

## **BPW Equal Pay Day Events 2015 Across Europe**

Dear Presidents and members of BPW Federations and Clubs of BPW Europe,

The Equal Pay Day (EPD) presents one, next to demanding more women in leadership positions, of the core activities and campaigns of BPW Europe. Please find in this report information on the various EPD activities across Europe as well as information on the undertakings of the European Commission.

### **1. Activities on EPD in Various European Countries**

#### **1.1 Activity Reports**

In general, many activities both on federation and club level have taken place on the Equal Pay Days in various countries all over Europe. On the EPD, large amounts of adapted material, such as leaflets, brochure, red bags and special giveaways, e.g. petit fours or chocolates, have been distributed across the participating countries.

In most of the participating countries, the gender pay gap and its consequences has been made main subject of the discussion. Thus, equal pay for women and men in general has been called for during the EPD activities. Only a few countries have organised the EPD activities under a specific thematic frame. Here, BPW Malta has organised the EPD in collaboration with schools focussing on career choices for girls and labour market participation. Further, BPW Iceland celebrated the EPD in connection with the 100<sup>th</sup> anniversary of women's voting rights. BPW France set the focus on women's performance evaluation in the job place, BPW Estonia on young parents and the challenge on how to reconcile work and family life, and finally, BPW Germany focussed on transparency in wage setting in its EPD campaign.

This year's media focus has been wide-ranging. Not only traditional media channels, such as newspapers, radio or TV broadcasting and interviews, have been used to spread the word on equal pay and the EPD. Social media channels, especially Facebook and Twitter, have also been applied in order to contact a wide group of supporters and to share information and interesting material more quickly than via traditional media channels.

In addition to the communication activities, numerous events have taken place in various European countries. These events range from demonstrations, conferences, seminars, discussion rounds, activities on the streets (distributing information and campaign materials) as well as events organised by BPW clubs in numerous cities.



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More information on the Equal Pay Day can be obtained via <http://www.bpw-europe.org/equal-pay-day-3>.

*Highlights of the EPD 2015 (selection of activities; all activities in the various countries are listed in the annex of the report):*

**BPW Praha II:** In the realm of the EPD, a two-day conference on women and prejudices, stereotypes and work life balance has been organised. Commissioner for Justice, Consumer and gender Equality Vera Jourová has been honoured guest. On the second day, approx. 1,000 women joined the conference and had the possibility to inform themselves on possibilities for personal and professional development.

**BPW Switzerland:** On March 7, 2015, BPW Switzerland organised a large demonstration in Bern. A broad women's coalition from left to right joined the demonstration fighting for the constitutional right for equal pay for women and men.

**BPW France:** The activities and distribution of EPD material in various cities in France have been accentuated by the distribution of quizzes on gender stereotypes and women's performances in the workplace.

**BPW Malta:** As the EPD would take place in mid-January in Malta, BPW Malta organised a conference for school girls dealing with career choices and gender stereotypes on March 5, 2015. This conference has been a huge success – the next year's conference will be organised with more girls participating and under the patronage of the Maltese president.

**BPW Germany:** This year's EPD in Germany has focussed on transparency in wage setting and negotiations supported by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. In this regard, three main thematic fora have been organised and more than 1,000 activities have taken place rounded up by a central demonstration in Berlin on the EPD.

**BPW Iceland:** BPW Iceland and other women's organisations celebrated the 100<sup>th</sup> anniversary of women's voting rights and this year's EPD together.

**BPW Estonia:** Many restaurants and cafés in Estonia served the "soup for the working women" and meals with 29.9% (gender pay gap in Estonia, data from 2013) discount rate. In addition, seminars on equal pay have been held in Tallinn and Tartu.

**BPW Spain:** BPW Spain organised various professional meetings and seminars on equal pay in general and with special focus on entrepreneurship.

**BPW UK:** The EPD in the UK took place while the delegation of BPW UK attended the CSW 59 in New York. The delegation distributed information material, talked to many people in the streets about equal pay and posed with the EPD flag in various places in New York City.

**BPW Norway:** BPW Follo Norway organised various information stands to disseminate material on equal pay and the EPD. Furthermore, BPW Norway prearranged discount rates of 21.9% (GPG in Norway) for women in different restaurants.



