

Evropsko združenje zensk pravníc –
EWLA (European women lawyers association), Slovenija

Ljubljana, marec 2024

Vloga zensk v družbi:

EU vpliv na enakost: enako placilo, kvote in diskriminacija

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Nekdanja generalna pravobranilka na Sodišču EU

EWLA EU (*ewla.org*)



The banner features the EWLA logo on the left, which depicts a woman in a blue robe holding a sword, surrounded by yellow stars. To the right, the text "The Voice of Women Lawyers Across Europe" is displayed in white and orange. A large, stylized "EWLA" is in the background. Social media icons for LinkedIn, Twitter, Facebook, and Instagram are on the right, along with a hamburger menu icon.

European Women Lawyers Association
Welcome, and thank you for joining us.

[CHECK EWLA EVENTS](#)

The European Women Lawyers Association (EWLA) is constituted and incorporated as a non-profit international non-governmental organization having philanthropic, scientific and pedagogical aims. EWLA is a federation of national women lawyers associations within EU, EEA and EFTA, as well as individual women lawyers and academics from these countries. EWLA pursues the co-operation of European women lawyers, in order to combine their specific expertise in fundamental rights, and in particular, gender equality

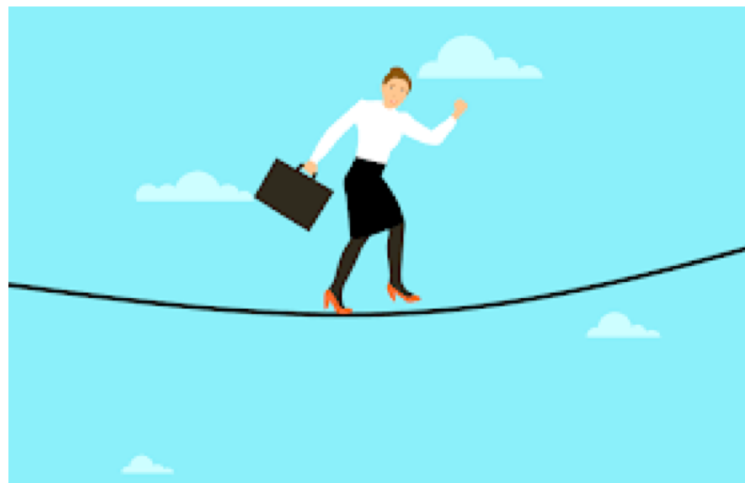
EWLA Slovenija (*ewla-slovenia.si*)



Ali se rabimo ženska združenja in dogodke o ženskih temah/problemih?



<https://economictimes.indiatimes.com/news/company/corporate-trends/view-quotas-for-women-in-corporate-boards-fail-to-bring-about-real-change/articleshow/74033806.cms?from=mdr>



1. 8. 2023; 7.52

Osveženo: 15 ur, 7 minut

Zagotavljanje ženskih kvot kmalu ne bo več prostovoljno, ampak obvezno

Avtor: R. K.

