



BPW Europe EQUAL PAY DAY Report - 2023

Can “Pay Transparency”* close the gender pay gap ?

13% is the pay gap (unadjusted GPG)

37% gender overall earning gap

30 % is the Gender gap in Pensions in the EU

“Today’s adoption of the Pay Transparency Directive is an important step in tackling the gender pay gap in the European Union and in strengthening women’s economic and financial independence”
EU Equality Commissioner Helena Dalli

“Equal work deserves equal pay. And for equal pay, you need transparency. Women must know whether their employers treat them fairly. And when this is not the case, they must have the power to fight back and get what they deserve.”
President of the European Commission, Ursula von der Leyen

“Women are paid less than men because they hold less senior positions, work in fields with lower pay, and spend significantly more time doing childcare and housework. Pay transparency legislation would certainly help. Of course, to be respected, care work should also be better paid. I see a strong role here for social partners to negotiate higher wages”

EIGE’s Director Carlien Scheele at a public hearing on pay transparency organised by the European Economic and Social Committee

* Thanks to the EUROPEAN DIRECTIVE “To strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms”

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I. Introduction

This BPW Europe report is related to the **European policy on professional equality**, and in particular in connection with **the directive on pay transparency** adopted in march 2023.

It aims to recall the **major systemic causes of professional inequalities** which have an impact on the **wage income of women and men and retirement pensions**, and the range of **actionable levers** (reevaluation of sectors of activity, improvement of working conditions , parenthood, etc.).

It also highlights the challenge of considering the future impacts of **ecological transitions** on the **work of women and men**.

This report is an opportunity to highlight **government policies** and the **tools available**, but also all **the amazing awareness-raising actions of the various federations of BPW EUROPE**.

This report shows to what extent **civil society** has a major role to play in alerting relentlessly to the challenges and levers for achieving **inclusive sustainable development**.



Anu VIKS – BPW Europe Coordinator

II. The Pay Transparency european directive

Transparency law approved by European Union in 30th march 2023 What is the content ?

“Set a framework on pay transparency”

- ⇒ companies with **more than 100 employees** in the European Union will be required to **publish information making it easier to compare the wages of workers** from the same employer. The objective is to highlight the pay gap between men and women ;
- ⇒ companies with more than 100 employees will also have to **publish information on the gender pay gap every three years.** ;
- ⇒ for larger companies, this communication will be more frequent ;
- ⇒ companies that have a pay gap greater than 5% without specific justification will have to take **corrective measures** ;
- ⇒ in addition, under the new pay transparency rules, **intersectional discrimination** will be considered an aggravating circumstance ;



Kira Marie Peter-Hansen and Samira Rafaela, rapporteurs for the pay transparency directive during the plenary session on March 30. [European Parliament]

“No more confidentiality of remuneration”

- ⇒ **access for employees and their representatives** to precise information on individual and average remuneration levels, broken down by gender ;
- ⇒ It is planned to **end the confidentiality of remuneration** which will be prohibited ;
- ⇒ It will **no longer be possible to include contractual confidentiality clauses on wages** and salaries ;

“Pay transparency for candidates”

- ⇒ As part of the recruitment process, the employer will have **an obligation to inform candidates** ; **Each candidate must be able to have information** on the salary range of the position for which he is applying. Two cases are foreseen: The salary range will be specified on the job offer - The salary range will be communicated to the candidate before his first interview ;
- ⇒ In the same vein, employers will **no longer be able to question candidates on their level of remuneration in their previous functions.** The objective is not to influence salary proposals and thus break down possible inequalities.

III. The future impacts of climate change

Social changes can reinforce gender inequalities, can create new inequalities or be an opportunity to close inequalities. In this chapter, as an introduction, we want to focus on the climate crisis and ecological transition and the future impacts on gender inequalities, we have to take into account. As an example, the CESE (French Economic, Social and Environmental Committee) report published in march 2023, underline 4 actions.

It explain that “We live in a deeply unequal world, where 70% of the poorest are women. Because they are poorer, and therefore more vulnerable, and victims of unequal social assignments, women are more affected by the devastating consequences of climate change and the loss of biodiversity. This is a questioning observation, especially since women are nevertheless major players in the ecological transition, while being less associated than men with environmental and climate decisions.”

[Gender inequalities, climate crisis and ecological transition](#) - CESE - Antoin GATET et Amnina NIAKATE

IMPROVE KNOWLEDGE AND RESEARCH ON THE DIFFERENTIAL IMPACT OF CLIMATE CHANGE EFFECTS ON WOMEN

- Integrate available gender-specific climate studies and data into IPCC reports, in order to build ecological transition scenarios integrating gender inequalities.
- Systematize, at international, national and local levels, the collection of gender-disaggregated data when assessing the effects of environmental degradation and natural and technological disasters.

BUILDING PUBLIC POLICIES RELATING TO THE CLIMATE AND THE ECOLOGICAL TRANSITION BASED ON GENDER DISAGGREGATED DATA

- Take into account the gender dimension in the preliminary impact study of projects and legislative proposals concerning ecological transition and in their evaluations.
- Include an indicator of gender inequalities and, more generally, of environmental justice in national environmental planning.

ENGAGE ALL PLAYERS AND ACTRESSES TOWARDS THE FULL AND FULL INTEGRATION OF WOMEN IN THE FIGHT AGAINST GLOBAL WARMING AND ECOLOGICAL TRANSITION

- Identify gender-specific data in companies' carbon footprints, train carbon footprint experts in gender issues and provide technical and financial support to companies engaging in this exercise.
- Strengthen the mix of “green and greening” professions and the promotion of women to positions of responsibility in these professions.

ENVIRONMENTAL DEMOCRACY: ENABLING WOMEN TO BE CENTRAL PLAYERS IN THE DEBATES

- Establish parity in French representation at COPs and in the decision-making bodies of climate mechanisms and funds (Green Climate Fund (GCF) or Global Environment Fund (GEF) for example).
- Adapt the time of the democratic debate taking into account constraints weighing on women (meeting times, childcare, etc.), initiate new spaces for participation that are more favorable to women (living Lab, third places, project houses, etc.), develop egalitarian and innovative (popular education, alternating speech, single-sex workshops, etc.).

IV. Key figures about Gender Pay Gap

A. Pay inequalities :

It is also important to explain the real data of gender pay gap.

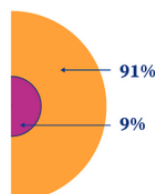
European Findings, developed further, show that :

- There is **no significant variation over time and across Europe** ;
- In 2023 the **unadjusted GPG is on average 13%** : difference between average gross hourly earnings of male and female employees as % of male gross earnings;
- The gap between men and women with different characteristics is **3% explained GPG mainly due to economic sectors, work time**. It is important to notice that **education is not a significant reason**;
- The **gap between men and women with same characteristics is 10% on average - “Unexplained GPG”**;
- To give a complete picture of the gender earnings gap, the ‘gender overall earnings gap’, reveal that **women work fewer hours per months, and lower proportion of women than men participate in the labour market** ;
- In 2023, **the gender gap in pensions** amounted to **26 % in the EU on average (65+)**.

What are the factors contributing to unequal pay between women and men?

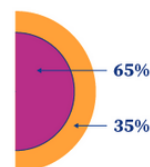
career interruptions

91% of career breaks due to childcare are taken by women



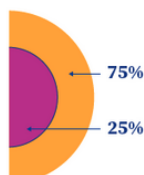
gender imbalance in leadership roles

men hold 65% of all management positions



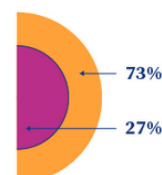
part-time work

75% of all part-time employees are women



job segregation


women occupy 73% of all education, health and social work jobs (considered as lower-paid sectors)

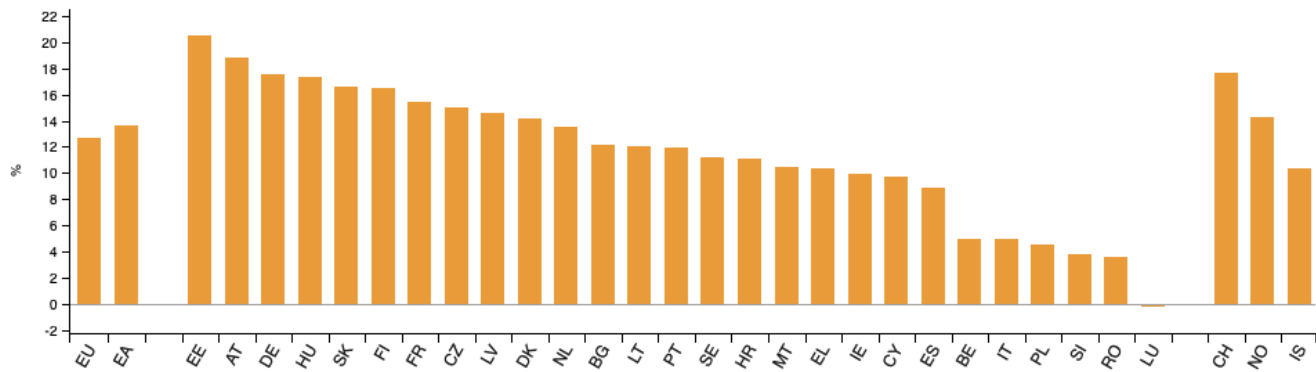


Source: Eurostat

The following figures show the data for the **unadjusted gender pay gap (GPG) across Europe** (difference between average gross hourly earnings of male and female

employees as % of male gross earnings). What cannot be seen but is still under discussion: the GPG does not show significant variation over time, but stays at a persistently high level over time and across Europe.

The unadjusted gender pay gap, 2021 (difference between average gross hourly earnings of male and female employees as % of male gross earnings) 



Note: For all the countries except Czechia and Iceland: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O);
Czechia: data for enterprises employing 1 or more employees, NACE Rev. 2 B to S; Iceland: NACE Rev. 2 sections C to H, J, K, P, Q.
Gender pay gap data for 2021 are provisional until benchmark figures, taken from the Structure of Earnings survey, become available in December 2024.
Romania: Estimated data
Czechia, Norway: Definition differs (see metadata)
Ireland: 2020 data
Greece: 2018 data
Source: Eurostat (online data code: sdg_05_20)

eurostat

Figure 1: Gender Pay Gap in Unadjusted Form, Source: Eurostat, 2021. No updated in 2023

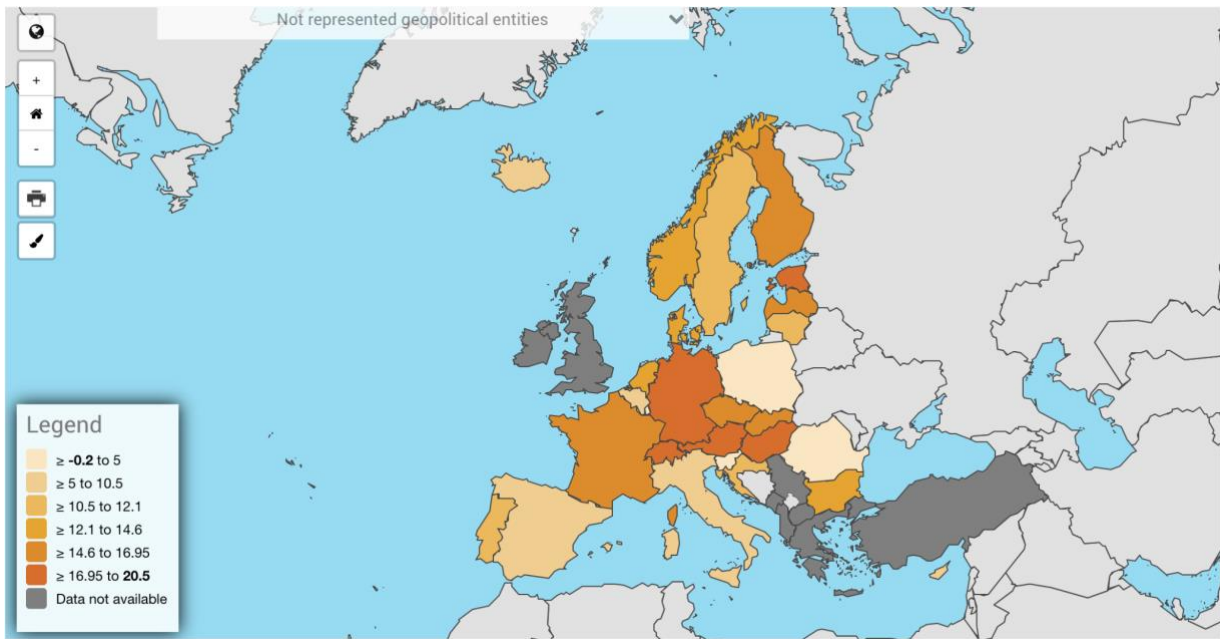
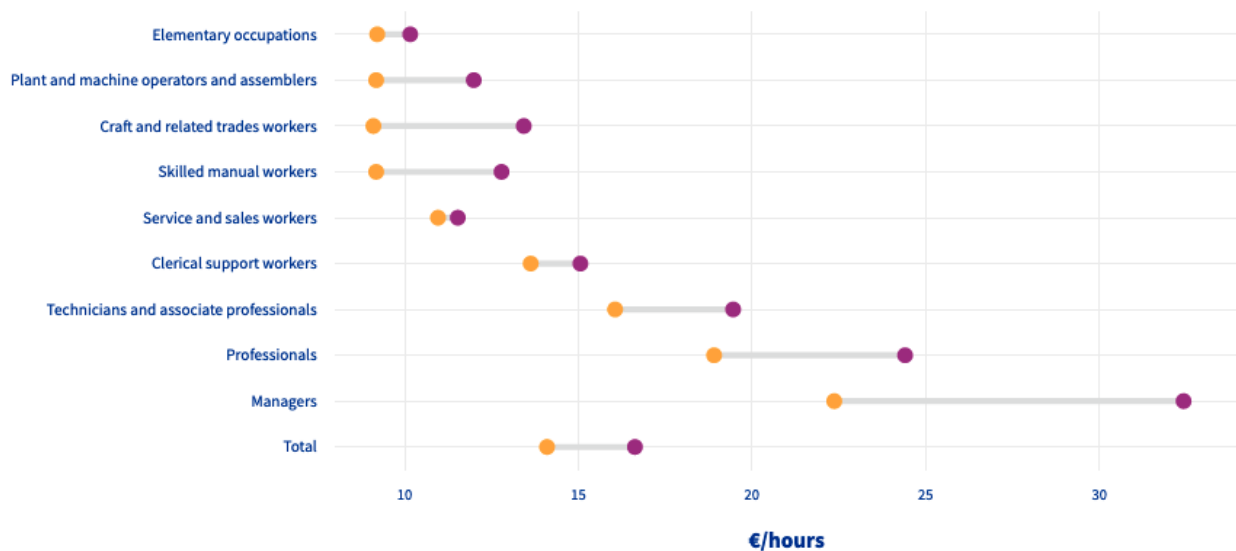


Figure 2: Gender Pay Gap in Unadjusted Form Map, Source: Eurostat, 2020 – No updated in

How much are women underpaid for the same job?

