

#2 INFOGRAPHIC

on gender-based discrimination at the workplace
in the period April – July 2020

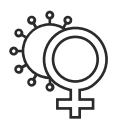


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DO YOU KNOW THAT:

the sectors that will suffer greatest losses from the Covid-19 crisis employ 43.8% women and 34.8% men?



one of the most vulnerable sectors is the manufacturing industry which includes the textile and leather industry where 80% of the jobs are held by women?



30% of women as opposed to 16% of men work in industries that are "essential" in the time of the crisis, such as: supermarkets and shops, banks, production of pharmaceutical products, doctors, nurses, etc., which makes them more exposed to additional risks of being infected with Covid-19?



the measure for releasing one of the parents of children under 10 years of age from work was mostly used by mothers facing reduced or unpaid salaries.¹

¹ The data are taken from the publication by Reactor – Research in Action "Paid and Unpaid Work, Gender-Based Discrimination and Labor Rights in the Time of Covid-19" available at www.reactor.org.mk

IN THE REPORTING PERIOD, THE HELSINKI COMMITTEE:



- 10 registered 10 cases of discrimination against women workers based on sex, gender, and personal status.
- 11 provided free legal aid to 11 women workers in relation to: extending fixed-term employment contracts of pregnant women workers, prohibition of pregnant women workers to work overtime or night shifts, sexual harassment at the workplace and violation of government measures regarding release from work of pregnant women workers and mothers of children under 10 years of age.
- 1 initiated 1 court proceeding for determining gender-based discrimination at the workplace.
- 3 initiated 3 proceedings before the State Labour Inspectorate because of unlawful reduction and non-payment of salaries to mothers of children under 10 years of age who have been released from work.



- + **The initiated proceedings are still ongoing.**
- / **Regarding two previously initiated proceedings before the State Labour Inspectorate, we were notified that that the employers were not operational and that the inspectors could not conduct an ad hoc inspection.**

CASE:



The Helsinki Committee registered a case of discrimination against a woman worker based on sex and gender in June. The worker who is employed in the textile industry informed us that as a mother of children under 10 years of age, she had been released from work, as a result of which her salary for April and May was reduced to only 50% of the total salary.

The majority of the employees in the textile industry are women with minimum monthly salary. Thus, some of the employees – mothers of children under 10 years of age who have been released from work during the pandemic, receive a salary of around 7.500 denars. This situation puts this category of women workers in a less favourable position compared to men workers. This is due to the fact that women carry the heaviest burden in taking care of the home and the children, which is why they are more likely to use this government measure, that results in unlawful reductions of their salaries to an amount that is insufficient to meet the basic needs of a family.



Report gender-based discrimination to the Helsinki Committee for Human Rights by calling **02 / 3119-073** and **072 278-436** or emailing helkom@mhc.org.mk

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