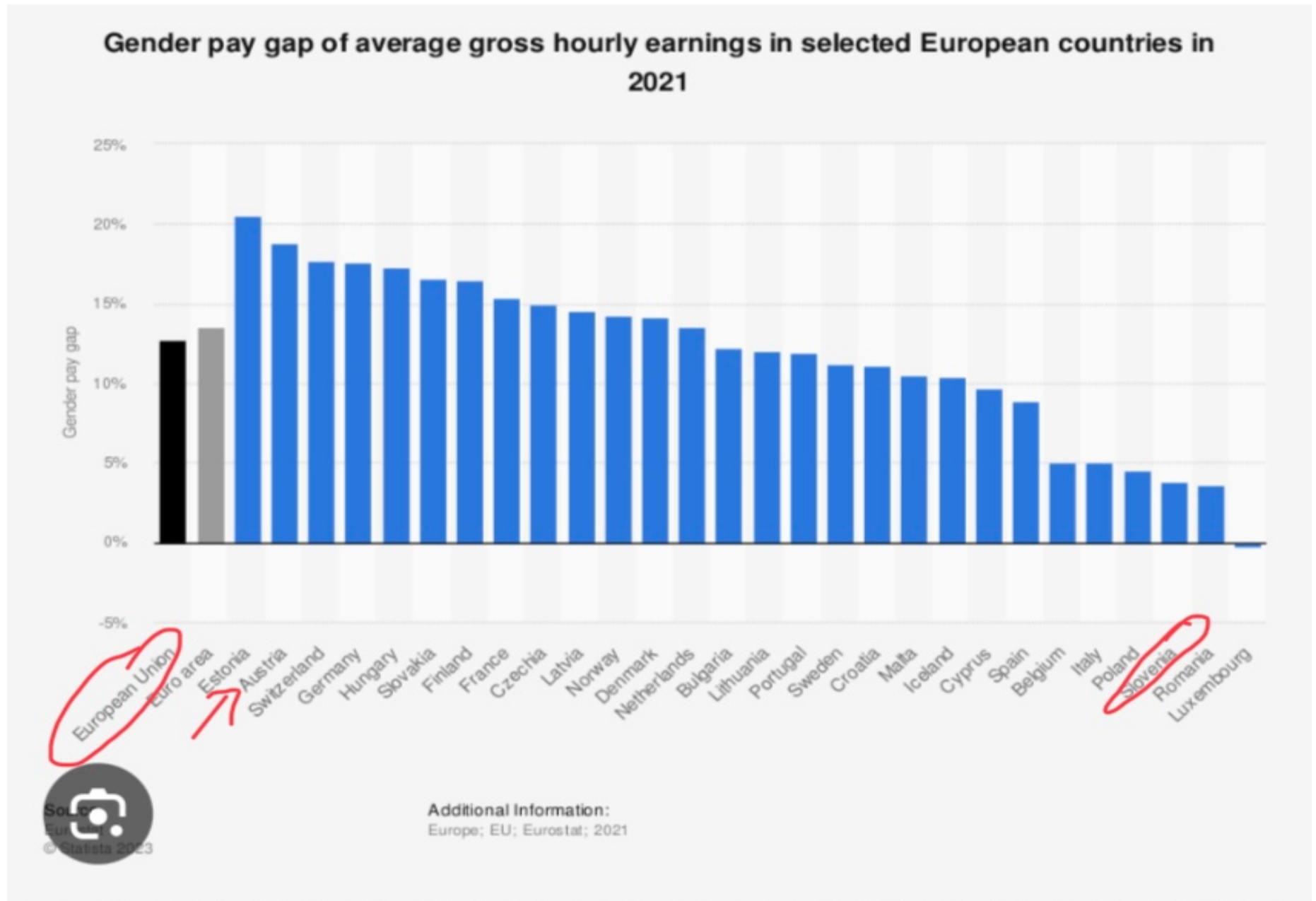
2,00



V nadzornih svetih in upravah še vedno prevladujejo moški. Med opazovanimi podjetji je sedem takšnih, kjer so v upravi in nadzor

Zakaj?

ZATO:



Zakaj?

ZATO:
Dunajski
filharmoniki –
1997

Sir Henry Wood. Picture: Getty

17 years later, the first woman joined an American orchestra

In 1930, harpist Edna Phillips was accepted into the Philadelphia Orchestra by conductor Leopold Stokowski. This was a bit of a breakthrough – this orchestra was one of the very best in the US, ranking alongside the New York Philharmonic and Boston Symphony.

But some of the male musicians felt Edna was an unwelcome presence in the orchestra, particularly as she had replaced a male musician, who'd been with them for 17 years and was popular among the orchestra.

The Vienna Philharmonic didn't accept women until 1997

It was founded in 1842, but the notoriously traditional Vienna Philharmonic didn't allow women to be 'full' members until 1997, after years of male members of the orchestra insisting that accepting women would lower their musical standards.

That year, harpist Anna Leikes became the first official female member of the orchestra.

Previously, she had played for them regularly but her name had never been listed in the programme. Leikes was paid for her work, but never publicly acknowledged.

What does the gender balance look like today?

In 2014, American orchestras were, on average, made up of **63 per cent men** and 37 per cent women.

Instrument sections tell a slightly more concerning story. In 2014, 59 per cent of violinists and 95 per cent of harpists were female, while 97 per cent of trumpet and trombone players were male.