EU 27 ▼

● Men ● Women



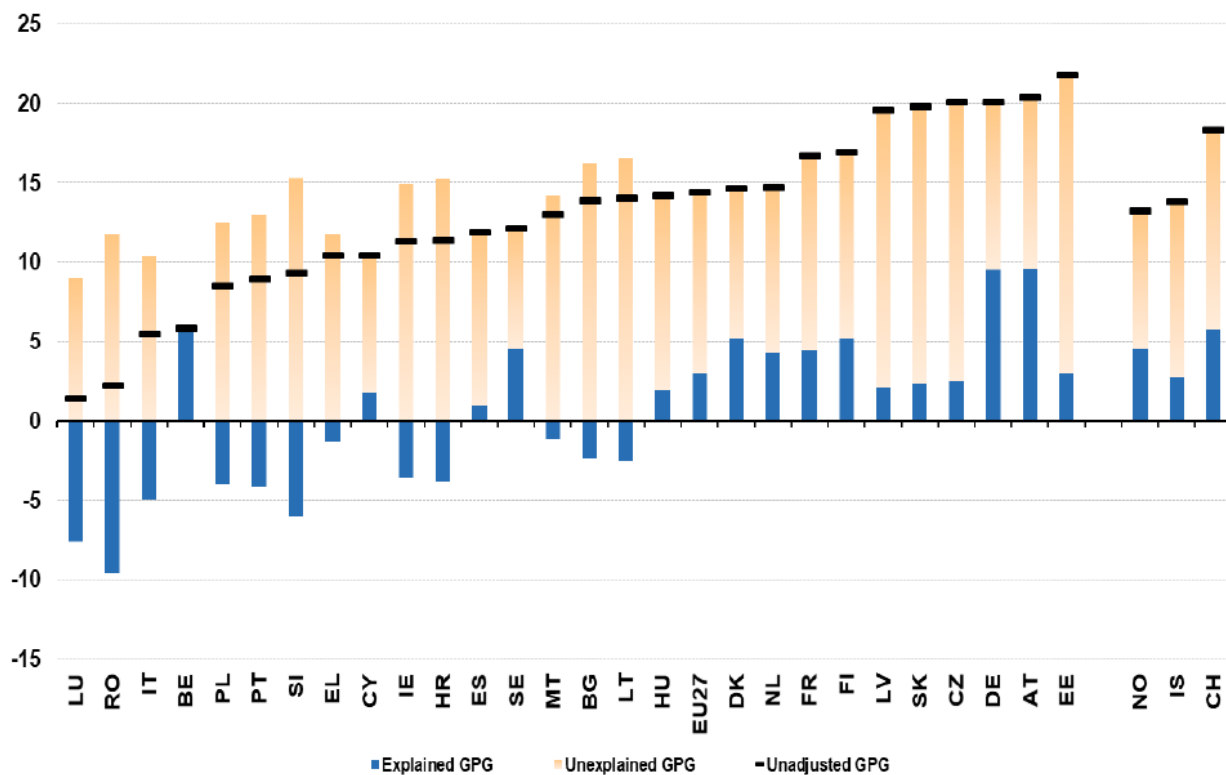
Source: Eurostat – Mean hourly earnings by sex, age and occupation, 2018.

The unadjusted GPG does not capture discrimination as such. It combines possible differences in pay between men and women, for 'equal work or work of equal value', with the impact of differences in the average characteristics of men and women in the labour market. The unadjusted GPG can be separated into explained and unexplained parts.

So the Eurostat distinguish :

- **The explained** part is the gap between male and female earnings, which is due to the differences in the average characteristics of male and female employees.
- **The unexplained** part measures the difference between the salaries of male and female employees with the same characteristics.

Figure 1: Gender pay gap adjustments for characteristics, 2018



At the EU level, **the overall explained GPG is 3 %** against 13 % for the unadjusted GPG. This means that women are expected to earn 3 % less than men according to their average **characteristics on the labour market**, which are **less remunerative** than those of males.

For the EU as a whole, the estimated **unexplained GPG is 10 %** against 13 % for the unadjusted GPG. This means that women still earn 10 % less than men after correcting for the different average characteristics of men and women. Across EU Member States, the overall explained GPG varies among countries.

A negative gap of 12.7 % in Romania means that women are expected to earn 12.7 % more than men according to their average characteristics on the labour market, which are more favourable than for men. The overall explained gap is negative in 11 Member States: Bulgaria, Ireland, Croatia, Italy, Lithuania, Luxembourg, Hungary, Malta, Poland, Romania and Slovenia, and positive in 17 Member States.

The EU explained GPG is strongly driven by economic activity and working time, whereas a small positive value is recorded for job experience (tenure).

The explained gender pay gap is positive for economic activity in all EU Member States, except, Ireland, Luxembourg, Malta and the Netherlands, which are the only countries with the explained gap below -1% for that characteristic. On the other hand, in the Netherlands, the highest explained gap is recorded for enterprise control due to a higher proportion of men working in the private sector where earnings are higher on average than in the public sector.

For education, the explained gender pay gap is negative in all EU Member States, except Belgium, Germany and Austria, of which Belgium and Germany recorded an explained gap of 1 % or more for that characteristic. This means that women have, on average, a higher level of education than men in most European labour markets, which should translate into their higher earnings, thus making a negative contribution to the unadjusted GPG.

Note that working time (full/part time) plays a significant role in explaining the unadjusted gender pay gap in Germany. It is the only country with an explained gap above 5 % for working time due to women working more frequently on a part-time basis than men. This is also the case, albeit to a lesser extent, for Belgium, Greece, Italy, the Netherlands and Austria. At the other extreme, Hungary recorded a negative explained gap of -3.2 % for this variable.

Figure 3: Decomposition of the explained gender pay gap, 2018

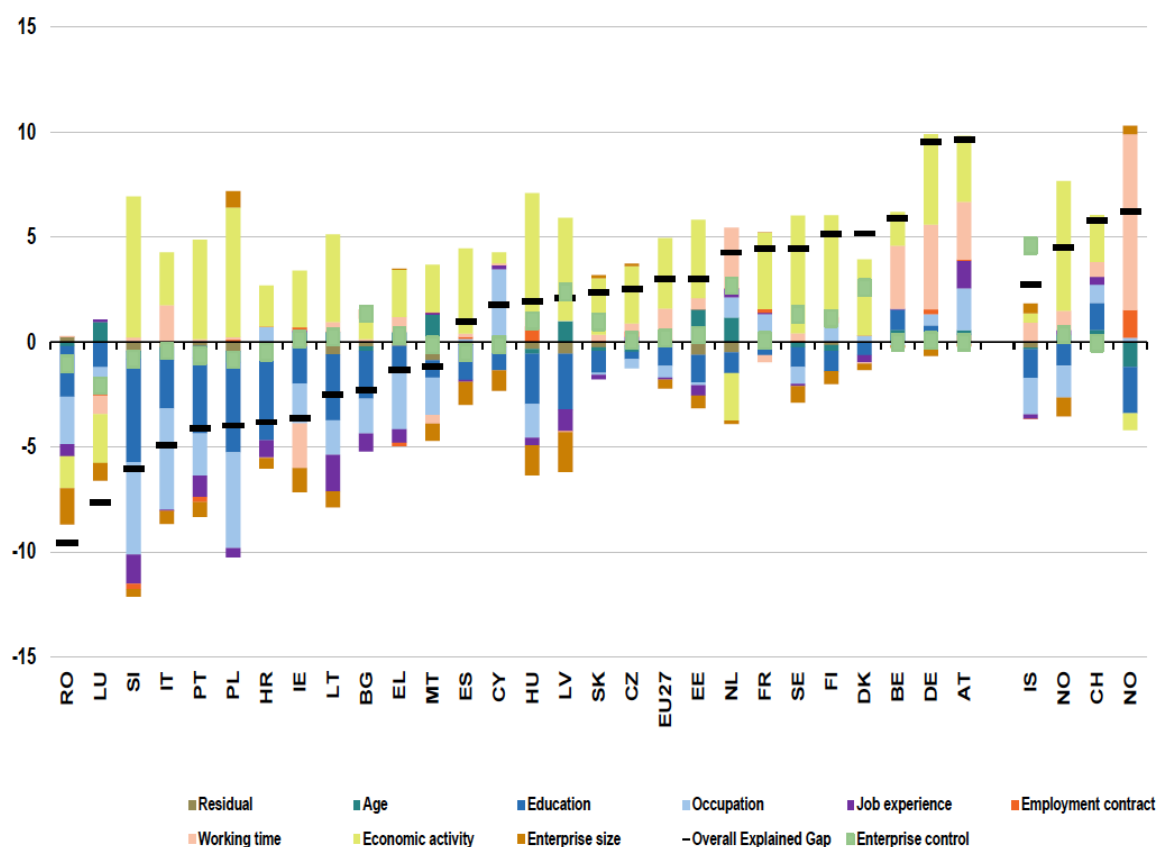
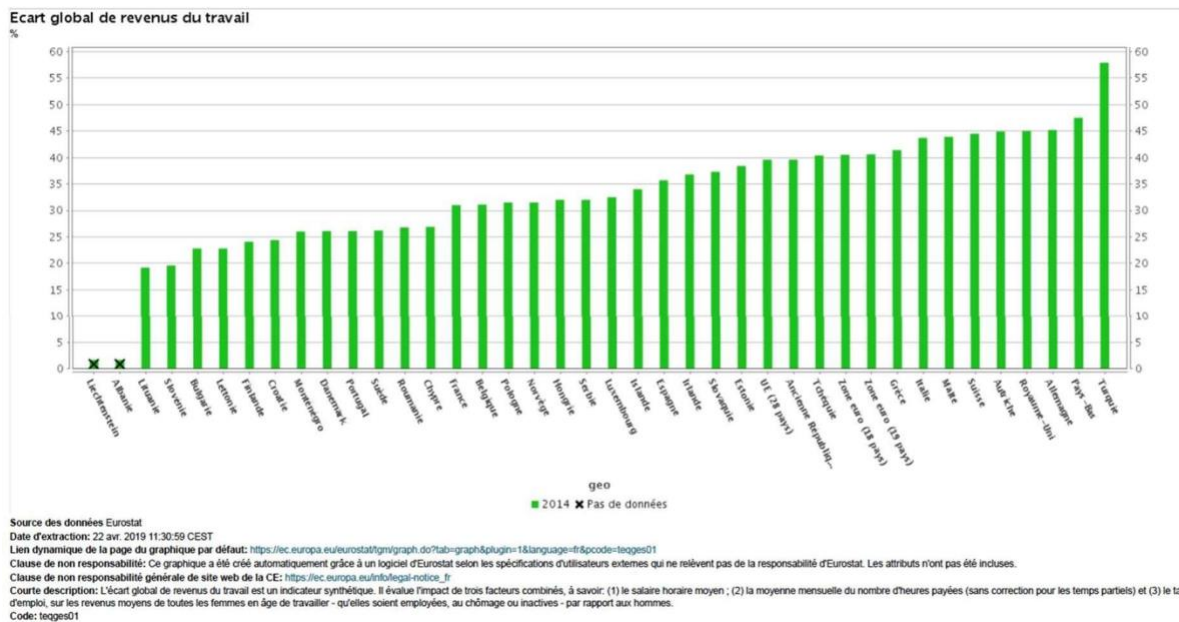


Figure 3: Decomposing the Gender Pay Gap, Source: European Commission, 2018 - No updated data in 2023

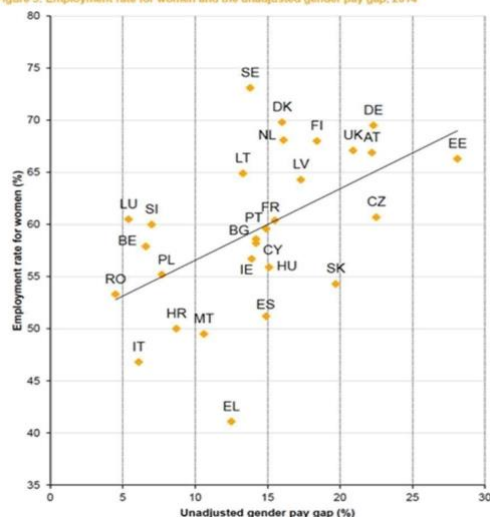
Note that the decomposition of the unadjusted GPG does not capture all segregation effects between men and women in the labour market (see Figure 4). In particular, women work, on average, **fewer hours per month than men in the labour market**. This is not captured by the **unadjusted GPG, which is calculated on an hourly basis**. Moreover, a **lower proportion of women than men participate in the labour market**.



