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## Women's Day, Equal Pay Day, and fairer times



### Bygone times

Still some way to go: This March sees International Women's Day and Equal Pay Day in Germany—both serve as reminders that discrimination still exists. But not at NOMOS Glashütte.

GLASHÜTTE, FEBRUARY 2021. Any woman wanting to show up for work must first have a permission slip signed by her husband. He has the right to resign his spouse's position with immediate effect, on her behalf and without her consent. When it comes to where they live or how they spend their money: The man is the head of the family and he alone has the power to make decisions.

These are the laws not of some faraway land, but of Germany only a few decades ago. In 1958, the "Equality Between Men and Women Act" came into effect. In 1962, women received the right to open their own bank account. Since 1977, women were no longer required to obtain the written permission of their husbands to go to work.

Times have changed: Women have long since been free to work where and how they want. Yet equal pay between men and women working in the same positions is still an issue. On average, women in Germany earn almost a fifth less than their male counterparts. It's called the Gender Pay Gap, and it's the reason Germany has its own national Equal Pay Day—this year on March 10, two days after International Women's Day. In purely numerical terms, the Gender Pay Gap means women work unpaid every year up until March 10. It's the reason why Equal Pay Day also falls around this date in other European countries.

Every year, Equal Pay Day at NOMOS Glashütte falls on January 1. Men and women working in the same capacity earn the same wage. For a long time, the company as a whole has employed more women than men, including in management positions.

If you would like to receive more information about our watches and watchmakers, please get in touch. We'll gladly connect you with interesting interviewees, and send you more facts and images.

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## Medieninhalte



*What's making Carolin Striegl laugh? Perhaps it's having to ask a man for permission to work. At the independent German watchmaking company NOMOS Glashütte, Carolin is the specialist who produces the NOMOS swing system, the heart of a watch caliber. It sets the pace.*



*For women and men alike: Tangente from NOMOS Glashütte, the most renowned mechanical watch in Germany, is available with this same design in various other sizes. There is a subtle special feature on the version seen in this image: Inscribed beneath the six are the words "70 Jahre Grundgesetz" (70 years of the German constitution). Today, among other things, it guarantees equal rights between men and women.*



*The specialist: Carolin Striegl works at NOMOS Glashütte in the department responsible for the escapement. Here, the NOMOS swing system is produced, the heart of every mechanical watch. It ensures that the watchmaking company's timepieces tick correctly. Only a few manufacturers worldwide are capable of producing this component. Carolin Striegl at NOMOS Glashütte does it too.*



*The team leader: Heike Ahrendt is head of the product marketing department at NOMOS Glashütte. This is where ideas for new watches are born, where handcraft, technology, and design all come together. And just as important: It's the department that ensures everything runs on time.*



*The traditionalist: Carola Weiß is one of four watchmakers at NOMOS Glashütte who is capable of applying sunburst polishing, a typical characteristic of Glashütte watchmaking. This is more than just a work of art. In the old days, before watches were dustproof, caliber specialists in Glashütte devised a way of trapping dust in the decorative polish of the rough surface before it could enter the movement. Many methods of handcraft have remained the same or changed very little in the 175-year history of Glashütte.*

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