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BPW Sweden: BPW Sweden held discussion rounds with politicians and could reach a large number of interested persons during the Nordic Forum. Remarkably, an opinion poll showed that in the realm of gender and family policies a large majority of 69% of the respondents are interested in equal pay, 19% in pensions and 12% in quota regulations.

## 1.2 No EPD Activities

No activities on EPD have been held in the Netherlands and Riga, Latvia.

## 1.3 No Data Available

No data are available for the following countries (including federations and clubs). Here, it shall be noted that both cases – organisation of EPD activities without notification as well as no activities on EPD – are possible.

- Bulgaria
- Croatia
- Cyprus
- Finland
- Greece
- Hungary
- Ireland
- Israel
- Poland
- Romania
- Serbia
- Slovakia
- Turkey
- Ukraine
- Russia

## 1.4 Remark on Calculating the EPD

Equal Pay Day is calculated on the basis of the unadjusted gender pay gap. The percentage of the gender pay gap is translated into days of the year. As a result, the gender pay gap varies in every country from year to year.

Example for Germany: In Germany, the gender pay gap is 21.6% (2014). 21.6% of 365 days are 79 days. The next EPD will take place on March 19, 2016.

### *Interpretation of the Equal Pay Day:*

The Equal Pay Day shows the period a man would not need to work, to achieve nevertheless the same annual income like a woman with the currently existing structures of income. Or stated differently, the EPD marks the day, on which women start to earn, whereas men start



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to earn their wage on January 1, if both women and men start to work on January 1 of a given year.

Other interpretations of the Equal Pay Day, such as the EPD marks the day, until which women have to work longer to earn the same money as men the year before, are misleading. For this particular interpretation, one has to calculate the gender pay gap on the basis of the women's average hourly income. However, the gender pay gap is calculated, by e.g. Eurostat, on the basis of the men's average hourly income.

Example for Germany:

- Gender Pay Gap based on men's average hourly income:

$$GPG_{m\_unadjusted} = \frac{\bar{\text{Income Men}} - \bar{\text{Income Women}}}{\bar{\text{Income Men}}} \times 100$$

In Germany, the Gender Pay Gap is 21.6%. See calculation of the EPD above.

- Gender Pay Gap based on women's average hourly income:

$$GPG_{w\_unadjusted} = \frac{\bar{\text{Income Women}} - \bar{\text{Income Men}}}{\bar{\text{Income Women}}} \times 100$$

In Germany, the Gender Pay Gap based on women's income is 27.6%. Calculating the day until women have to work to earn the same wage as men the year before is based on the gap of 27.6% and translated accordingly into 101 days. Using this calculation, the EPD would be on April 12, 2016.

The calculation of the EPD based on the women's average hourly income provides an explanation easy to communicate; however, mathematically, this interpretation of the Equal Pay Day can be misleading. In addition, communicating just another number or index to measure the inequality of women and men may be both complicated and contested.

## 2. Activities of the European Commission

The gender pay gap in the European Union stays continuously at 16.4% (EU 28, 2013). The gender pay gaps in the various member states range from 3.2% in Slovenia (2013) to 29.9% in Estonia showing a large disparity in the figures and related policy responses and approaches. The latest data on the unadjusted gender pay gap can be accessed via Eurostat

<http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=tsdsc340&plugin=1>

The European Commission collects all information on activities, data and legislation on the equal pay in the EU on the following website:

[http://ec.europa.eu/justice/gender-equality/gender-pay-gap/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-pay-gap/index_en.htm)

The updated version of the brochure on the gender pay gap can be downloaded via the following link:

[http://ec.europa.eu/justice/gender-equality/files/gender\\_pay\\_gap/140319\\_gpg\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/140319_gpg_en.pdf)

Various tools to decrease the gender pay gap can be accessed via the following link:

[http://ec.europa.eu/justice/gender-equality/gender-pay-gap/depth-info/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-pay-gap/depth-info/index_en.htm)

The European Commission collected information on the Equal Pay Day in a number of European countries. However, this list has neither been updated in 2014 nor in 2015; hence, the information that can be obtained here does not display the current picture of the events on the EPD across Europe.