To give a complete picture of the gender earnings gap, Eurostat developed a new synthetic indicator, the **'gender overall earnings gap'**, which measures the impact of the three combined factors, namely: **the difference in the average hourly earnings, the monthly average of the number of hours paid and the employment rate for men and women**. The results are published in a Statistics Explained article on gender statistics ([Eurostat](#)) The gender overall earning gap in 2018, in EU27, **is 37%**. No updated data in 2023

Important : The countries with a **low gender pay gap do not necessarily perform much better than countries with a higher gap** because these countries tend to have also a **low female labour market participation rate**. In the EU Member States with a positive gap for occupation, men tend to work in better paid occupations than women, whereas in the countries with a negative gap, women tend to work in better paid occupations than men, generally due to 'self-selection' effects.

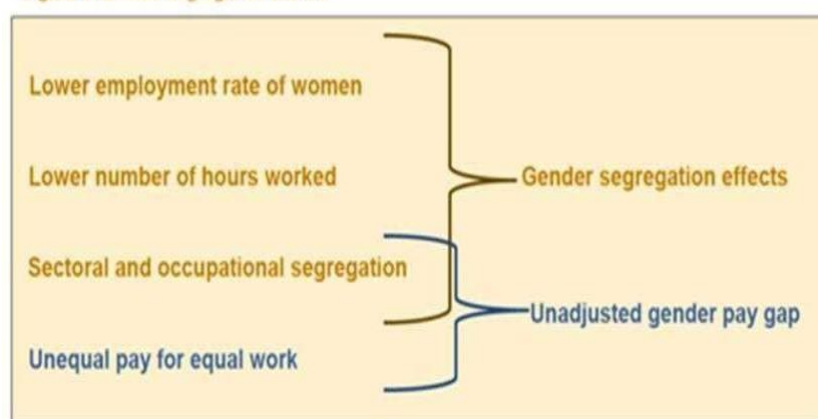
Figure 5: Employment rate for women and the unadjusted gender pay gap, 2014



Source: Eurostat (online data codes: lfsi_emp_a, earn_or_gpg/2)

Figure 4 : Decomposing the Gender Pay Gap, Source: European Commission, 2018 – Not updated in 2023

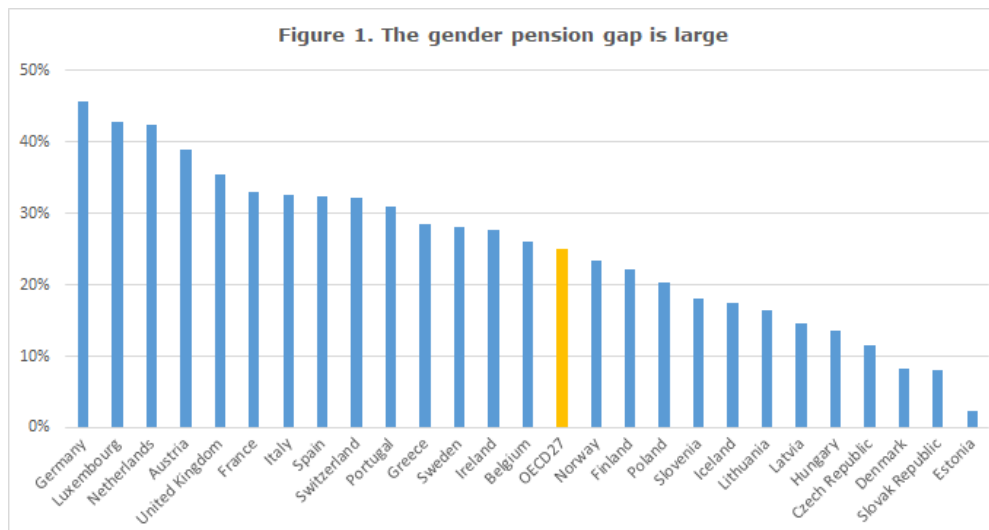
Figure 4: Gender segregation effects



B. Pensions inequalities :

The COVID-19 crisis has had a big impact on employment from 2020 in many countries. Yet, the broad pattern of employment rates across countries and age groups remains structural. The employment rate falls with age in all OECD countries, often sharply. For individuals aged 55 to 59, the average employment rate across all OECD countries was 71.9% in 2020, 50.7% for the 60-64 age group and 22.9% for those aged 65-69. Employment rates for men are higher than for women among older workers in all but two OECD countries, Estonia and Finland, averaging 14 percentage points across all countries.

Resulting gender gaps in pensions range from 3% in Estonia to 47% in Japan, **with an OECD average of 26%**, with men receiving higher levels in all countries. But it is important to precise that a gap in retirement income, i.e. a gender pension gap, is the difference between the average retirement income of men and women in the latest year available. It is expressed as a percentage of men's. Average pension and is calculated over **the population of pension beneficiaries aged 65+ for comparability purposes across countries.**

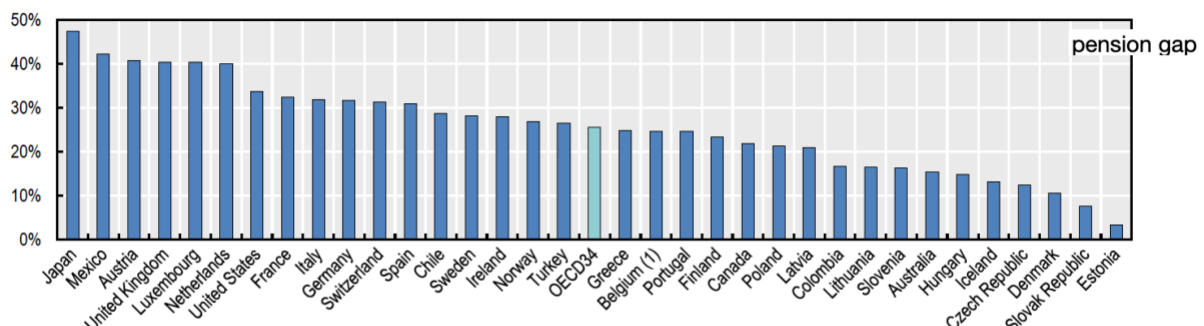


Note: gender gap in pensions calculated for persons at age of 65 and more using the following formula: $1 - \text{women's average pension} / \text{men's average pension}$. It includes persons who obtain old-age benefit (public or private), survival pension or disability benefit. Data for Iceland cover 2014 respectively.
Source: EU-SILC, 2016, version: March 2018.

The Pension gap demonstrates the importance of pensions as a determinant of economic independence. However, it also outlines significant structural gender differences that contribute to the gender gap in pensions, including labour market participation, distribution of working hours (in particular part-time work) and the gender pay gap. **The gender gap in pensions can be understood as the sum of gender inequalities over a lifetime, including differences in the lifecourse (motherhood penalty), segregated labour (the "Pension at a Glance 2017" by EIGE).**

It is important to notice that In 2017, the gender gap in pensions amounted to **35,7 % in the EU on average** (2). In 2017, the gender pension gap was equal or above 40 % in 5 Member States.


Figure 6.9. **Gender gap in pensions in selected OECD countries, latest year available**
Relative difference between men and women aged 65+ (among pension beneficiaries)



Note: Data come from the latest available survey, conducted in: 2013 for Japan, Luxembourg, the Netherlands, Norway and the Slovak Republic; 2014 for Australia; 2015 for Hungary and Slovenia; and after 2015 for all the other countries. Data refer to 2017 for Iceland and 2018 for Turkey.

(1) In Belgium when partner A's pension rights are less than 25% of those of partner B, the pension of A is not paid out and B receives a family pension (calculated at 75% of wages instead of 60%).

Source: OECD (2021[1]), *Towards Improved Retirement Savings Outcomes for Women*, <https://dx.doi.org/10.1787/f7b48808-en>.

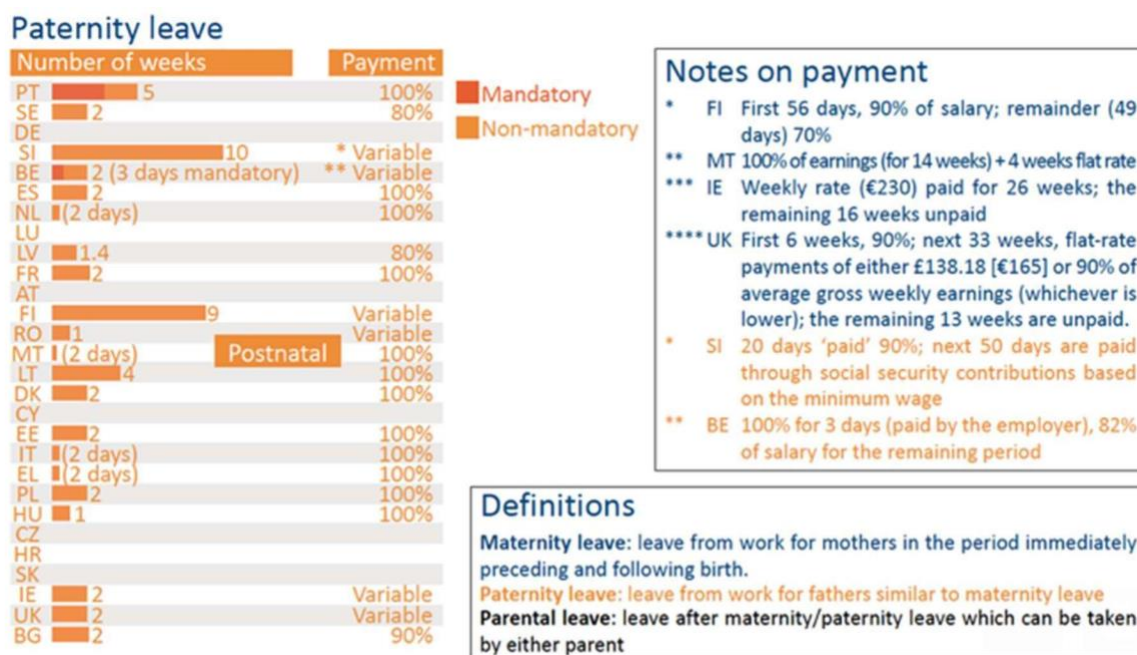
StatLink  <https://stat.link/lgw3k6>

C. Parental leave

Reforming parental leave systems and promoting paternity leave: As an example, the European Union will make establishing **a ten-day minimum paternity leave** compulsory in all European countries. This leave will be **remunerated on the same basis as maternity leave**. It was ultimately adopted in the trilogue as part of the directive on work-life balance tabled by the European Commission in April 2018.

In Europe, the rules vary greatly from country to country. Some countries, such as Germany, Austria, Croatia, Cyprus, Luxembourg and the Czech Republic simply **do not have any paternity leave**.

Other countries are at the forefront, such as Spain. The Spanish government's plan will see paternity leave rise to eight weeks in 2019, to **12 weeks by 2020**, and by 2021, both parents will enjoy equal, non-transferable and paid leave for 16 weeks, which can be extended by two weeks per child in the case of a multiple birth. What about the others European countries? In this study "Maternity and Paternity leave in the EU at a glance" of the European Parliament, you can see the differences.



Important leverages as a conclusion:

- maternity, paternity, parental leave in order to increase hours per month; reevaluation of jobs and sectors where women are overrepresented.

V. 5 recommendations for PAY TRANSPARENCY

So, in order to really tackle professional inequalities, and to make Pay Transparency efficient, we have some recommendations.

- Recommendation 1 : Within state services, to produce **gender-specific national statistical data based on wage income for all working hours combined**, and not on the average hourly wage or the wage reduced to FTE ;
- Recommendation 2 : To carry out, within the framework of the professional branches, a **renegotiation of wages, based on the actual working conditions**, and particularly in the **predominantly female sectors** ;
- Recommendation 3 : In public and private sector organizations, produce **an annual report on the comparative situation of women and men**, based on indicators that make it possible to objectify the diversity of jobs, career paths, working conditions and health at work, the levers for the articulation of life times - and allowing to explain the wage gaps and the unequal access to enabling environments - for a systemic action ;
- Recommendation 4 : Allow employees, through staff representatives, to be able **to access the positioning of their remuneration**, compared to other employees, on a cloud of points, highlighting age, level of education and gender, by professions, in order to highlight discrepancies and search the origin and actions to be implement ;
- Recommendation 5 : In public and private sector organizations, set up **mixte (women and men) and paritarist annual salary evaluation commissions**.

VI. 12 indicators to investigate before inverting your labour force in a country

As quite a joke, here are some recommendations for countries to be more gender sensitive.

1. **national gendered statistics about total wage gap** (not full time equivalents) updated annually ;
2. **minimum wages** ;
3. **law to authorize unions** ;
4. **law about professional equality to negotiate in companies** ;
5. **law about professional equality to negotiate branches/sectors** ;
6. **specific law about pay equality in companies** ;
7. **law about violence at work linked with gender and LGBT** ;
8. **law about risks prevention** ;
9. **law about telework** ;
10. **parental leave** : number of days - paid or not - way of sharing
11. **maternity leave** : number of days - paid or not
12. **paternity leave** : number of days - paid or not

VII. Current legislative approaches

Many countries review their current legislative frameworks in order to implement what has been enshrined already in **the Treaty of Rome in 1957**. It is important to be inspired by other countries.

- **Iceland** has been active in promoting equal pay in past years, yet, the gender pay gap remained stable over years. Already in 2012, the Icelandic government together with employees' and employers' organisations developed the **Equal Pay Standard**, a management standard for companies comparable to ISO norms 9001 or 140001. The goal of the standard is to have a comprehensive framework for companies to apply and to certify equal pay for equal work and work of equal value.

By applying the standard, companies have to prove that **job descriptions are gender neutral and reflect the actual value of the job**. In Iceland, companies with more than 25 employees now have to apply the standard by law and get certified every three years. If companies miss certification, a fine per day of approx. 400 Euros has to be paid. By 2022, it's hoped that the country's gender pay gap will be closed. Following collaboration between the Icelandic Ministries of Welfare and Finance, the Icelandic Confederation of Labour (ASÍ), SA – Business Iceland and the Action Group on Equal Pay, the law was based on international ISO environmental management standards already used by most companies to comply with eco-friendly regulations.