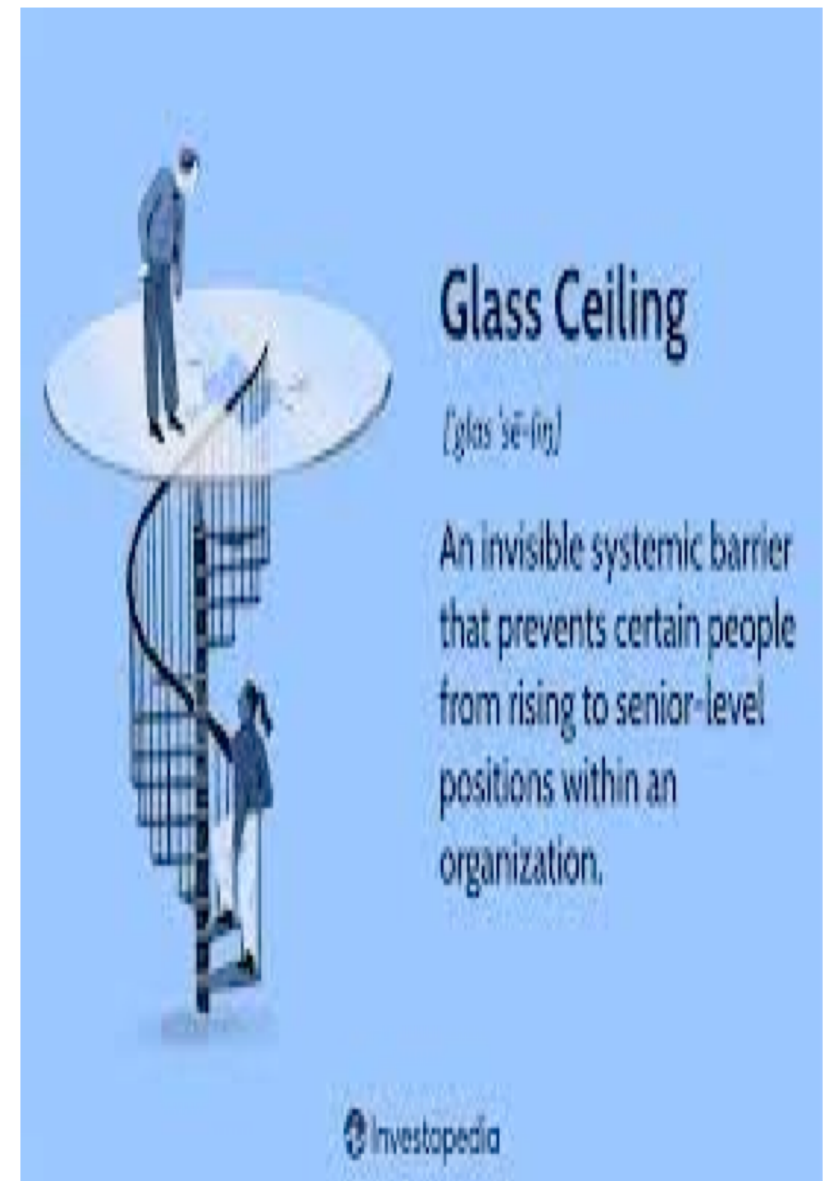
Since orchestras began to form in the 17th century, women's involvement in them hasn't been an easy ride – and there's still plenty of progress to be made.

Zakaj? Zato !



Kje so problemi?

- Vodilna mesta: javni in zasebni sektor
- Sodisca: visja, vrhovna sodisca, predsedniki sodisc
- Znanost: redni profesorji, dekani, rektorji
- Politika
- drugo



