

**BPW Europe**

**BPW INTERNATIONAL**  
Business & Professional Women

## European Equal Pay Day

### What is it?

It is a symbolic way to mark the difference of income between men and women in the same employes. This gap varies in importance in each country, but exists in all European countries. It has not changed much in the last ten years, so it is time to lobby to change behaviours and mentalities.

It is a BPW Europe project dedicated to young women and involving Young BPW when possible because, we do not want the new generation to have to suffer this pay gap still.

The gender pay exists for all women, but seeing changes resulting from the lobbying advocacy action to be undertaken will take time. We are thus working to enable the new generation of women to be the first generation of women not to suffer from the gender pay gap

### Which date?

By determining a date to mark the income gap between men and women, we show that to achieve the same income than a man get in a full year (till 31 December) a woman might have to work till the 15th April of the next year.

In some countries, the exact day would be in March, in others at the end of April.. or even in May...

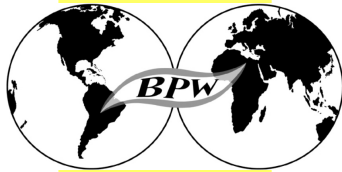
Some BPW federations have started work on this last year, so are advancing faster.

- BPW Germany will mark the German Equal Pay Day on the 20th March
- BPW Switzerland will mark the Swiss Equal Pay Day on the 10th March

On the other hand, an Austrian woman might have to wait till the 16<sup>th</sup> April to earn as much as a man does on 31<sup>st</sup> December of the previous year.

BPW Germany was the first federation to implement a Equal Pay Day campaign on 15<sup>th</sup> April 2008. They have chosen to change their national date in 2009 to show that in the meantime the gender pay gap has decreased.

**So the 15th April is the beginning of lobbying actions for all the federations and associated clubs starting their lobbying and advocacy programme this year.**



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## **European Equal Pay Day 2009 for newcomers**

- ❖ Draw attention to the existing situation.
- ❖ Take stock of the existing pay gap and detail it in each country

This is a very important action, because society in general and, very often, young women believe, and believe wrongly, that thanks to legislative changes at national and European level in the past twenty years, there are no more problems regarding income parity.

It is possible to detail reasons of the existing gap, and to propose actions to narrow it, only if enough persons are aware of the situation and want to change it.

To present the current situation, look for statistics, either from your national statistical institute or from the Eurostats structure:

[http://epp.eurostat.ec.europa.eu/portal/page?\\_pageid=1090,30070682,1090\\_33076576&\\_dad=portal&\\_schema=PORTAL](http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1090,30070682,1090_33076576&_dad=portal&_schema=PORTAL)

- ❖ Start looking for the roots of this problem, in your national context

The roots are many and we will have to contact and work with experts from different fields: sociologists, trade unions, employers organisations, lawyers, etc.

**By doing so, we are preparing for the next stage of this long term campaign and finding ideas for actions during the European Equal Pay 2010!**