- A different approach is followed in the **United Kingdom**. In 2017, a new transparency regulation entered into force stating that companies with more than 250 employees have **to calculate their gender pay and gender bonus gaps as well as to show the proportion of women and men in their wage quartiles**. These information has to be **published on the company website and on a special government portal**. The first deadline for publishing has been on April 4, 2017, causing a huge cry-out as companies revealed their data. No company has a wage gap of zero. Many companies face an uneven distribution of women and men in their wage quartiles and high bonus gaps. Thus, the first publication rounds reveals a strong business case of inclusive and diversity-focussed HR policies. In April 2018, UK organisations with over 250 employees were legally required to publish their gender pay gap data, with shocking results. Of the 10.016 companies surveyed, a staggering 78% of companies paid men more than women.
- In **Germany**, employees in companies with more than 200 employees now have **the right to ask for the median wage of a group employees of the other sex and in comparable jobs and positions**. The law entered into force in 2017 and results remain yet to be seen.
- In **France**, “3 years to eliminate gender inequalities in business” is the goal of the « gender equality index ». For the Minister of Labor, Muriel Penicaud, the tool will assess the differences in remuneration in each company. Although equal pay for women and men has been in the law since 1972, the reality is very different. In France, women are paid on average 9% less than men at equal positions and age. All items combined, the gap is 25%. The pension gap is 42%. "Wage inequalities between women and men are

economic violence against women," said State Secretary Marlene Schiappa, "which is why we intend to end it

In the form of a score out of 100, the gender equality index is made up of **five major criteria** that assess inequalities between women and men in business : **remuneration, percentage of men and women who have seen an increase in the year, promotions, increase to women returning from maternity leave, number of women among its ten highest salaries.**

Every year, French **companies with more than 50 employees will have to publish on the Internet the score obtained on the gender equality index. If it is less than 75 out of 100, they will have three years to comply. If not, they will be financially sanctioned up to 1% of their payroll.** In order to achieve significant results, the Government plans to strengthen labor inspection controls on equal pay. The problem of the Index, is that it is only about « Equal Pay for Equal Work », and the algorithms are criticized by unions. As examples of bias: the 5% systematic reduction, weighting by the workforce. But the Labour Ministry thanks to the ANACT Agency for the improvement of working conditions also provide a systemic tool that help to make a diagnostic about professional inequalities about mixity, career, working conditions and health at work, life balance. It also synthetase all national statistic studies thanks to a quizz. We hope that the ministry meeting for the G7 about Equality between men and women will help to share best practices about professional equality law.

VIII. Analyses methods and tools for companies

As there is more and more attention globally on the Gender Pay Gap and the social economic impacts there is also more research and solution approaches, possible tools are developed. According to Steve Binggeli / Oliver Schroter / Jennifer Bierri researches, in order to analyse gender equal pay, there exist two complementary scientific and non discriminatory methods (subject to condition): qualitative analysis of work or job evaluation and quantitative analysis regression.

a. Quantitative analysis:

Most of proposed solutions are descriptive tools, and don't be part of a qualitative and participative approach in companies which permit to close the gender pay gap for work or equal value, or to permit to give the same chance for women and men to develop competencies and carrier. Others tools are regression ones which permit to describe salary practices, that to say the relation between salary, gender, and others non discriminatory variables like seniority, degree, job position, etc... Variables have to be different than companies variables to evaluate jobs because if the variable is related to the characteristics of jobs who men are overrepresented, it can be discriminatory.

⇒ The **GENDER EQUALITY INDEX** in France (free download): A statistic descriptive tool on five indicators, which calculate gaps, and produce a global note :

Plus +: complementary to the mandatory collective negotiation on professional equality, which consist in a diagnostic and an action plan on 3 or 4 to 9 action items.

Minus -: non systemic tool, focalized on "equal pay for equal work", statistic bias than minimize gaps.

⇒ The **LOGIB tool in Switzerland** (free download): A regression statistic tool on global pay gap, with descriptive analysis on the different items wich take into account a job competencies ranking

Plus +: "equal pay for work of equal value", descriptive and regression graphs

Minus-: global pay gap % and pay gap by items but not by function.

Some private organisations who propose certifications use regression tools proposes labellisation as Edge, EQUAL SALARY, Fair Compensation

b. Qualitative Analysis:

Work analysis consist in aim to evaluate competencies and responsibilities levels and pressures levels with criteria like: intellectual, psychosocial, physical,etc. Some Labour Ministries as the French one produced tools to help unions in the classifications negotiations.

Consulting companies who provide job evaluation tools play an important role in the "work of equal value". Right now it seems that there is development in that area and more and more approaches for possible solutions are appearing.

Pay Gap reduction tools:

Other approaches as explained in the Harvard Business Review, focuses on first, identifying which employees are contributing the most to the gender pay gap in the firm, and second, allocating raises as efficiently as possible to close the gap – while working within the framework of your HR strategy and norms of fairness. Managers need to establish a list of defined priorities around closing the gender pay gap. These priorities may be things like minimizing the overall increase in the wage bill, capping raises to individual employees in percentage terms, maintaining pay differences across job categories to reflect different job responsibilities and to incentivize good performance, avoiding large discrepancies with the external job market, and paying women fairly in the context of your firm. These priorities should then be converted into quantitative goals in a raise allocation process. PayAnalytics find that by targeting raises to women whose pay is driving the gap, and taking managerial objectives like fairness and equality into account, those raises can close the gap more cost effectively than simply giving across-the-board, equal raise.

IX. The Equal Pay Day

a. Method of calculation

The BPW Equal Pay Day stands as a symbol for the day till that women work unpaid while men already started to earn their wages on January 1st of the actual year.

The Equal Pay Day calculation is based on the unadjusted gender pay gap in a given country, and 365 days of the year.



Based on National
Statistics



The calculation of the Equal Pay Day differs across Europe.

Some countries take the gender pay gap published by Eurostat and other ones have official national statistical offices to get the relevant data.

It is important to make a difference between : hourly earnings, monthly earnings, overall earning gap.

b. Equal Pay Day in Europe 2023

→ These data show how important is to produce and focus on indicators that show gender overall earning gap and gender pension gap, and not only hourly earning gap.

BPW Countries	%	EPD date	Hourly earnings European Studies (un-adjusted gap) EUROSTAT In 2023, last updated is 2021)	Mean monthly earnings https://ec.europa.eu/eurostat/data/browser/view/earn_ses18_48/default/table?lang=en In 2023, last updated in 2021 By Bpw manual % calculation with data sheet	Gender Overall Earning Gap 2018 (EUROSTAT) (+employment rate) Not updated since 2021	Gender Pension Gap 2021 (last update)
CYPRUS	9%	13.02.2023	9,7%	15,7%	25,2%	29,5%
LITHUANIA	-	-	13%	15%	20,4%	11,5%
AUSTRIA	13%%	16.02.2023	18,8%	22,4%	44,2%	35,1%
SWITZERLAND	13,8%	18.02.2023	17,7%	18,5%	43%	31,9%
IRELAND	-	-	-	15,8%	36%	29,2
TURKEY	15,6%	18.10.22	-	4%	-	-
FINLAND	18,4%	07.03.2023	16,5%	18%	24,5%	22,1%

GERMANY	18%	07.03.2023	17,6%	20%	42%	31,6%
FRANCE	21,8%	23.03.2023	15,4%	18,4%	29,6%	27,6%
CZECH	16,4%	31.03.23*	15%	20,7%	36%	14,6%
ITALY	-	-	5%	16%	43%	31%
CROATIA	-	-	11,1%	12%	25,5%	25%
SPAIN	24%	22.02.23	8,9%	14,4%	33%	23,4%
LATVIA	-	-	14,6%	20,5%	25,7%	6,4%
HUNGARY	-	-	17,3%	16%	28%	9,8%
MALTA	-	-	10,5%	16%	39%	46%
BELGIUM	22%	20.03.23	5%	9,6%	26,4%	25,4%
ENGLAND	-	-	-	22,7%	-	-
ESTONIA	14,90	18.02.23	20,5	23%	31%	3%
GEORGIA	-	-	-	-	-	-
GREECE	-	-	—	15,4%	41,3%	23,5%
ICELAND	-	-	10,4%	16%	31%	-

MOLDAVA	-	-	-	-	-	-
NORWAY	-	-	14,3%	15,8%	29%	-
POLAND	12%	23.02.23	4,5%	17%	30%	21%
SWEDEN	-	-	11,2%	13%	23,5%	24.9%

BPW Countries	%	date	Hourly earnings European Studies (un-adjusted gap) EUROSTAT (2020)	Mean monthly earnings (in 2023, last updated in 2021) r - 18%	Gender Overall Earning Gap 2018 (EUROSTAT) (+employment rate)
EUROPE-27			-	17%	36,2%
EUROPE-28			-	17%	-
EURO-AREA-19			-	18%	38,3%

c. About BPW and Equal Pay Day

→ **Business and Professional Women (BPW) Europe** is a women's organization representing more than 18.000 business and professional women across Europe, advocating for Gender Equality and Equal Opportunities worldwide since 1930.



BPW is represented in: Armenia, Austria, Belgium, Croatia, Cyprus, Czech Republic, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Malta, Moldova, Norway, Poland, Romania, Russian Federation, Spain, Sweden, Switzerland, Turkey, Ukraine, United Kingdom.

website : <https://www.bpw-europe.org/about/story-of-bpw/>

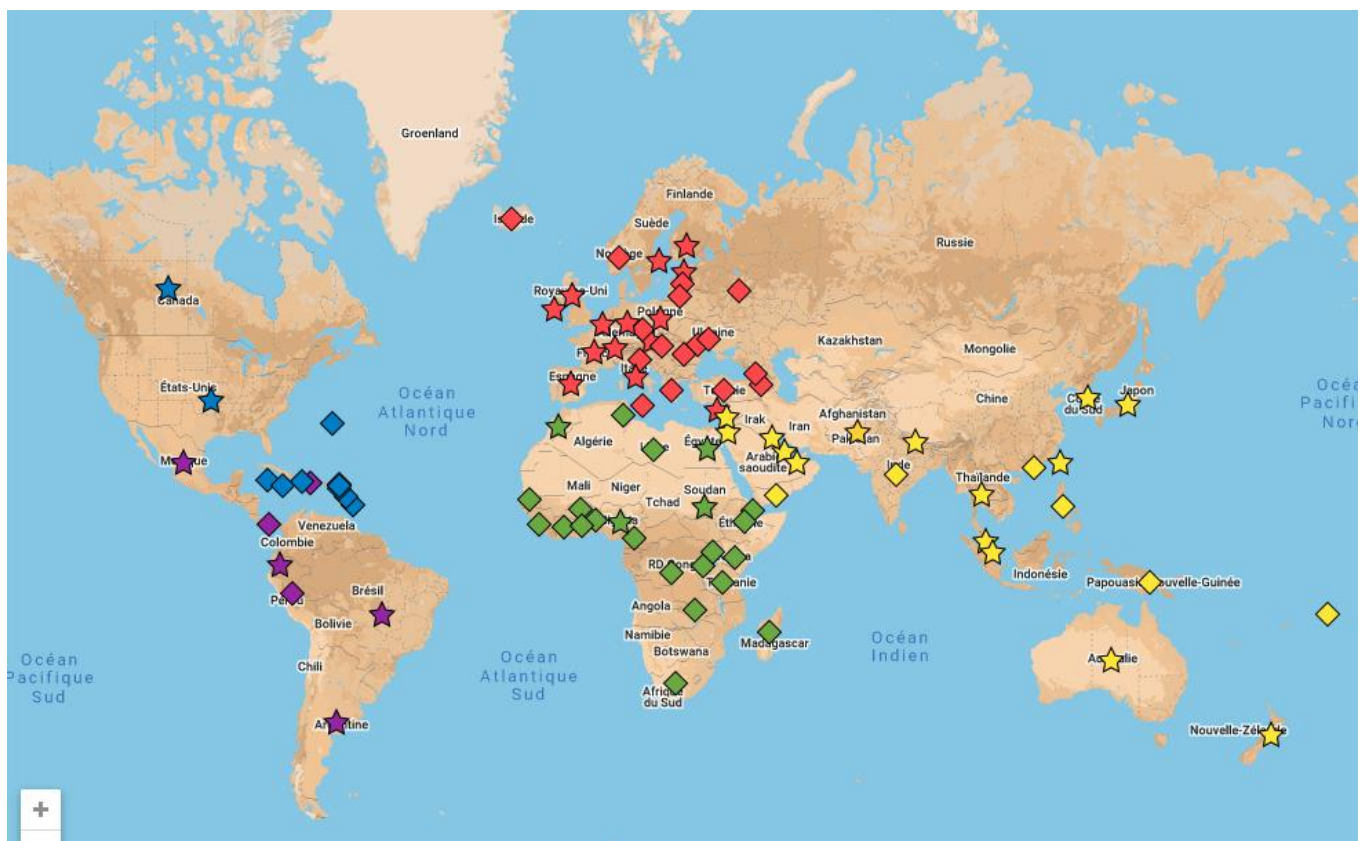
BPW Europe is part of the **International Federation of Business and Professional Women (IFBPW)**, which was founded in 1930 in Geneva by Dr Lena Madesin Phillips.

Until today, the Federation has grown to an international network of more than 25.000 members on five continents in more than 100 countries.

BPW International has consultative status at the ECOSOC/United Nations /Council of Europe and other most [important Agencies at international level.](#)

Furthermore, the International Federation of Business and Professional Women (BPW) develops the professional, leadership and business potential of women on all levels through mentoring, networking, skill building and economic empowerment programs and projects around the world.

Legend: ☆ Affiliate Federations ◇ Affiliate Clubs Africa Asia Pacific Europe Latin America North America & the Caribbean



website : <https://www.bpw-international.org/members/world-map/>



New Headline

The Equal Pay Day has been initiated by the American BPW sisters in 1988 as the Red Purse Campaign underlining the red numbers in women's purses and calling attention to the persisting gender pay gap. The idea behind this campaign already originates in the early 1960s when various women's organizations, including the Business and Professional Women, fought for an Equal Pay Act in the US, which President Kennedy finally signed in 1963.