<https://www.investopedia.com/terms/g/glass-ceiling.asp>

Kvote – EU - Slovenija



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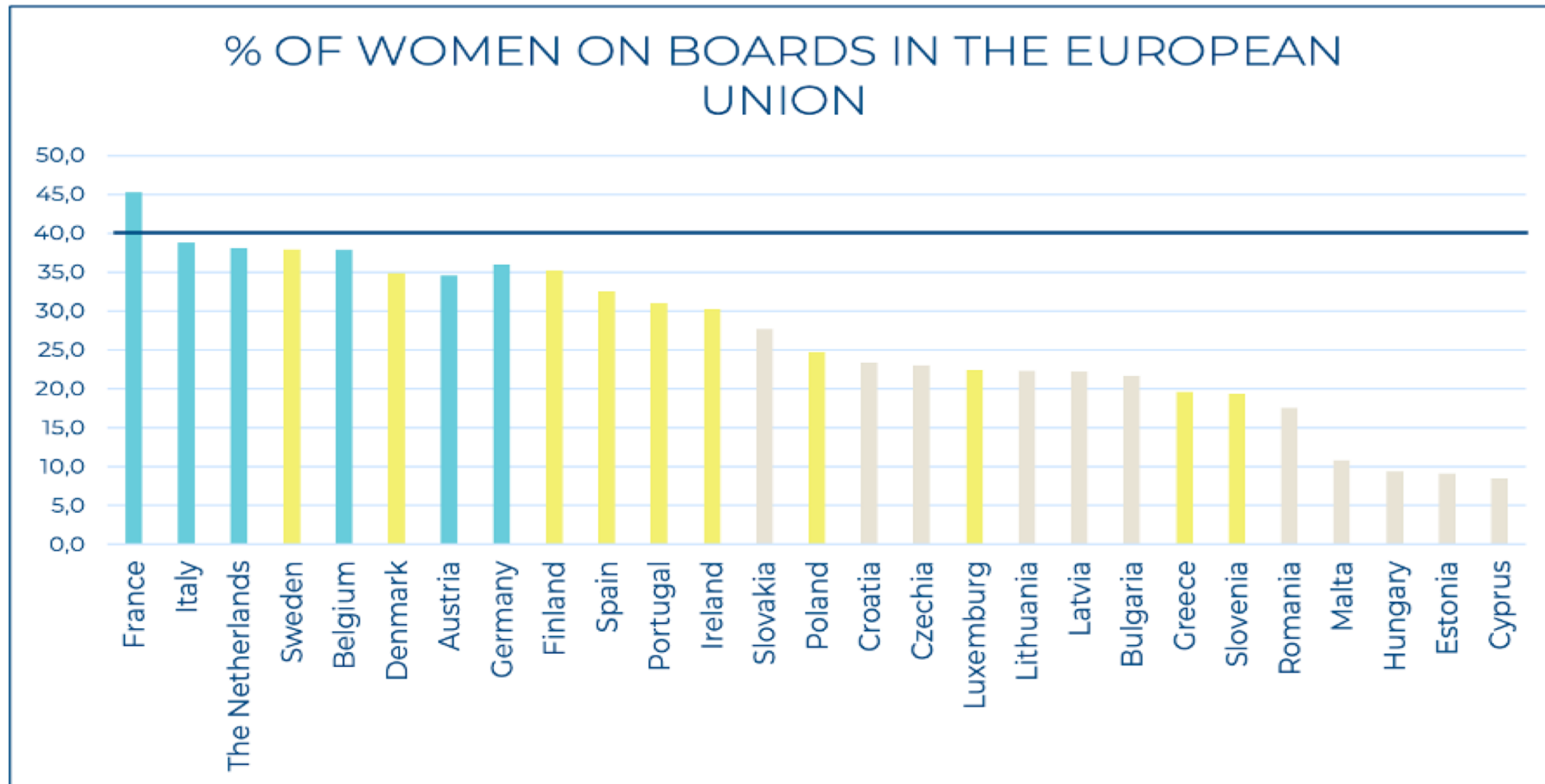


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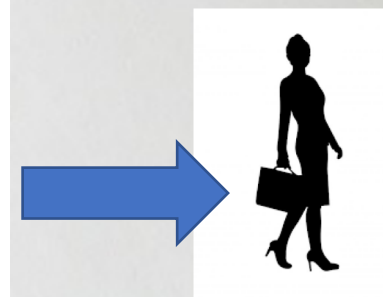
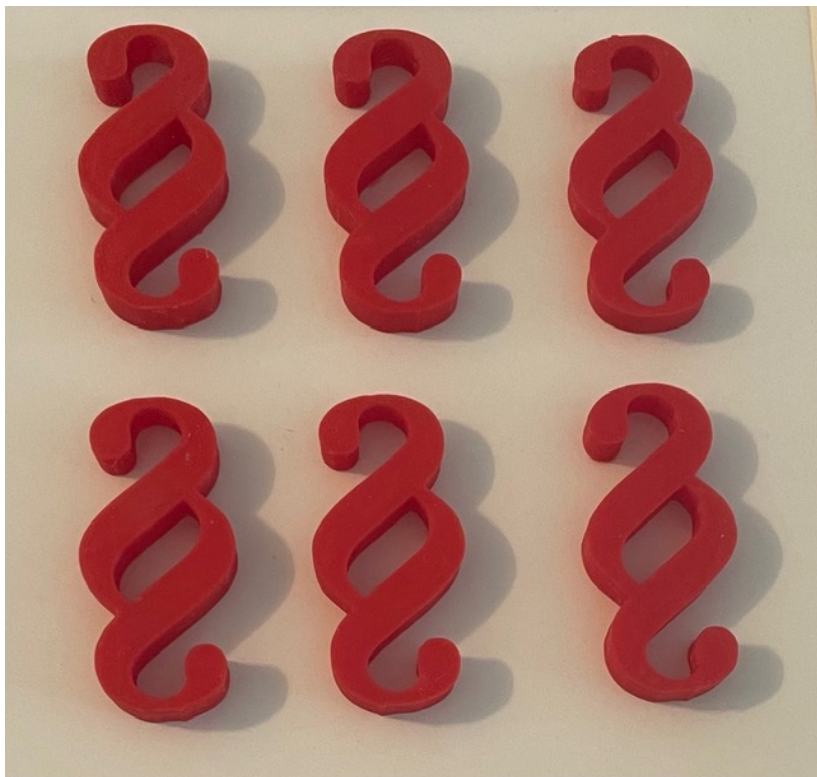
Kvote: zakaj?

