



BPW "Equal Pay Day" in a European Context

To support awareness-raising and lobbying activities in the context of the Equal Pay Day and, all year-long, of the Equal Pay awareness campaign, it is important to present facts, legislative context and paths for improvement.

The **European Commission has developed a full website** regarding the existing Gender Pay Gap in the European Union. It includes general information, awareness-raising toolkit, national fact sheets.

Those fact sheets can be of interest also to federations and associate clubs which are located in countries outside the European Union, as they can compare national figures to those of the European Union, and use the same type of arguments.

Information is available in the following languages of our affiliates: *Bulgarian, Czech, German, Estonian, Greek, English, Spanish, French, Italian, Latvian, Lithuanian, Hungarian, Maltese, Dutch, Polish, Romanian, Slovak, Suomi, Swedish.*

The links are given to the English pages; it is then easy to switch to one's preferred language:

The screenshot shows the website interface for the European Commission's page on the gender pay gap. The main heading is 'Kif titkejjel?' (How to compare?). The text discusses the gender pay gap in the EU, mentioning that in 2007, the median gender pay gap was 17.4%. A language selection dropdown menu is open on the right, showing various languages including English (en), Spanish (es), French (fr), Italian (it), and Swedish (sv). A green line highlights the language selection process.



Europe

BPW INTERNATIONAL
Business & Professional Women

European Commission website on gender pay gap
<http://ec.europa.eu/social/main.jsp?catId=681&langId=en>

Available campaign material:
<http://ec.europa.eu/social/main.jsp?catId=689&langId=en>

The figures per country are available here:
<http://ec.europa.eu/social/main.jsp?catId=685&langId=en>
(if you have trouble seeing the whole table online, please copy it into a document and you will access all the figures)

On the same page, you can select your country to find additional information comparing men & women situation on:

- Part-time work
- Employment rate
- Time spent at work
- Time spent on domestic and family work
- Risk of poverty for persons above 65 years old
- Representation in parliaments
- Representation in decision-making positions in businesses

You will not be able to use all those figures during one awareness campaign, so look at the most interesting figures for your country and use them to build your arguments.

However, please look also at some of the other European countries factsheets, to be able to compare and analyse the specifics of your national situation. Thus:

If you want to draw attention to the need for better sharing of responsibility of domestic and family work between partners, then what actions should be done in Germany (4,8 hours per week for men) to achieve the same level than in ... Ireland (7,8 hours per week)? You can also question those figures!!! Speak to those in charge of those issues in the civil service, in government, in Parliament.

Even though we are all working towards a common goal, the **awareness campaign has to be adapted to national contexts** and proper analysis is needed to propose efficient solutions.



Europe

BPW INTERNATIONAL
Business & Professional Women

Examples of questions about the figures provided
(be aware that the figures provided on the Gender Equality website are those provided by your national governments and supposedly based on comparison of declarations to tax offices)

- the official Gender Pay Gap in Italy is the smallest in Europe (4,4%) – does this mean that there are no more problems for women's incomes in Italy or that official figures, based on comparison of hourly salary rates, do not take into consideration situations such as free-lance work, self employment, or does it mean that one major problem for Italian women is that they work but are not officially recognised as workers, or does this mean that women are still encouraged NOT to enter the workforce? So what about retirement benefits?
- The official Gender Pay Gap for France (15,8%) is slightly below European average (about 17%) according to official figures. However when all factors are taken into consideration (other sources of income such as stock options, company cars, access to better retirement schemes, self-employment, etc.) the Ministry of work recognised that the real Gender INCOME gap is round 27% - Shocking difference, no? What about the situation in your country?



Europe

BPW INTERNATIONAL
Business & Professional Women

Information from the International Labour Organisation

In this context, it is also useful to use the definitions of the Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value adopted by the General Conference of the International Labour Organisation which has been adopted in **1951** <http://www.ilo.org/ilolex/cgi-lex/convde.pl?C100>

Please remember that all our countries (and not only the European Union ones) have adopted this Convention.

The Gender Bureau of the International Labour Organisation (ILO) launched in 2008-2009 a campaign called "gender equality at the heart of decent work".

The material of this campaign is still available online (in English, French and Spanish):

<http://www.ilo.org/gender/Events/Campaign2008-2009/lang--en/index.htm>

There are factsheets and colourful posters on the following aspects which can be chosen if you wish to have a core theme for your Equal Pay Day Campaign- just click on the pictures on the home page.

- Protect the future: Maternity, paternity and work
- Decent childhoods: Educate both girls and boys
- Youth Employment: Breaking gender barriers for young women and men
- Remove the obstacles! On the right track to equality
- Skills and entrepreneurship: Bridging the technology and gender divide
- Social Dialogue at work: Voices and choices for women and men
- Work and family: The way to care is to share!
- Women and men migrant workers: Moving towards equal rights and opportunities
- Green Jobs: Improving the climate for gender equality too!
- Providing safe and healthy workplaces for both women and men
- Rights, jobs and social security: New visions for older women and men



Europe

BPW INTERNATIONAL
Business & Professional Women

As you can see, the European Commission website provides you with facts to denounce the current situation and the ILO website offer paths for solutions!

Other information from the European Union

Corporate Social responsibility of companies

It is not only about gender quality but it includes doing a yearly state of play of gender gaps in the company and remedial plans

http://ec.europa.eu/enterprise/policies/sustainable-business/index_en.htm

Is it implemented in your national legislation?

Arguments supporting the importance of the Corporate Social responsibility

2006 European Commission Communication on Social responsibilities of companies COM(2006)136

See chapter 2

2. CSR IN SUPPORT OF SUSTAINABLE GROWTH AND MORE AND BETTER JOBS

Sustainable growth and more and better jobs are the twin challenges the EU must now address in the face of global competition and an ageing population to safeguard our model for European society, based on equal opportunities, high quality of life, social inclusion and a healthy environment

Also at the end of the Communication (page 12 in English version), equal opportunities are seen as a priority area for action: *Better responding to diversity and the challenge of equal opportunities taking into account the demographic changes alongside the rapid aging of the European population*



Europe

BPW INTERNATIONAL
Business & Professional Women

There is a toolkit with an awareness-raising questionnaire for Human resources directors

http://ec.europa.eu/enterprise/policies/sustainable-business/documents/corporate-social-responsibility/toolkit/index_en.htm

In this questionnaire, see question 5 regarding work-life balance

In addition, please refer to the **European Roadmap for equality between men and women**

<http://ec.europa.eu/social/main.jsp?catId=422&langId=en>

This roadmap covers 2006-2010 and last year BPW Europe has been consulted on the actions to be taken for the period 2011-2015. You can find the official position of BPW Europe on our website

http://www.bpw-europe.org/attachments/246_BPW-Europe-Position-Paper-2009-10-15.pdf



Europe

BPW INTERNATIONAL
Business & Professional Women

European Union legal instruments.

According to the activities planned, you might need to discuss with human resources directors or lawyers, the legal obligations regarding gender equality.

All European Union legal instruments are available on the European Union Official Journal website

<http://eur-lex.europa.eu/en/index.htm>

Legislation adopted after 2007 is published in 22 languages

Legislation adopted between 2004 and 2007 is published in 20 languages (not Bulgarian & Romanian)

Legislation adopted before 2004 is published in 11 languages

However, if you do not know the year of a directive, a easier access will be through the "your rights and obligation" section of the Gender Equality website

<http://ec.europa.eu/social/main.jsp?catId=420&langId=en>