

**RECOMMENDATIONS**

**for the Ministry of Family, Labour and Social Policy**

**concerning labour market for women with basic vocational education**

Eliminate horizontal segregation of women and men with basic vocational education in the labor market through:

developing the assistance programs including career counseling for girls and women, concerning choosing a training in non-traditional for them professions;

developing the assistance programs including career counseling for boys and men, concerning choosing a training in non-traditional for them professions;

developing training programs that sensitize the present and future career advisers to gender equality in access to the paths of vocational education and professions;

offering the incentives for employers to hire women and men in non-traditional for them professions;

promoting the women's images in non-traditional for them professions;

promoting the men’s images in non-traditional for them professions;

* 1. conducting campaigns to overcome stereotypes regarding the division into the so-called male and female professions, and to encourage girls to choose the so-called male professions, which are better paid (31% more) than the female ones.

Eliminate wage disproportions between women and men with basic vocational education through:

* 1. carrying out a detailed analysis of wage differences between women and men with vocational education in the public sector in order to determine a reason for such a big pay gap (41%); introducing the hourly rate equalize mechanisms for both genders;
  2. making the CSO data concerning the analysis of wages by gender available on-line, so that everybody can generate the data themselves.

Provide women with basic vocational education the possibility to reconcile work and family life through:

tailoring the childcare system to a type of professional work performed by women with basic vocational education, i.e. often shift work, from the early morning hours or to the late afternoon hours (e.g. allocating money for an assistant - babysitter for children of women working in shifts) ;

encouraging employers to create various forms of childcare for employees;

introducing to the labour offices the principles that the women who return to the labour market or take up their first job after a break related to childcare, are provided with information on:

availability of vocational courses, including qualifying vocational courses;

vocational internships;

possibilities of retraining, especially in non-traditional for women professions;

available sources of financing for the participation of women in qualifying vocational courses.

Conduct social campaigns to improve the organizational culture in a work environment, aimed at:

making the employers and employees aware of the benefits of creating a work environment free from mobbing and discrimination;

reinforcing in society the respect for each work and people performing it;

1. Monitor the implementation of regulations that entered into force on January 1, 2016, regarding annual maternity benefits for unemployed women and women working on civil law contracts.

Undertake an initiative to strengthen the scope of powers of the National Labour Inspectorate in order to effectively investigate complaints in cases of discrimination on grounds of gender.

The recommendations developed by a group of experts on the labour market and education, coordinated by Karat Coalition as part of the project "Cross-Cutting Discrimination. Gender and Vocational Education ".

A list of experts:

dr hab. Danuta Duch – Krzystoszek, Academy of Special Education in Warsaw

Anna Dzierzgowska, Social Monitor of Education

dr Ewa Lisowska, SGH Warsaw School of Economics

Kinga Lohmann, Karat Coalition

Dorota Obidniak, Polish Teachers‘ Union

Barbara Smolińska, The All-Poland Alliance of Trade Unions (OPZZ)

Andrzej Stępnikowski, Polish Craft Association

Anna Węglicka, Mazowieckie Observatory of Labour Market

Address:

Stowarzyszenie Koalicja Karat

ul. Walecznych 26/5, 03-916 Warszawa

tel. 22 628 20 03; email. [agnieszka.mazurek@karat.org.pl](mailto:agnieszka.mazurek@karat.org.pl); [kinga.lohmann@karat.org.pl](mailto:kinga.lohmann@karat.org.pl);