

#3 INFOGRAPHIC

on gender-based discrimination at the workplace
in the period August – October 2020



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DO YOU KNOW THAT:

the gender pay gap in North Macedonia is 15%?

the violation of the right to equal pay for equal work and the right to equal pay for work of equal value represents a violation of a labour right?

in the period between 2017-2019, no proceeding was initiated for violation of the right to equal pay for equal work and the right to equal pay for work of equal value before the domestic courts?

IN THE REPORTING PERIOD, THE HELSINKI COMMITTEE:



10

registered 5 cases of discrimination against women workers based on sex, gender, and personal status.

11

provided free legal aid to 6 women workers in relation to: extending the right to maternity leave of women workers whose fixed-term employment contracts have expired in the course of the ordinary maternity leave, and the unequal approach to promotion and opportunities for additional qualifications at the workplace compared to male colleagues.

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initiated 1 proceeding before the Ministry of Labour and Social Policy due to wrong interpretation of the Decree with Force of Law of the Labour Law whereby extension of maternity leave was rendered.

1

initiated 1 proceeding before the Ombudsman on determining discrimination based on sex and gender due to unequal approach to promotion and opportunities for additional qualifications at the workplace compared to male colleagues.

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initiated 1 proceeding before the State Labour Inspectorate because of unjustified dismissal of a textile women worker who had previously reported a 50% pay cut while she was released from work as a mother of a child under 10 years of age.



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The initiated proceedings are still ongoing.

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One proceeding was closed with a negative outcome.

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Two of the proceedings initiated before the State Labour Inspectorate in the previous reporting period are now closed with a positive and a negative outcome, respectively. One proceeding is still ongoing.

¹ State Statistical Office 2020. Survey on the employees' pay structure, 2018 (accessed on 18.11.2010).

² More work for less money: How to reduce the gender pay gap in the Republic of North Macedonia? Available at: <https://mhc.org.mk/wp-content/uploads/2020/09/dokumen-ti-za-javni-politiki-poveke-rabota-za-pomalku-pari...-mkd.pdf>, (accessed on 18.11.2020)

CASE:



A women police officer employed in 2013 in the Ministry of Interior is faced with discrimination based on sex and gender at the workplace due to absence of opportunities for career advancement and professional training.

Namely, in the generation of the woman police officer, no woman has received a decision for placement on a higher-rank work position despite meeting all the requirements. On the other hand, their male colleagues have been receiving higher-rank placements and, as a result, a pay rise. Placement on work positions is conducted in accordance with a legal act – Rulebook adopted within the Ministry.

The woman police officer also indicated that after her maternity leave ended, she received a verbal order that her field work was replaced with office work, and that women have no opportunities for acquiring additional vocational qualifications as opposed to men. In the meantime, the woman police officer has been issued with a decision for placement on an even lower-rank work position.

The Helsinki Committee initiated a proceeding before the Ombudsman on determining discrimination based on sex and gender. The proceeding is still ongoing.



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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