<https://industrialrelationsnews.ioe-emp.org/industrial-relations-and-labour-law-november-2022/news/article/european-council-approves-eu-directive-to-improve-gender-balance-on-company-boards>

The following table sets out an overview of the gender balance quotas and targets which are currently in force in the member states of the European Union.



Ali mora poseci pravo?



Direktiva (EU) 2022/2381 o zagotavljanju uravnotežene zastopanosti spolov med direktorji družb, ki kotirajo na borzi

Kdaj:

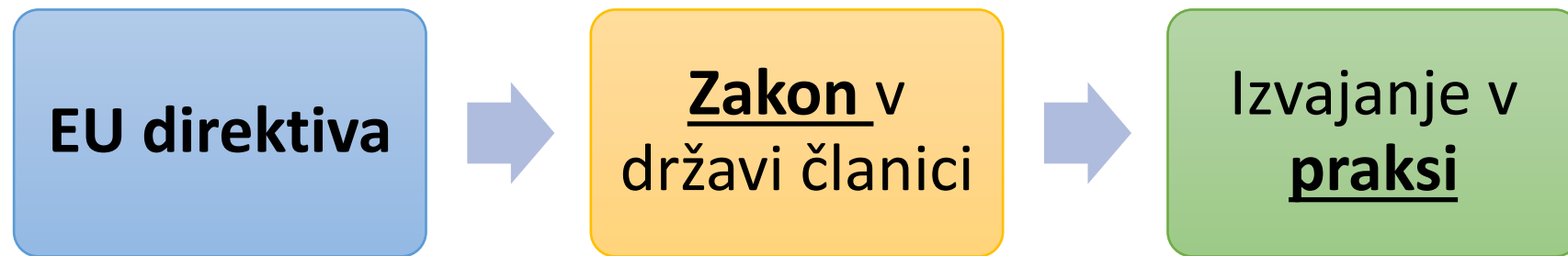
- Države članice do 28. decembra 2024 sprejmejo in objavijo zakone
- družbe, ki kotirajo na borzi, pogoje je treba doseči do 30. junija 2026

Pogoji:

- osebe nezadostno zastopanega spola zasedajo vsaj 40 % neizvršnih direktorskih mest (Uprava);
- osebe nezadostno zastopanega spola zasedajo vsaj 33 % vseh direktorskih mest, tako izvršnih kot neizvršnih (Uprava in NS)

Kvote- Slovenija

- Prenos direktive v zakon



Enako placilo za enako delo

.



Enako plačilo za enako delo ali delo enake vrednosti med moškimi in ženskam

EU Direktiva 2023/970

Zahteve:

- spoštovanje načela enakega plačila za enako delo ali delo enake vrednosti med moškimi in ženskami;
- prepoved kakršne koli neposredne ali posredne diskriminacije pri plačilu na podlagi spola;
- preglednost plačil in močnejše uveljavljanje pravice do enakega plačila

EU Direktiva 2023/970: Enako plačilo za enako delo

Velja za:

- delodajalce v javnem in zasebnem sektorju;

Od kdaj:

- Drzave članice v nacionalno zakonodajo [prenesti](#) do 7. junija 2026

EU direktiva

- Zakaj je potrebna?
- Implementacija v nacionalno zakonodajo in v prakso
- Problemi



Enako placilo za enako delo

INTERNATIONAL EQUAL PAY DAY

18 SEPTEMBER 2022



Women earn, on average,
77 cents for every dollar men earn
for work of equal value

Source: United Nations



Childbearing counts for roughly
80% of the gender wage gap

Source: Kleven, Landais, Sogaards (2018)



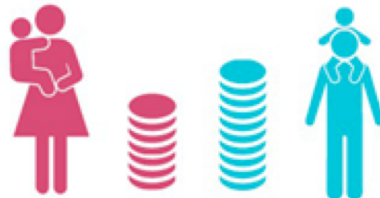
Closing the gender pay gap by 25% by
2025 could raise global GDP by **3.9%**.