The campaign around Equal Pay has been brought to Europe by **BPW Germany** in 2008. In 2009 at the DACH meeting BPW Germany, **BPW Switzerland and BPW Austria** decided to start EPD campaigning in their countries. Since then, more countries join the campaign every year. Moreover, in 2009, the International Federation of Business and Professional Women launched the global **Equal Pay Day campaign in New York** during the Leadership Summit. Equal Pay Day has become a very successful global campaign.

What is Equal Pay Day ?

- Indicates the existing Gender Pay Gap ;
- The symbolic action day for Equal Pay for men and women ;
- A global awareness campaign ;

About this report: This document does not claim to be complete. Feedback and input is highly appreciated. Please find contact details at the end of the document

X. Highlights of the BPW Equal Pay Day Activities 2023

Communication is key, both written and spoken, in the media and at events and discussions.

The participating countries are mostly focusing on raising awareness and getting attention. Also discussions about the gender pay gap and strategies for solutions are part of the work.

This is a selection of activities, specific country reports can be requested in the countries.

1. BPW AUSTRIA



- **Federation** : Austria
- **Link to your favourite social media channel where you will promote your events (facebook, LinkedIn, Website) :**

<https://www.facebook.com/bpwaustria>

<https://www.facebook.com/equalpayday.at>

<https://www.equal-pay-day.at>

<https://www.rotetasche.at>

<https://equalpayday.at>

<https://www.instagram.com/equalpay.at/>

- **Equal pay Gap** : **13%**

12,7% in 2022

15,2% and data explanation - 2020

Austria, 14,3% pay gap in full time all-year-employed in 2019.



- **Data origin :**

In Austria Official State Statistics : http://www.statistik.at/web_de/statistiken/menschen_und_gesellschaft/soziales/per_sonen-einkommen/jaehrliche_personen_einkommen/index.html

- **Date of EPD : 16.02.2023**

How we calculate:

$(\text{Days} \times \text{Pay Gap}) / 100 = \text{number of days without payment}$

$(365 \times 13\%) / 100 = \text{approx. 47 Days} \rightarrow \text{Equal Pay Day 2023 was Feb 16th}$



INTERNATIONALES NETZWEK
FÜR BERUFSTÄTIGE FRAUEN

BPWAUSTRIA

BUSINESS &
PROFESSIONAL
WOMEN

#transparenz bei der Berechnung – natürlich auch 2023

$$\frac{\text{Kalendertage} \times \text{Pay Gap (in \%)}}{100} = \text{Anzahl der unbezahlten Tage}$$

Berechnen wir gemeinsam den Equal Pay Day 2023, der Pay Gap, der zur Berechnung herangezogen wurde betrug 13 %.

$$\frac{365 \times 13 \text{ (in \%)}}{100} = - 47 \text{ Tage ergeben den 16. Februar}$$

Quelle: Beschäftigtenlöhne von Frauen und Männern 2020, Statistik Austria



26.03.2023

- **Legal situation :**
 - **Equal pay gap law :**
 - **Professional equality negotiation**
 - **National gendered disaggregated data about employment and if possible working conditions and health at work**

https://www.ris.bka.gv.at/Geltende_Fassung.wxe?Abfrage=Bundesnormen&Gesetzesnummers=20003395

<https://www.gleichbehandlungsanwaltschaft.gv.at/gleichbehandlungsrecht-in-osterreich>

- **Relevant national methods about gender mainstreaming approach in companies**

- **Action plans :**

<https://equal-pay-day.at/epd-2023-in-oesterreich/>

and [https://equal-pay-day.at/wp-content/uploads/2023/01/Faktsheet EPD2023.pdf](https://equal-pay-day.at/wp-content/uploads/2023/01/Faktsheet_EPD2023.pdf)
(everything in German Language)

- **Social Media Activity**

Statements on Website equal-pay-day.at / Facebook / LinkedIn / Instagram



Our Social Media “Join in Campaign”:

Using the slogan „Zahlt es sich aus, ein Mann zu sein?“ („Is it earning out to be male?“) we asked women to dress like a man on 16th of February and use the hashtag #dandylook4equalpay.



Aktionismus 2023: Die MITMACH-KAMPAGNE



Dieses Jahr gibt es wieder eine Mitmachkampagne für alle, die diese EinkommensUNgerechtigkeit sichtbar machen möchten #dandylook4equalpay.

Es zahlt sich aus, ein Mann zu sein, wenn's ums Geld geht.

Machen wir die EinkommensUNgerechtigkeit in unserem Umfeld sichtbar. Jede von uns kann mitmachen!

- Trage am 16. Februar Hosenanzug mit Krawatte, flache Schuhe, Aktenkoffer, Hut oder Stecktuch - was immer dir dazu einfällt, wird auffallen! Damit kommen wir ins Gespräch über Equal Pay.
- Mach ein Foto und poste es auf deinen Kanälen mit den Hashtags #dandylook4equalpay #equalpayday.

Danke fürs Mitmachen und andere zur Teilnahme animieren!

25.03.2023

Some postings (find all on <https://equal-pay-day.at/epd-2023-in-oesterreich/#machmit>)



<https://equal-pay-day.at/epd-2023-in-oesterreich/#machmit>

25.03.2023



<https://equal-pay-day.at/epd-2023-in-oesterreich/#machmit>

25.03.2023

- Roadshow in Salzburg



- Public Lecture in Villach (Carinthia)



- Some statistics

- Mari Lang - a journalist (sports) at Austria Broadcasting ORF - 1930 single views
- Ingrid Rochelt - Business woman and previous member of board BPW Austria - 1791 single views
- Focus of postings : around Feb 15th, demonstration in Salzburg, EPD in Upper Austria

- **Press Statements**

This year's EPD was a really big thing in TV and Newspapers. Find links to all reports on <https://equal-pay-day.at/medienspiegel/> (in German Language)

Find here just a small list of TV and Newspapers, reporting about EPD



Medienberichte – ein Auszug

<https://equal-pay-day.at/medienspiegel/>

26.03.2023

2. BPW BELGIUM



- **Federation :** BPW Belgium
- **Link to your favourite social media channel where you will promote your events (facebook, LinkedIn, Website) :** Facebook, twitter, Website, Linked In_____
- **Equal pay Gap : 22%.** Women earned an average of 9.6% less than men in 2017. If no correction is made for the differences in average working hours - the fact that many more women work part-time than men - the pay gap will rise to 22%.
- **Data origin :** Institute for the gender equality

https://igvm-iefh.belgium.be/sites/default/files/loonkloofrapport_2019.pdf

https://igvm-iefh.belgium.be/sites/default/files/factsheet_nl_digitaal_0.pdf

<https://igvm-iefh.belgium.be/sites/default/files/2019-loonkloofcijfers.pdf>

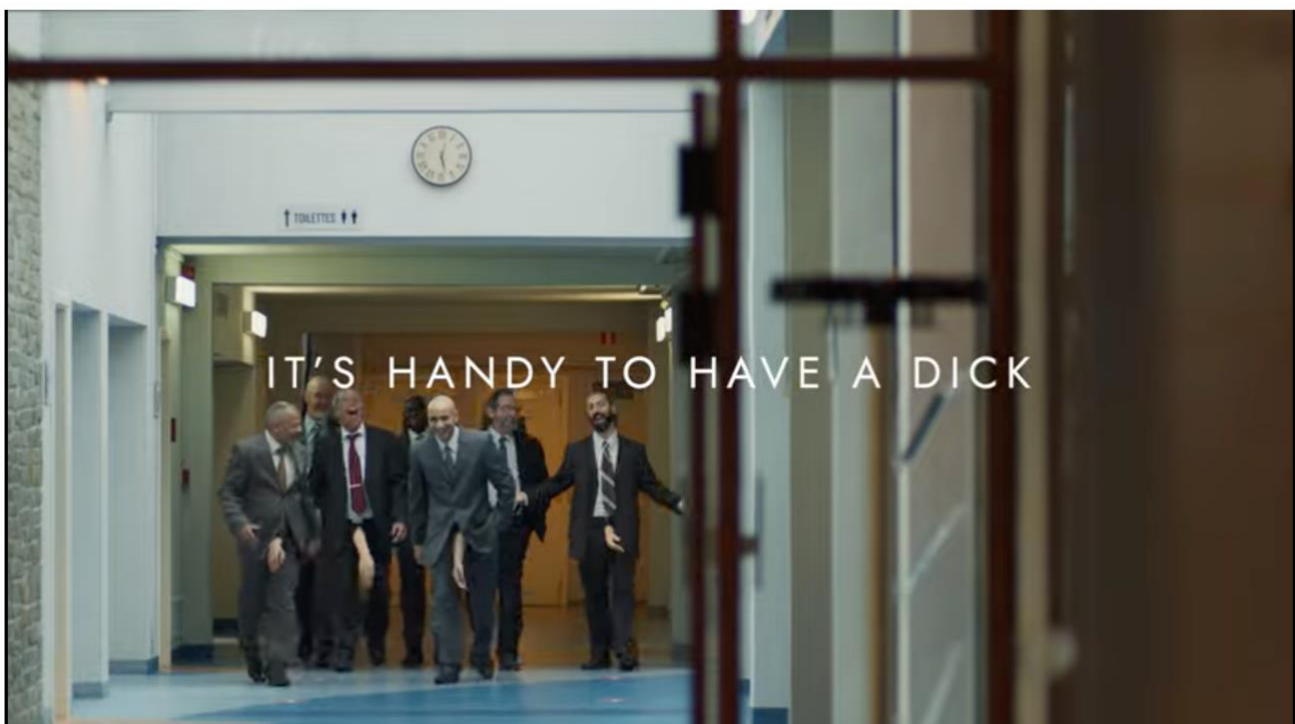
<https://statbel.fgov.be/en/themes/work-training/wages-and-labourcost/gender-pay-gap>

- **Date of EPD** 20/03/2023
- **Legal situation :**
 - **Equal pay gap law:** <https://www.equalpayday.be/beleid/>
<https://www.equalpayday.be/beleid/>
<https://igvm-iefh.belgium.be/nl/activiteiten/arbeid/loonkloof/wetgeving>

- **Professional equality negotiation:** _____
https://igvm-iefh.belgium.be/nl/activiteiten/gender_mainstreaming/uitvoering_van_de_wet/statistieken_en_genderindicatoren
- **National gendered disaggregated data about employment and if possible working conditions and health at work :** _____
https://igvm-iefh.belgium.be/nl/activiteiten/arbeid/combinatie_werk_priveleven
- **Relevant national methods about gender mainstreaming approach in companies:** _
https://igvm-iefh.belgium.be/nl/activiteiten/gender_mainstreaming
- **Action plans :**

Equal Pay Day falls on 20 March 2023 this year, as the wage gap v/m is 22%. So women have to work almost three extra months to earn what men already earned last year. It seems as if the latter have a secret handshake that gives them an advantage in the workplace as a matter of course. Research that ZIJkant commissioned from TOR research group (VUB) on the impact of fatherhood on the wage and career gap shows, in any case, that the breadwinner's model is still squarely in place.

First the good news. The new Statbel statistics on the pay gap show a clear improvement, especially among the youngest generation (<25), where it is even positive in favour of women. This proves that our Equal Pay Day actions are bearing fruit. But these figures do not say it all: they only reflect the gender gap in hourly wages in private companies with more than 10 employees.



We advocate looking at the wider picture. Therefore, for Equal Pay Day, we base ourselves on the latest statistics from the Institute for Gender Equality, and take into account the difference between the average annual wages of women and men (where the effect of part-time work is much more evident), across all sectors. Thus, we take into account all the elements that determine women's and men's wages.

Campaign 2023 : It's handy to have a dick

For 19 years, the progressive women's movement ZIJkant has been campaigning for equal pay with its Equal Pay Day, but the wage gap is proving intractable. When making deals, in office spaces, at international conferences or at cafés: it seems that merely having a penis opens doors. "I trust you because you have a dick," as the men – real dicks, by the way – in the campaign film by communications agency mortierbrigade and production house Czar say comradely to each other. They shake each other's penile hands, women stand by and watch. It is clear: the old boys' network is alive and kicking.

This has its consequences. Women bump into glass ceilings, have to tackle sexist stereotypes and they struggle, much more than men, with combining a career and a family life. Because one of the main reasons for the pay gap is the fact that many more women (42%) than men (12%) work part-time, very often to look after children and take care of the household. Even in the Statbel statistics, the initially small pay gap rises noticeably in the age group of 35-plus. This needs to be better and, above all, more evenly distributed.

Don't be a dick and help close the wage gap: this is therefore the message of this campaign. Because that 22% pay gap is riDICKulous.

New research by TOR (VUB)

This year, commissioned by ZIJkant, TOR research group (VUB) examined the effects of paternity and parental leave on the perception and distribution of paid and unpaid work within the family. The study focuses on men who have become fathers in the past five years and consists of a questionnaire and an interview. Traditional gender roles appear to be still very much in place: fathers' first place still remains the workplace, mothers' with the children.

While fathers take paternity leave for granted, and even advocate making it compulsory, they feel the pressure to go back to work. Men therefore feel that the arrival of a child negatively affects their career or pay. Strangely, they do not think this applies to their partner. Nor does this leave ensure a more equal division of caring tasks: for most fathers, their paternity leave serves mainly to support their partners during those first hectic weeks.

Taking parental leave after paternity leave also turns out to be less evident, not least because of the perception of this leave as "free time", to "sit at home". They receive insufficient support from the employer, and fear a negative impact on their careers. And importantly, loss of pay is a major obstacle.

Equating paternity leave with maternity leave

Despite the stereotypical division of labour, the TOR survey shows that pretty much all fathers are in favour of making paternity leave mandatory. Almost all also agree that equalising the length of paternity leave and maternity leave would provide more equal opportunities. The leave was already recently extended to 20 days, ZIJkant argues that it should be extended even more



gradually until – like maternity leave – it reaches 15 weeks. This puts women and men not only on an equal footing at home, but also at work. Twenty days is clearly too short to bring about a change in attitude.