[http://ec.europa.eu/justice/gender-equality/gender-pay-gap/national-action/raise-awareness/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-pay-gap/national-action/raise-awareness/index_en.htm)

## 2.1 Plans to Move the EPD

The European Commission currently works on a new concept to organise the EPD. This may include moving the EPD from spring to autumn. So far, no official statement on the EPD has been issued by the European Commission; however, rumours have spread regarding this issue. These rumours are further emphasised by the fact that the European Commission did not release any news or data in relation to the EPDs in 2014 and 2015.

BPW Europe filed a letter to the European Commission, Commissioner for Justice, Consumers and Gender Equality Věra Jourová, in order to ask for further information on the EPD. This is of particular importance, as BPW not only initiated the EPD, but also calculates the different dates of the EPD in the European Countries. If the European Commission will develop new plans how to organise the EPD, the EPD campaign, as it was initiated by BPW, might forfeit its effects and lose its symbolic value.

## 2.2 Consultation Procedure

In April 2015, the European Commission launched a public consultation procedure on a new strategy for gender equality. The current strategy for gender equality between women and men expires at the end of 2015. Current considerations range from the question whether a strategy is needed or to increase the issues dealt with within a possible new strategy. The consultation procedure presents a valuable option to reflect on a possible new strategy and to actively engage in insisting on gender equality on a European level.



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BPW would like to emphasise at this point that a new strategy for gender equality between women and men is crucial, as full gender equality could not be established in any of the European countries so far. Appreciated thematic topics for a new strategy on gender equality between women and men would be women in leading positions as well as equal pay.

Public consultation website:

[http://ec.europa.eu/justice/newsroom/gender-equality/news/150429\\_en.htm](http://ec.europa.eu/justice/newsroom/gender-equality/news/150429_en.htm)

Questionnaire of the consultation:

[http://ec.europa.eu/justice/newsroom/gender-equality/opinion/150421\\_en.htm](http://ec.europa.eu/justice/newsroom/gender-equality/opinion/150421_en.htm)

### **3. Concluding Remarks**

Generally speaking, the campaign around the Equal Pay Day in Europe is growing. The awareness for issues on gender equality, such as equal pay and women on boards, are rising. Media responses are increasing in line with rising awareness. More and more people are approached to spread the word on equal pay.

Yet, our efforts in fighting for equality between women and men are not enough, as the data on the gender pay gap or indices for women on board display. Full gender equality could not be reached in a single country, although, the principles of gender equality and equal pay are enshrined in the treaties of the European Union and related legislation. Hence, we have to bundle our strength, network and expertise to combat unequal treatment of women and men, unequal pay and unequal representation. We should not lose the impetus we have built in past years during the EPD campaign, but push forward to even larger campaigns and events.

Let's close with a quote by Pope Francis:

"We have to support strongly the right to equal pay for equal work", said Bergoglio.  
"Why do we take for granted that the women must gain less than men?  
No, the same right! The disparity is a pure scandal."



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## Annex: Full list of EPD activities



Federation / Associated club	Date of your EPD	Actions planned (cities, activities, ...)	Digital communication	Do you have a specific topic?	Contact person (name and email)
BPW Praha II	17. & 18. April 2015	17 <sup>th</sup> – Friday- B2B full day conference, honoured guest Ms Věra Jourová (European Union's Commissioner for Justice, Consumers and Gender Equality as a part of the Juncker Commission in October 2014), conference theme: Women and prejudice, Women and stereotype, Work life balance, 200 people	<a href="http://www.equalpayday.cz">www.equalpayday.cz</a>		<a href="mailto:Helena.Dreiseitlova@bpwcr.cz">Helena.Dreiseitlova@bpwcr.cz</a>
		18 <sup>th</sup> – Saturday - full day public event with Speed Mentoring and many other activities, which will connect the women and inspire them in their self-confidence and ideas (personal and business level), 1,000 women	<a href="http://www.bpwcr.cz">www.bpwcr.cz</a>	The situation of pay gap exists. Let's come together, bring ideas and find out, how to make it balanced	
BPW Moldova	03. April 2015	In Chisinau, Singerei, Criuleni			<a href="mailto:chicu_angela@hotmail.com">chicu_angela@hotmail.com</a>
BPW Switzerland	18. April 15	On the March 7, 2015, a women's coalition from left to right is calling for a large demonstration in the capital. Subject: «Liberté, égalité – equal pay now»	<a href="http://www.equalpayday.ch">www.equalpayday.ch</a>	Huge women's coalition from left to right asking to realize the constitutional right of equal pay	<a href="mailto:isabell.ruedt@bpw.ch">isabell.ruedt@bpw.ch</a>
		On March 9, distribution of red bags all over Switzerland by our clubs			
BPW Austria	31. March 2015	Club Events, this year no Austria event due to resources restrictions	EPD Spot and FB Campaign, Interviews, Press	EPD as such	<a href="mailto:christa.kirchmair@bpw.at">christa.kirchmair@bpw.at</a>



