2015) - equal pay for equal work and work of equal value/ transparency of pay

- * Women earn in Austria as much as 18 percent less than men for equal work. Thus, Austria is EU-wide on the penultimate place.
- * Thus, with changes adopted in March this year, the Equal Treatment Act, which will contribute to increasing the transparency of pay.

Legal innovation

*** obligatory earnings reports and new requirements in job advertisements.**

The obligation for employers with more than 1.000 employees to create an income report will come into force this year. The report for the year 2010 must be made by 31 July 2011.

In annual steps the mandatory reporting will be reduced to 151 employees in 2014.

The Project based on these legal innovations

- collaboration and communication-
quality levels and steps of target groups

*****target groups:

**** staff representatives of employees and
staffs of trade unions or of the chamber
of labour of styria part of socialpartnership)

*** trade union members

** employees

* general public

PERSONAL COMMUNICATION AND QUALITY LEVEL

- **INFORMATION AND KNOW HOW**

- + cooperation events like

- conferences and forum discussions

- April 2011 Conference about income reports (staff representatives of employees and staffs of trade unions or of the chamber of labour of styria) around 100 participants

- Legal and practical rules and conditions

PERSONAL COMMUNICATION AND QUALITY LEVEL 2

- creation and/or raising awareness about discrimination and become more sensitive against discrimination.
- educational provision – expert and lecturer
- eg. 2 years evening school for employee representatives, seminars, a.so

PERSONAL COMMUNICATION AND QUALITY LEVEL 3

- Sustainability in the knowledge and awareness – with the goal, that staff representatives in Styria in future are guardians against discrimination!
- workshops (anonymus individual cases)
- Accompanying staff representatives with their tasks checking the income reports
a.s.o

BASIC for SUCCESSFUL OUTCOME

- building TRUST in persons and institutions
- don't wait for regulation – do it eg.
Women's committee - experts in Styria
- persons, lives in the region, knows the region and helps practical; > identification
- accompanying
- credible

PRINT

- coordinate printing informations
 - also emails, letters a.s.o to the target group
 - one stop shop principle for invitations, registrations and feedback
- for the 1st level of the target group

DIGITAL

- we use our own resources like intranet
- we plan a new homepage for the Styrian department of women's affairs.
- we also have foreseen a blog module for our board members.
- I use facebook, but it is not adequate at the moment for our target group – the same can be said about twitter.
- the question of spots is a question of budget.
- we are a work in progress like you see

At the end of the presentation

- we have tried to define a new quality in our collaboration and we are working on progress
- with our new project of collaboration we hope to give the new gender equality process in Styria a new and good drive!

THANK YOU FOR YOUR ATTENTION !