A truly shortened working week

In addition, ZIJkant continues to push for the introduction of the shorter working week. The high proportion of part-time work among women points to a combination problem, and the fathers interviewed also stress that the different spheres of life are not aligned: “School hours are simply terrible for working parents”. A thirty-hour week gives both women and men the chance to build a career, look after children and have time for each other. Ultimately, according to the TOR survey, men too clearly long for more time together with the family.

Contact : Ann Pleskie plaskie.ann@telenet.be

3. BPW CYPRUS

Cyprus is running for the fourth year an extended advertising campaign on EPD.

This campaign is running complimentary on national TV Channels, radio stations and on line through social media and banners on news portals both generic and business. A press release is being also sent to all media in Cyprus. We received extended coverage. We are also featuring the issue of equal pay in our media event that we will be hosting on the on the occasion of Woman's day celebrations.

The pay gap between women and men in Cyprus according to the Institution for Gender Equality is at 9%.



BPW Cyprus - Equal Pay Day (2023)

- **Federation :** **Cyprus Federation of Business and Professional Women**
- **Link to your favourite social media channel where you will promote your events (facebook, LinkedIn, Website) :** <https://www.facebook.com/bpwcypus>
- **Equal pay Gap :** Cyprus gender pay gap **9%** according to the latest official data
- **Data origin :** percentage of the Gender Pay Gap of 365 days of the year.
Eurostat :
https://ec.europa.eu/info/sites/info/files/aid_development_cooperation_fundamental_rights/2020_factsheet_on_the_gender_pay_gap.pdf
- **Date of EPD Cyprus** **13-02-23**

- **Legal situation :**

- **Equal pay gap law:**

Equal Pay between Men and Women for the Same Work or for Work to which Equal Value is Attributed (N.177(1)/2002) 20002-2014..

- [http://www.mlsi.gov.cy/mlsi/dlr/dlr.nsf/All/242BFF14B41D9723C22579C10035FBC2/\\$file/1.pdf?OpenElement](http://www.mlsi.gov.cy/mlsi/dlr/dlr.nsf/All/242BFF14B41D9723C22579C10035FBC2/$file/1.pdf?OpenElement) ;

- **Professional equality negotiation:**

- **National gendered disaggregated data about employment and if possible working conditions and health at work :**

Please click below to find statistical information on labour cost and earnings, as published by the Statistical Service of Cyprus:

https://www.mof.gov.cy/mof/cystat/statistics.nsf/labour_34main_en/labour_34main_en?OpenForm&sub=4&sel=2

- **Relevant national methods about gender mainstreaming approach in companies:**

The National Gender Equality Certification Body evaluates companies or organisations as regards the incorporation, or the implementation of best practices relating to equal treatment and/or equal pay principles in their working environment. Companies or organisations have the right to apply for two kinds of certifications: one for “Equality Employer”, and one for implementing a “Best Practice” relating to equal treatment and/or equal pay.

http://www.mlsi.gov.cy/mlsi/dlr/dlr.nsf/page46_en/page46_en?OpenDocument

- **Action plans :**



At each meeting we put forward our position regarding Equal Pay, and our suggestions and recommendations for improvement of the pay gap.

All our meetings were held in a positive environment, and we look forward to a successful and fruitful outcome.

Recommended measures include:

- Obligation to submit equal pay audit together with financial audit
- Obligation to demonstrate the implementation of equal pay policies and best practices whenever a company applies for any certification
- Measures to fight undeclared employment
- Equal representation of women in decision-making bodies
- Awareness campaigns to ensure that women understand their rights
- Preventing employers from asking a prospective employee for her salary history
- Information campaigns to eliminate stereotypes and promote shared duties at home for men and women
- Promoting women's entrepreneurship
- Creating infrastructure that allows women to achieve better work-life balance



Contact : Mary Papadopoulou - BPW Cyprus | President - president@bpwcyprus.org.cy

4. BPW CZECH



- **Equal pay Gap : 16,4 %**
 - <https://ec.europa.eu/eurostat/databrowser/view/tesem180/default/table?lang=en>
 - https://www.equalpayday.cz/equal_pay/
- **Data origin : 31.03.23**
- **Date of EPD in the CR : [\(press release\)](#)**
- **Legal situation :**
 - **Equal pay gap law :** : In Czech Republic Antidiscriminal law nb 198/2009 from the year 2009 <https://www.zakonyprolidi.cz/cs/2009-198>
 - **Professional equality negotiation :** In Czech Republic - negotiation each 3 years, now the 5th version
 - **National gendered disaggregated data about employment and if possible working conditions and health at work :** Czech STatistic organisation - last release from 2017: <https://www.czso.cz/csu/czso/zeny-a-muzi-v-datech-2017>
- **Relevant national methods about gender mainstreaming approach in compagnies:** Companies in the Czech Republic usually just follow the programs of their owners abroad, the vast majority of Czech companies do not carry out any of their own activities.
- **action plan and fotos - <https://www.equalpayday.cz/en/home/>**

The action plan is to promote equal pay topic to a wide range of public and media, to bring important issues and make them visible. To remain the pay difference and to help solving this issue:

- 1/ we run huge media campaign for #equalpay
- 2/ we organize the EPD Event consisting of work-experience Conference and Speed mentoring since 2010. With support of partners and attendees themselves it became shortly the most popular and largest conference about women in the Czech Republic, mainly for its [atmosphere and energy](#).
- 3/ and we connect the topic with other #bpwcr projects to enlarge the involvement.

1/ CAMPAIGN

We do the campaign from January to September supported by international companies and media support.

[WEB Equal Pay Day Czech](#),

[FB Equal Pay Day Czech](#),

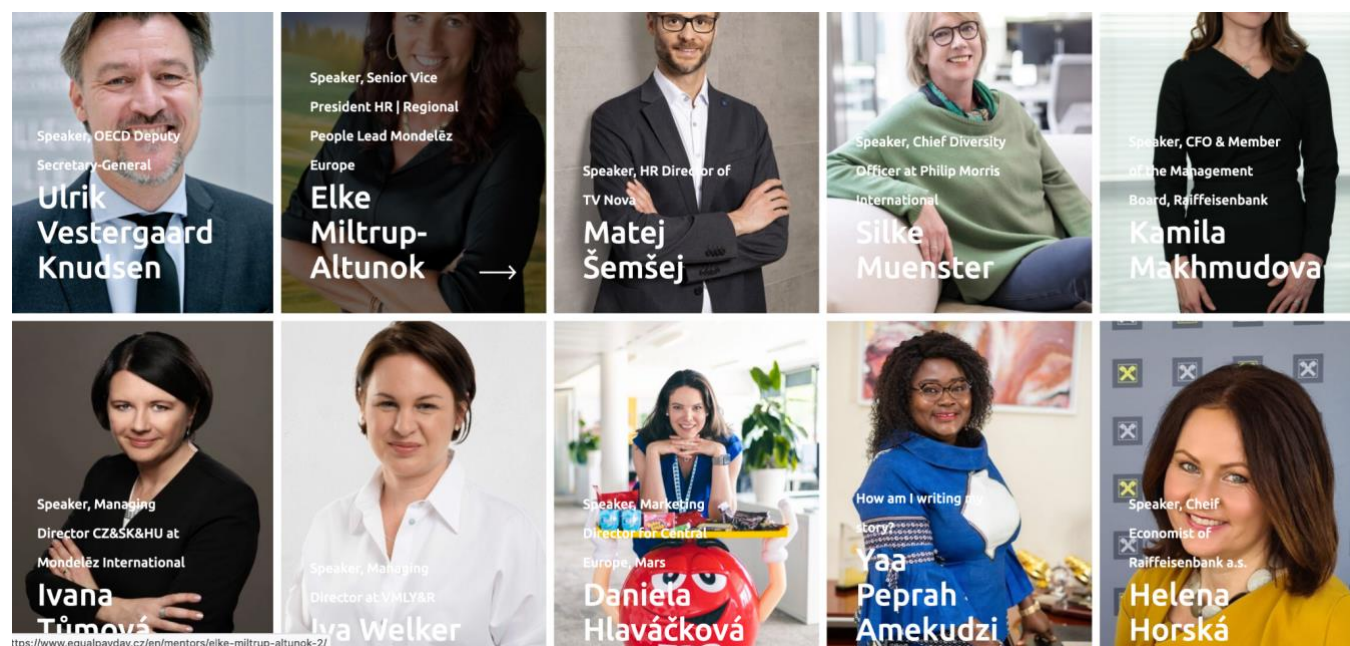
[Linked IN epd](#),

[Instagram bpwcr](#),

Twitter bpwcr - <https://twitter.com/Bpwcrcz>,

YouTube EPD TALKS : <https://www.youtube.com/c/BusinessProfessionalWomenCR/>

2/ 3-DAYS EVENT FOR 1000 WOMEN IN PRAGUE



31st March 2023 9am – 5pm Conference

The 14th annual Equal Pay Day conference is a place where women role models can be visible and women's voices can be heard to bring positive changes in society.

Focusing on knowledge and real-life insights from global decision makers and speakers, we will create a new dimension of sustainable project outcomes in accordance with **Women's Empowerment Principles**.

1st April 2023 9am – 6pm Mentoring Day

Special educational method combining the experiences of mentors, knowledge of mentees and magic of networking. The longest tradition of female mentoring in CZ. Since 2010, we have already inspired 18,829 women by 378 female role models. Empowerment – strengthening and courage for change.

2nd April 2023 10am – 3pm Online Mentoring

You can join the fully virtual sessions on Zoom with participants from all over the world.

Two online mentoring sessions:

9:45am – 11:30am

1:15pm – 3:00pm.



Generální partner



Hlavní mediální partner



Partneři



Mediační partneři



● contact :

Lenka Strastna | President to BPWCR | lenka.stastna@bpwcr.cz

Helena Dreiseitlová | Project Manager Equal Pay Day | helena.dreiseitlova@bpwcr.cz

5. BPW ESTONIA

- **Equal pay Gap : 14,8%**
- **Data origin:**
<https://www.stat.ee/en/node/183343>

The calculation is based on the data of the gender pay gap of Statistics Estonia. The working time fund (working days) will be 254. According to the latest data, the gender pay gap was 14,8%, ie. women have to either work longer for ~ 40 working days ($254 \times 15.6 / 100 = 39.6$) or stop ~ 40 working days earlier.

- **Date of EPD 18th Feb 2023**
- **Legal situation :**
 - **Equal pay gap law :** Estonian constitution, the Gender Equality Act and the Equal Treatment Act emphasize the principle of equal treatment. In reality gender inequality can be found at the level of society as a whole - from the division of domestic work between men and women to gender inequality in the labor market. The situation has been improving overall, but some fields remain to be a point of concern (see below).
 - **Professional equality negotiation :** Not relevant in Estonia.
 - **National gender disaggregated data about employment and if possible working conditions and health at work :** In financial and insurance field the gap is highest (25,7%), also in retail (24,2%) and in health care/social services (23,8%).
- **Action plan - 18th Feb 2023** there was organized by BPW Tartu club public event:



Pay-gap – has there anything changed during past 55 years?

5th of March there will be elections of parliament in Estonia. Lead by the idea there will be soon new set of members elected BPW Estonia Tartu Club decided to address pay-gap topic.

During past ten years there has been significant decrease of gender pay-gap but still among all



European countries it is biggest in Estonia (14,9%, Spring 2021).

We invited to the group discussion female candidates from all political parties and included also social scientists. The goal was to have fruitful discussion over the pay-gap topic and hear their ideas as new potential members of parliament – what they can do about decreasing it while elected.

As a warm up to the theme we started the event together (panelists and audience) with movie watching. *"Made in Dagenham"* is a Hollywood produced movie which is based on real story what took place in 1968 in Ford factory where in main focus is women salary topic and where female employees strike led to the law suite and corrections in Great Britain parliament in 1970.

After watching the movie there was held a discussion about salary-gap and how we could continue decrease trend of it in new elected parliament.

There was common finding that reasons of continuous pay-gap are conservative stereotypes in the society, female low engagement to politics and management (glass ceiling), segregation at workplace, lack of confidence among women.

As potential solutions there was offered to continue with public discussions in terms to increase women potential awareness also change of regulations and law and leading management

boards.



6. BPW FINLAND



- **Federation :** Business and Professional Women Finland ry
- **Link to your favourite social media channel where you will promote your events (facebook, LinkedIn, Website) :**
 - <https://www.bpw-finland.fi/>
 - <https://www.facebook.com/BPWFinland/>
 - <https://www.facebook.com/YoungBpwFinland/>
- **Equal pay Gap :** **18,4%** pay cap in overall income
- **Data origin :** <https://stat.fi/en/statistics/ati>



Suomen virallinen tilasto (SVT): Official Statistics of Finland (OSF): Earnings level index [online publication]. ISSN = 1796-3737. 3. Quarter 2020, Appendix table 3. Wage and salary earnings index 2015 = 100 by employer sector and sex. Helsinki: Statistics Finland [referenced: 24.1.2021].

- **Date of EPD** **07.03.2023**

If we calculate the day according to the EPD program instructions, starting from the beginning of January then EPD is what is mentioned above. However Finland has traditionally spent the so-called women's payday from the end of the year, when women's organizations in the media remind us that it is the last day of the year when women are paid and the rest of the year we work unpaid because of the pay gap. Therefore, it is not really possible to say that we would celebrate this day as elsewhere in Europe, which

celebrates the beginning of the payroll, while we are in a more negative mood when it is reminded that the payroll of women ends that year and this makes campaigning challenging.