Source: ILO



Women carry out at least **two and a
half times** more unpaid household and
care work than men

Source: United Nations



Women's earnings **decrease
significantly** after becoming a parent,
while men's often increase

Source: Mandel and Shalev (2009)



At this rate, it will take **257 years**
to close the global gender pay gap

Source: United Nations



#InternationalEqualPayDay | #EqualPay | #GenderWageGap

Enako placilo za enako delo: EK, Avstrija, Slovenija

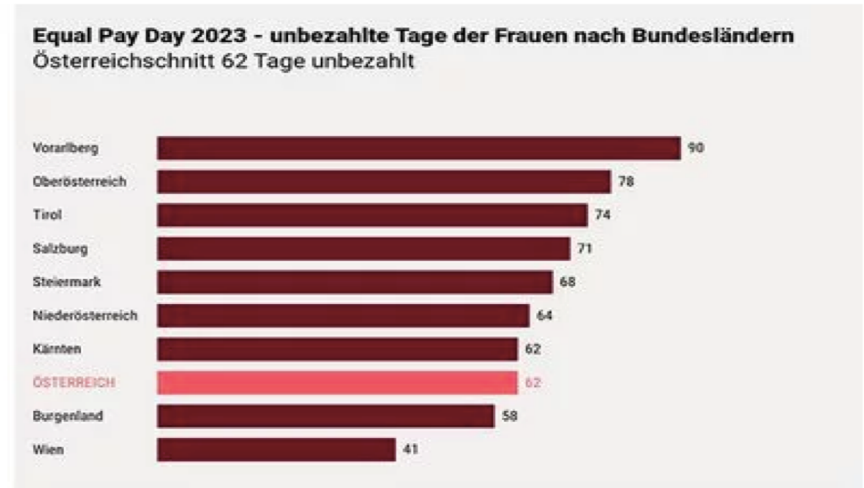
- **Equal Pay Day** marks the date that symbolises how many extra days women must work until the end of the year to earn what men earned in the same year.

Equal Pay Day

- 15 november?

- Avstrija? 31.oktober

(62 dni v letu delajo zenske zastonj
oziroma le 303 so placane)



Städtebund zu Equal Pay Day 2023: Frauen müssen von ihrer Arbeit leben können

Equal Pay Day heuer am 31. Oktober

Der Equal Pay Day markiert jenen Tag, ab dem Frauen unbezahlt arbeiten. Frauen und Männer arbeiten die gleiche Anzahl an Tagen im Jahr, Frauen bekommen im Jahr 2023 aber nur 303 Tage davon bezahlt. Den Rest des Jahres arbeiten sie „unbezahlt“, im Gegensatz zu Männern. Denn das Einkommen von Männern pro Jahr beträgt...

Enako placilo za enako delo: primer pokojnine Avstrija



EQUAL PENSION DAY 2023
4. AUGUST

EINE INITIATIVE DES FRAUENAUSSCHUSSES DES ÖSTERREICHISCHEN STÄDTEBUNDES



Sklepno: zakaj je moralo poseci pravo?



- Izkusnje (osebne)
- Motivacija za zenske
- Zagotovitev pravnih podlag
- Zagotovitev prakticnih pogojev (vrtci, poenostaviti zaposlitev varusk ipd...)
- Odnos družbe
- **Novi problemi: umetna inteligenca in diskriminacija** (large language model ect. (npr. slika-prevod: doktor, cleaner, poklici zensk/moskih; Unesco raziskava 2024)
- vzgoja
- **Mediji!** (porocanje o kvotah, neprimerne fotografije, neprimerni komentaji kot npr. vsaka je lepa-namesto uspesna in pametna ipd)

Prihodnost: kaj je se treba poleg prava

- Vzgoja doma
- Vzgoja v soli, pri studiju, mentoring program
- Sprememba miselnosti (lepa je lahko vsaka, a je se nekaj vec: uspesna, razgledana, izobrazena, ...)
- Zenska „solidarnost“ in mosko spostovanje
- Druzba, mediji ect

My message:

„Equality between women and men must be ensured in all areas, including employment, work and pay.“ (*Art.23 EU Charter of fundamental rights*)

Sklepno

Never
underestimate
the power
of a girl Really lovely
with a book.

Ruth Bader Ginsburg





Hvala za pozornost!

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Photos from Google, CJEU, Privat.