

10.02.2022 – 12:10 Uhr

Beginning of March: Equal Pay Day and International Women's Day



More money for our co-workers

In today's world, women still earn substantially less than men on average. International Women's Day and Equal Pay Day are here to remind us of this sad fact. And watchmaker NOMOS Glashütte is leading by example in the effort to right this wrong.

GLASHÜTTE, FEBRUARY 2022. Countries commemorate Equal Pay Day on different dates. It is not the same everywhere, just as

the injustice is not the same everywhere. For Germany in 2022, Equal Pay Day is on March 7th: Just mathematically-speaking, compared to their male counterparts, women have essentially been working without pay until this date. In Germany, the difference in hourly pay is around 18%; in Europe, the average is “only” 14.1%. The US gender pay gap is about 20%. This injustice continues into retirement and is known as the “Gender Pension Gap.” Across all 38 OECD nations, female pensioners receive between 30% to 53% less than men. Thus, there is good reason why many women call for equal pay on International Women’s Day, which is on March 8th.

Fortunately, the injustice isn’t the same for women everywhere. Watchmaker NOMOS Glashütte celebrates Equal Pay Day every day of the year, as women and men alike earn equal pay for equal work, have as many female bosses as male bosses. They are a step ahead in other areas too: Their mechanical watches for women and men—gender-neutral timepieces which succeed without stereotypes—are crafted by a staff comprised of more women than men.

If you would like to know more about the women and men who make our watches, their work, women’s watches, men’s watches, and watches for everyone, get in touch. We will be happy to arrange interviews and provide information and images—and we would love to hear from you!

Sincerely yours,

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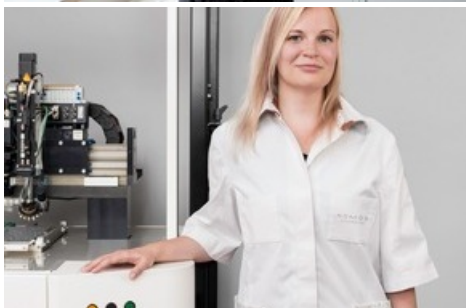
Medieninhalte



It's happening: Celebrate equality in the workplace, as more women become co-workers with equal pay. Sarah Westermann is one of the experts in manufacturing at NOMOS Glashütte.



NOMOS managers: Simone Elbe has been managing sales in Germany, Austria, and Switzerland for years. She muses: “Why should a man earn more doing my job?” And yet, this is the case elsewhere: In Germany, men earn 18% more per hour than their female co-workers. On Equal Pay Day, we acknowledge that just mathematically-speaking, compared to their male counterparts, women have essentially been working without pay until this date. This year, in most countries, it’s marked at the beginning of March.



Unlike other NOMOS departments, the gender ratio in manufacturing at NOMOS Glashütte is unbalanced: Sarah Westermann is one of just nine women who work here alongside seventeen men. Working in precision machining, she operates the Lecureux: The machine (shown left) assists in precisely placing rubies on plates. She is also responsible for quality control of the base plate, as well as the other plates, sunburst finish, and perlage.



No new watches without Heike Ahrendt: She leads the Product Management at NOMOS Glashütte. This is where new watches are conceived, and where artisanship, technology, and design combine. They keep everything on schedule. She likes to wear larger watches—not the usual delicate watch.



Not in the habit of differentiating: Tangente by NOMOS Glashütte, probably the most famous mechanical watch in Germany, is gender-neutral in the best possible way: It is made by women and men who receive equal pay. That men earn 18% more than women in companies in the rest of the country is simply inconceivable at NOMOS.

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