- **Legal situation :**

- **Equal pay gap law:** Laki naisten ja miesten välisestä tasa-arvosta 609/1986

In English Act on Equality between Women and Men 609/1986

You can find law written in English: <https://finlex.fi/en/laki/kaannokset/1986/en19860609>

- **Professional equality negotiation:** <https://tane.fi/en/frontpage>

The Government shall appoint an Advisory Board for Gender Equality (Tasa-arvoasiain neuvottelukunta TANE) for the term of office of Parliament. TANE has an advisory role in public administration. However in practice, the matter is negotiated between trade unions and employers' unions. As a result, it is difficult to increase wages in female-dominated sectors, because, for example, the majority of nurses are still women who are paid from public funds. Whereas in male-dominated sectors it is easier to justify wage increases according to the improved result, e.g. the paper industry.

- **Relevant national methods about gender mainstreaming approach in companies**

Large companies have their own programs and the public side of the situation in an attempt to improve the gender impact assessment of laws, for example, adjusting its possible effects should also be considered in terms of gender.

- **Action plans :**

A campaign to raise awareness and challenge other women's organizations

Naisten ja miesten palkkaero Suomessa 2022 oli 18,4 %

**Naisten kaikkien alojen keskimääräiset
kuukausiansiot olivat 641 euroa vähemmän
kuin miehillä.**

**Valtiolla ero oli 504 euroa,
kunnalla 457 euroa ja yksityisillä
593 euroa.**

**equal
pay
day , -**

**equal pay day
Suomessa on 7.3.2023**

- **Contact :** office@bpw-finland.fi

7. BPW FRANCE



**equal
pay
day, -**

Journée
symbole de
l'inégalité
salariale

L'ART DU NUMÉRIQUE : SOURCE D'AUTONOMISATION DES FEMMES ET DES FILLES ?

WEBINAR : le Jeudi 23 mars à 18h30

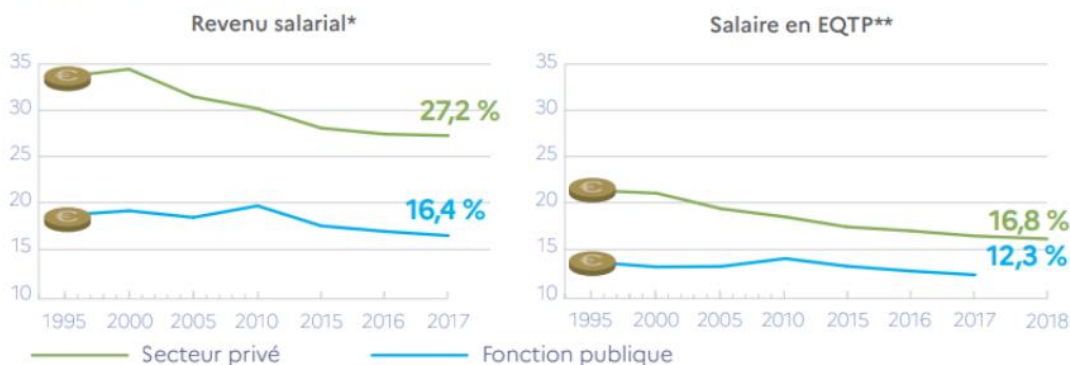


Link to the WebTV : <https://youtu.be/W2nOyGZcQ7M>

- **Equal pay Gap : 21,8 %**

- in France, there is still averagely 21,8% revenue pay gap in 2017 – not updated data
 - Up to 27,2% in private companies
 - Up TO 16,4% in public services

Écarts de rémunération nette moyenne femmes-hommes dans la fonction publique et dans le secteur privé



* Le revenu salarial est calculé sur l'ensemble des postes occupés par un individu pendant l'année, quel que soit le secteur (privé ou public).

** Équivalent temps plein.

Lecture : en 1995, le salaire en EQTP des femmes est inférieur à celui des hommes de 21,5 % pour les salariés et salariées travaillant principalement dans le secteur privé et de 13,8 % pour celles et ceux travaillant principalement dans la fonction publique.

Champ : France métropolitaine, hors apprentis et stagiaires, hors agriculture, hors salariés des particuliers. Panel tous salariés.

Sources : Insee, « Écarts de rémunération femmes-hommes : surtout l'effet du temps de travail et de l'emploi occupé », juin 2020, 2021. DGAF, Rapport annuel sur l'état de la fonction publique, 2020.

- **Data origin :**

- *in France annual wage gap : <https://www.insee.fr/fr/statistiques/4514861#tableau-figure2> ;*

- **Date of EPD 23/03/2022**

- **Legal situation :**

- **Equal pay gap law :**

in France – Annual INDEX Salary wage calculation about equal work - law : <https://travail-emploi.gouv.fr/droit-du-travail/egalite-professionnelle-discrimination-et-harcelement/index-egalite-professionnelle-femmes-hommes> ;

- **Professional equality negotiation :**

in France – negotiation each 4 years <https://travail-emploi.gouv.fr/dialogue-social/negociation-collective/article/la-negociation-collective-en-entreprise-en-faveur-de-l-egalite-professionnelle>

- **National gendered disaggregated data about employment and if possible working conditions and health at work :**

in France : <https://www.anact.fr/quiz-decalez-vos-representations-de-legalite-professionnelle>

- **Relevant national methods about gender mainstreaming approach in companies :**

- *in France : <https://www.anact.fr/realiser-son-diagnostic-egalite-professionnelle>*

- **Action plan & fotos**

The event addressed to the leaders of committed companies that have put gender diversity on their agenda in favour of professional equality between women and men.

We explored the concrete actions implemented to go beyond the obligation of results of the Pénicaud law and made it an opportunity to revisit the managerial culture, talent management and innovation ambitions in the service of overall performance.

BPW FRANCE CONCRETE PROPOSALS - ENFORCING FRENCH LAWS

BPW France contributed, along with other associations mobilised to defend women's rights, to the Pénicaud law. Today, those actions are :

- the implementation of existing laws in France by encouraging companies to change their managerial and societal cultures

- the application of applicable sanctions.
- the transposition of French laws to the European Union.

1/ Annual monitoring of gender pay gaps

To date, INSEE (National Institute for Statistics and Economic Studies) has still not updated the figures previously monitored annually since 2017! But what cannot be measured cannot be controlled !

👉 BPW France will invite the new government to re-establish the annual monitoring of gender pay gaps.

2/ The application of a financial penalty of up to 1% of the wage bill for any company that has not exceeded 75/100 after three consecutive years

👉 BPW France is preparing a Hackathon which will aim to propose ten innovative key actions to the future French government. These ten initiatives will be financed with the funds collected in the framework of the application of the financial sanctions of the Pénicaud law.

3/ A ban on bidding for public contracts for any company that does not publish its Index, or that has an Index lower than the 75/100 expected under the Loi Pénicaud.

Article 45 repealed by Ordinance n°2018-1074 of 26 November 2018-art. 18

Amended by LOI n°2018-771 of 5 September 2018 - art. 104 (V)

Ordinance n° 2015-899 of 23 July 2015, art. 45, 4° b

4/ Promotion of the professional equality label

To date in France, only 49 public sector organisations and 58 companies have been awarded the AFNOR label, to which BPW France has contributed.

- <https://certification.afnor.org/Media/Download/e13f5ade-25ea-4aff-9a20-0d5dc828725c.pdf>
- <https://certification.afnor.org/Media/Download/09fc77ab-cce1-4b76-9658-b1680a4616e3.pdf>

👉 We would like this label to become a criterion that supports economically the companies and organisations that have obtained it.

- ▶ Publish an equal pay barometer.
- ▶ Promote the organisations that held the label.
- ▶ Conduct certification actions in concert with Afnor (French Association for Standardisation)

5/ The generalisation and simplification of the guarantee of catching up after maternity leave (Labour Code art. L1225-26).



- ▶ Actually, the catch-up guarantee applies in the absence of a branch or company agreement; it is not applicable to collective branch or company agreements concluded prior to the entry into force of Act No. 2006-340 of 23 March 2006 on equal pay for women and men.
- ▶ The generalisation of the application of the catch-up guarantee is proposed in SMEs (workforce >250, turnover >50 M€).

8. BPW GERMANY



07. März 2023
EQUAL PAY DAY

[STARTSEITE](#) [INFORMIEREN](#) [MITMACHEN](#) [PRESSE](#) [SHOP](#) [WIKI](#) [KONTAKT](#) [BLOG](#)



www.equalpayday.de

- **Federation** : Business and Professional Women (BPW) Germany e.V.
- **Link to your favourite social media channel where you will promote your events (facebook, LinkedIn, Website)** : equalpayday.de; https://twitter.com/BPW_Germany; <https://www.facebook.com/equalpayday/>; <https://www.linkedin.com/showcase/equal-pay-day-deutschland>; <https://www.instagram.com/equalpayday.de/>

- **Equal pay Gap** : **18 %**

- Data of Statistisches Bundesamt for 2018; published 8. Dezember 2020 for general Gender Pay Gap; same position, same Knowledge, same experience: 6 %

- **Data** **origin**



7. März 2023
ist Equal Pay Day

**EQUAL PAY
FOR
EQUAL WORK**



<https://www.destatis.de/DE/Themen/Arbeit/Arbeitsmarkt/Qualitaet-Arbeit/Dimension-1/gender-pay-gap.html>

- **Date of EPD** 7th/March/2022 and still **7th March 2023**

- **Legal situation :**

In May 2015, the law for the equal participation of women and men in management positions in the private and public sectors came into force. On January 6, 2021, the Federal Cabinet passed the draft law to supplement and amend the regulations for the equal participation of women in management positions in the private and public sectors.

[Gesetz für die gleichberechtigte Teilhabe von Frauen und Männern an Führungspositionen in der Privatwirtschaft und im öffentlichen Dienst](#) in Kraft.
[Ergänzung und Änderung der Regelungen für die gleichberechtigte Teilhabe von Frauen an Führungspositionen in der Privatwirtschaft und im öffentlichen Dienst.](#)

Equal Pay Day 2023



The law to promote the transparency of pay structures came into force on July 1, 2017 and is primarily intended to support women in asserting their right to equal pay for the same work or work of equal value in the future. On January 13th, 2021, companies were obliged to apply European law by a ruling by the Lower Saxony Federal Labor Court. With a median that is higher than its own salary, companies now have to prove that the reasons for this are not discrimination but are based on other criteria, such as less work experience. [Gesetz zur Förderung der Transparenz von Entgeltstrukturen](#)

The school fees for nursing professions were finally abolished with the Nursing Professions Act 2017 and an appropriate remuneration for trainees binding, as well as increasing minimum wages for nursing staff agreed.

[Pflegeberufegesetz](#)
[Mindestlöhne für Pflegekräfte](#)

On July 8, 2020, the Federal Cabinet adopted the first national equality strategy. The BMFSFJ created the template for the cross-departmental measures.
[nationale Gleichstellungsstrategie](#).

The establishment of a federal foundation to promote equality was included in the coalition agreement in March 2018. The budget committee of the Bundestag released the necessary funds on November 30, 2020.

When the Film Funding Act ([Filmförderungsgesetzes](#)) was amended, a general paragraph on gender equality and equal representation of the committees was included. The FFA film funding agency currently has equal representation on all committees, from the board of directors to the funding juries. The federal cabinet passed the government draft on January 13, 2021.



equal
pay
day,-

7. März 2023
ist Equal Pay Day

THE FUTURE
IS
EQUAL



In two federal states, Thuringia and Brandenburg, parity laws for equal participation of women in state parliaments were passed in 2019. They provided for the alternation of women and men on the electoral lists. Both laws were overturned by the responsible state constitutional courts; however, a complaint has already been lodged with the Federal Constitutional Court.

Action plans :



9. BPW MALTA

- **Equal Pay Gap:** 10%
- **Data Origin:**
Statistics Explained (<https://ec.europa.eu/eurostat/statisticsexplained/>) - 07/03/2022
- **Date of EPD:** 6th February 2022 or 24th November 2022
- **Legal Situation:** In Malta the Equal Wages Act was passed in 1976 – 46 years ago. The duty of the employer was to pay equal remuneration to men and women workers for same work or work of a similar nature. And no discrimination was to be made while recruiting men and women workers.
Now The Constitution of Malta guarantees same wages for women workers for same work as men. The Employment and Industrial Relations Act regulates the equal pay for equal work provision and requires that employees in the same class of employment are entitled to same rate of remuneration for work of equal value. As set out in the Equality Act 2010, men and women in the same employment performing equal work must receive equal pay, unless any difference in pay can be justified. It is the law and employers must follow it.
- **Relevant National methods about Gender mainstreaming approach in companies:**

Dr. Helena Dalli - COMMISSIONER OF EQUALITY AT THE EUROPEAN UNION – 19TH JAN, 2018

'Like Iceland, Malta too needs to continue monitoring its gender (in)equality progress carefully and not shy away from introducing far-reaching actions in favour of gender equality. Malta's policy for free childcare for all parents who are in employment or education would find few critics today.

That measure has proved to be very successful and served its goal of ensuring that more women join the labour market without jeopardising any infants' right to adequate care and education.

We now need to ensure that other equality measures are adopted to allow women to reach their full potential. In this regard, I look forward to work closely with the Consultative Council of Women's Rights that I set up towards the end of last year.'
- **BPW (Valletta) Malta is a member of the Consultative Council of Women's Rights in Malta.**
- **Relevant national methods about gender mainstreaming approach in companies**
:
 - *Exemple in France : <https://www.anact.fr/realiser-son-diagnostic-egalite-professionnelle>*
- **Action plan and fotos :**

10. BPW POLAND



Polska Federacja Klubów
Business & Professional Women

*Dzień, od którego w tym roku,
kobiety zarabiają
tyle samo co mężczyźni*

23.02.2023 r.

www.bpw-poland.org

- Equal pay Gap : **12%**
- Data origin :
- Date of EPD : **23/02/2023**
- Legal situation :

Bill on Equal Treatment of Women and Men has not been yet implemented, though it has been sent to Parliament in march, 2020 by Kongres Kobiet (Women's Congress) as citizen initiative and initiative of Left coalition.

Equal Treatment in reference to salaries is secured in Labour Code Part I Chapter IIa, art. 18 3c. The right for equal treatment and salary is secured in it. Currently (January, February 2023) parliamentary commissions are still working on implementation to Polish law recommendations for Transparent and predictable working conditions and Directive Pay Transparency and Work-life Balance Directive. Neither of the mentioned has come into force in Polish legal system, though in August 2022 was the date for full implementation.

2023 is the year Poland is due to report and publish gender pay gaps

o Equal pay gap law : Labour code

o Professional equality negotiation : / negotiations/

Parliamentary Commission on Situation of Women on Labour Market, as well as the commission on Social policy and Labour are due in Parliament to introduce and force the Law. Last Commissions meetings took part on 6th Feb 2023. BPW representative Beata Grudzińska was observer at the meeting and during voting in Parliament.

Since 2018 BPW Poland is taking active part in the works, debates on legal change, working group on proposals for Labour code and general law.

- National gendered disaggregated data about employment and if possible working conditions and health at work :
- Główny Urząd Statystyczny National Statistics Office, (Statistics Poland) <https://stat.gov.pl/en/>
- Ministry of Family and Social Policy Ministerstwo Rodziny i Polityki Społecznej (Ministry of Family and Social Policy) <https://www.gov.pl/web/family>
- Instytut Pracy i Spraw Socjalnych Institute of Labour and Social Policy (social security)
- Instytut Badań Strukturalnych <https://ibs.org.pl/en/bases-and-applications/> *Independent organization, Connected with Congress Of Women*
- **Relevant national methods about gender mainstreaming approach in companies :**
(companies)_____

There are no common methods implemented. In public organization like Universities and a few administration offices Policies for Equal Treatment has been adopted in 2022. In some, mainly international companies Equality Policies are introduced, referring to organizational culture. No relevant data or studies are available.

• Action Plan

- Further cooperation with two Parliamentary commissions, 4 planned sessions, opinion preparation and presentation on reinforcement of Directives due in 2023r
- Media campaign March- April 2023 in connection with 8th of March and Fall Information Campaign due to Equal Pay Day announced by European Commission.



- Active participation in national panels and media, presentation during the Congress of Women, planned September 2023
- Polish Businesswomen Congress, planned September 2023,

11. BPW SPAIN

El 22 de febrero reivindicaremos un año más nuestra lucha por la Igualdad Salarial. Es una lucha que nuestra Federación BPW Spain lleva batallando ya desde hace muchos años. Fuimos pioneras en reivindicar la igualdad salarial en España, a igual trabajo igual salario.



- **Equal pay Gap : 24%**
 - Since 2018 the wage gap has reduced 5 points to 16.2% according to national Institute of statistics in Spain
- Ages 24 - 35 wage gap is 4,6%,
- Ages 55 - 64 wage gap is 8,2%
- Ages 65+ wage gap is 34,3%
- **Data origin :**
 - Spain Data:
 - <https://www.ccoo.es/76c5b5ec2de4237255da2ecd9da0e499000001.pdf>
- **Date of EPD : 22/02/2022**
- **Legal situation :**

The law “ Real Decreto 901/2020 of October 13, establishes de regulation of equality plans including the development of equality plans. All companies with 50 + workers must create an equality plan according to the government requirements. These equality plans are created to decrease the wage gap between men and women amongst other objectives. They are reviewed and negotiated through collective bargaining representatives.

<https://www.boe.es/buscar/doc.php?id=BOE-A-2020-12214>

The law “Real Decreto 902/2020 of October 13, establishes equal pay for women and men, igualdad retributiva, this means that the same amount of money will be paid to men and women when working the same job (for example, the salary goes in hand in hand with the job title no matter the sex). This law is enforced by tools that provide transparency in companies as well as salary audits.

<https://www.boe.es/buscar/act.php?id=BOE-A-2020-12215>

The law “Real Decreto 32/2021 of December 28, establishes labor reform that reduces the amount of temporary contracts that affect mostly women, to provide an “indefinite contract” that comes with better stability, increase in the quality of the job and higher salaries.

<https://www.boe.es/buscar/act.php?id=BOE-A-2021-21788>

The law “Real Decreto 11/2018 of August 21, has made most companies publish and reveal internal data about their staff and salaries that may lead to a decrease in the gender wage gap.

<https://www.boe.es/eli/es/rdl/2018/08/31/11>

- **Action plan & fotos**

Discurso de la Presidenta



BPW Spain



BPW Valencia



BPW Barcelona



BPW Tarragona



BPW Canarias



Contact : Felicia Guerra coordinadora@bpwspain.org

12. BPW SWITZERLAND



- **Federation** : Switzerland
- **Link to your favourite social media channel where you will promote your events (facebook, Linkedin, Website)** : facebook, twitter, Website
- **Equal pay Gap** : **13,8 %** meridian salary in the private sector
 - **Data origin** :
 - <https://www.bfs.admin.ch/bfs/en/home/news/whats-new.gnpdetail.2022-0666.html>
 - Statistics by Federal bureau of Statistics. We also have a graphic showing the very slow process of smallering the Gender pay Gap.
 - Swiss Earnings Structure Survey
<https://www.bfs.admin.ch/bfs/de/home.gnpdetail.2019-0502.html>
- **Date of EPD** **18.02.2022**
- **Legal situation** :
 - **Equal pay gap law** :
<https://www.ebg.admin.ch/ebg/de/home/themen/recht/gleichstellungsgesetz.html>

Equal pay analysis

The revision of the Gender Equality Act came into force on July 1, 2020.

As a result, employers with 100 or more employees are required to conduct a pay equity analysis within one year, have it reviewed by an independent body by June 30, 2022, and inform employees and shareholders of the results by June 30, 2023 at the latest.

- **Professional equality negotiation** :

In Switzerland, there are no explicit negotiations on equal pay conducted by trade unions, for example. Negotiations in this regard are a matter for each individual.

- **National gendered disaggregated data about employment and if possible working conditions and health at work :**

<https://www.bfs.admin.ch/bfs/en/home/statistics/economic-social-situation-population/gender-equality/paid-employment.html>

<https://www.bfs.admin.ch/bfs/en/home/statistics/work-income/employment-working-hours/age-generations-retirement-health.html>

- **Relevant national methods about gender mainstreaming approach in companies:**

- *Guide to gender mainstreaming in German, French and Italian :*

<https://www.ebg.admin.ch/ebg/fr/home/documentation/publications-en-general.html>

- **Relevant national methods about gender mainstreaming approach in companies:**

- <https://www.ebg.admin.ch/ebg/en/home/topics/work/equal-pay.html>

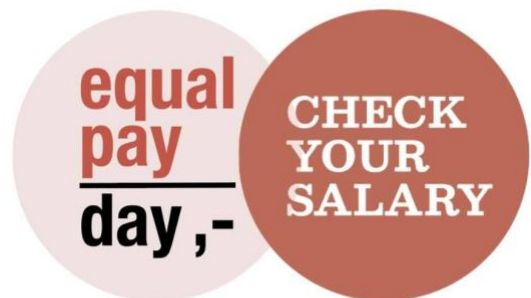
- <https://www.eda.admin.ch/agenda2030/de/home/internationale-ebene/monitoring-ueberpruefung-post-2015-agenda.html>

- **Action plans :**

This year, we have launched a project for Equal Pay Day together with the women's umbrella organization alliance F:

Check your Salary is an existing alliance F project that provides employers and employees with simple, low-threshold information on the topic of equal pay and opportunities. With a positive competition in the fall of 2022, a movement of modern companies has been stimulated, which are committed to an attractive labor market and fair wages.

This movement will gain new momentum through the cooperation between alliance F and BPW Switzerland on the occasion of Equal Pay Day 2023. Together, we want to close the wage gaps - so that future Equal Pay Days already fall on January 1. In the spirit of companies motivating companies, new (especially smaller) companies are to be continuously mobilized for the wage check. With Logib 2, which is aimed at SMEs with fewer than 100 employees, the federal government has further developed its wage analysis tool. This means that smaller companies can also analyze their wage structure in a simple and voluntary manner.





"Wage discrimination is unfair and weakens our society as a whole. Equal pay for women and men is a fundamental constitutional promise that must finally be fulfilled."

Alain Berset, Federal Councillor, Head of the Federal Department of the Interior DFI

We link all local activities on www.equalpayday.ch

Usually 20 - 25 clubs in Switzerland participate in Equal Pay Day activities. These range from stand actions, panel discussions, actions together with local businesses to art exhibitions and other creative activities, sometimes also in cooperation with universities, other organisations or authorities.

Due to the current epidemiological situation, this year's activities will mainly take place in the digital space (online podiums, social media).

Individual clubs are planning activities with local businesses.





13. BPW UK

Federation : BPW United Kingdom

Link to your favourite social media channel

BPW UK uses Facebook, Twitter and our Website. The new Social Media Working Group is putting out our information widely.

Gender Pay Gap _____ Data collected November 2020

Gender Pay Gap - for full time employees is : 8.9%

Gender Pay Gap - for all employees is : 17.3%

Gender Pay Gap - for those under 40 years nearly 0%

Gender Pay Gap - for those aged 50 plus 15%

Data origin

Office for National Statistics

www.ons.gov.uk

Date of EPD last date available

BPW UK used 6 March in 2019

Legal situation :

Equal Pay Act 1970

Superseded by Equality Act 2010

The following characteristics are protected characteristics age disability gender reassignment marriage and civil partnership pregnancy and maternity race religion or belief sex and sexual orientation.

NGO Equality and Human Rights Commission

NGO NAWO – National Association of Women's Organisations

NGO Trades Union Congress
workers rights

NGO many professional organisations



The UK is in Covid-19 lockdown and travel is prohibited!

We are using International Womens' Day this year! This is all we can do!!

Federation/ Association Club	Actions (cities, activities, ...)	Digital communication	Contact (name and email)
BPW UK	1 Letter to all print media		president@bpwuk.org.uk
BPW UK	2 Social media campaign		

XI. Conclusions & Solutions

The strategies to overcome the gender pay gap are manifold. Yet, it should be noted that the issue of unequal pay is highly complex in its nature, thus, a one-size-fits-all approach or a single strategy may not fetch the actual problem. In this regard, many interlinked strategies have to address the various aspects of the pay gap.

These strategies to combat the wage gap include:

- Transparency of wages, as *knowledge is power*;
- Minimum wages and access to decent work in the formal economy;
- Building and extending day care facilities, especially for children under the age of three;
- Mixing industries and branches in the economy;
- Facilitating a family-friendly culture in companies;
- Promoting women on boards;
- Reforming parental leave systems and promoting paternal leave;
- Increasing the value of female-dominated branches in the labour market;
- Reforming working times, i.e. the number of hours worked or flexibility arrangements;
- Class actions before courts;
- Sanctioning in case of non-compliance.

Main reasons behind the gap are – among others – that women tend to work in lower-paid industries or economic branches, work more often part-time and interrupt their careers more often and longer than men to raise their children. Furthermore, the lack of women at the top of the career ladder amplifies the problem of the gender pay gap. A lack of transparency and persisting stereotypes and unconscious biases perpetuate the challenge for gender equality. Interestingly, these challenges are shared among all European countries despite all their differences. The main reasons behind the wage gap are summarized in the following figure.



Minimum wages and
access to decent work



**Transparency of job
evaluation** tools, algorithms,
job classifications



Actions



**Facilitating a family-
friendly** culture in
companies;



**Building and extending day
care facilities**, especially for
children under the age of three



Mixing industries and
branches in the economy



**Increasing the value of
female-dominated
branches**



**Promoting women on
boards and mixity in unions**



**Reforming parental leave
systems and promoting
paternal leave**



Sanctioning in case of non-
compliance.



Reforming **working times or
flexibility arrangements**
(telework)



To secure the employment
by protecting against Violence
at work and **domestic
violence**



XII. Further Links

Pay transparency

- [Proposal for a DIRECTIVE OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms](#)
- [Pay transparency: The next step to end the gender pay gap](#) EIGE director Carlien Scheele speech (2021)
- [Infographie - Why pay transparency can help reduce the EU's gender pay gap \(2022\)](#)
- [Pay Transparency: Commission proposes measures to ensure equal pay for equal work](#)
- [Questions and Answers – Equal pay: Commission proposes measures on pay transparency to ensure equal pay for equal work](#)
- [2014/124/EU: Commission Recommendation of 7 March 2014 on strengthening the principle of equal pay between men and women through transparency Text with EEA relevance](#)

Extending the "most favoured European woman clause" to all Council of Europe member states :

- [La Clause de l'europeenne la plus favorisee - de Gisèle Halimi \(ouvrage\)](#)
- [Proposition de résolution européenne \(assemblée nationale\)](#)
- [Dossier législatif \(assemblée nationale\)](#)
- [Motion for a recommendation](#)

Professional inequalities in Europe and the COVID19 Impact in women and in gendered data :

- [Gender Equality Index 2022: Fragile gains, big losses](#)
- [Gender Equality Strategy: Striving for a Union of equality](#)
- [Women at the core of the fight against COVID-19 crisis](#)
- [Why we need gender perspectives in our global solutions to COVID-19 \(EIP\)](#)
- [COVID-19: gendered impacts of the outbreak \(the lancet\)](#)
- [The gender gap in pensions in the EU – European Parliament \(2020\)](#)
- [Gender overall earnings gap EUROSTAT \(2020\)](#)
- [Gender equity in the health workforce \(2019\) :](#)
- [European Parliament - Maternity and paternity leave in the EU - link :](#)
- [EIGE European Institute for Gender Equality - "Pension at a Glance 2021"](#)
- [European Institute for Gender Equality \(2017\). Economic Benefits of Gender Equality in the European Union](#)



- Government Offices of Iceland / Ministry of Welfare (2018). Equal Pay Certification.
- Glassdoor (2016). Global Gender Gap Survey. https://press-content.glassdoor.com/app/uploads/sites/2/2016/02/GD_Survey_GlobalGenderPayGap.pdf?_ga=1.144100989.990027125.1456910992
- World Economic Forum (2016). Global Gender Gap Report 2017.
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