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<b>BPW Belgium</b>	<b>31. March 2015</b>	Brussels Flemish Parliament distributing, flyers and chocolate bars missing 20% to focus on the pay gap in Belgium		equal work = equal pay women also deserve the last bite	<a href="mailto:dujardin.christine@telenet.be">dujardin.christine@telenet.be</a>
<b>BPW France</b>	<b>26. March 2015</b>	Equal Pay Day® red bags , flyers and quiz distribution and conference in Amiens, Chartres, Lyon, Lille, Nice Intercontinental, Paris, Paris Ile de France, Perpignan, Saint Etienne, Toulouse, Toulon	Facebook, twitter,	Women's performance evaluation in the workplace without bias (flyers and quiz as attached documents)	<a href="mailto:christiane.robichon@bpw.fr">christiane.robichon@bpw.fr</a>
<b>BPW Germany</b>	<b>20. March 2015</b>	see Aktionslandkarte	<a href="http://www.equalpayday.de">www.equalpayday.de</a> FB, Twitter		<a href="mailto:info@equalpayday.de">info@equalpayday.de</a>
<b>BPW Malta</b>	<b>20. January 2015</b>	2 events with 90 school girls each focussing on career choices for girls and mentoring activities Next year, the event will be held under the sponsorship of the President of Malta			Stephanie Falzon <a href="mailto:Stephanie@falzons.com">Stephanie@falzons.com</a>
<b>BPW Netherlands</b>		No events			
<b>BPW Latvija Riga</b>		No events			
<b>BPW Estonia</b>	<b>21. April 2015</b>	5 cities - Tallinn, Tartu, Narva, Kuressaare, Võru , Activities - our partners - restaurants, pubs, cafes serve meals with salmon and dill 29,9% pricier than without dill. On EPD in all 5 cities at lunch time soup will be distributed with the sign "Soup for working women". Leaflets will be distributed during the "soup" action and also in the shopping centres. In shoe stores the red bags will be placed on windows with EPD signs and leaflets will be distributed. EPD seminars will be held in Tallinn and Tartu	BPW Estonia website <a href="http://www.bpw-estonia.ee/tilliga-ja-tillita">http://www.bpw-estonia.ee/tilliga-ja-tillita</a> FB page Tilliga ja tillita Information about EPD will be placed on websites of universities, different organisations and communities. Information will be forwarded to media.	Young parents - how to combine family life with working life and career	Angela Ventsel <a href="mailto:angela.ventsel@gmail.com">angela.ventsel@gmail.com</a>
<b>BPW Iceland</b>	<b>24. October 2015</b>	Celebrating with other women's organisation, 100 year anniversary of women's voting rights in Iceland		On that day Icelandic women have finished their work for the year!	<a href="mailto:gudrun@verktaki.is">gudrun@verktaki.is</a> <a href="mailto:joldugrof5@internet.is">joldugrof5@internet.is</a>





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<b>BPW Sweden / BPW Malmö</b>	<b>26. February 2015</b>	Panel debate with the politics and unions	Invitations, media, BPW Forum	The salary your entire working life affects your social benefits and pension. Who is responsible?	<a href="mailto:erika.braun@remark.se">erika.braun@remark.se</a>
<b>BPW Italy</b>	<b>15. April 15</b>	Movement of opinion in all 7 District of BPW Italy; in particular: Milan - Rome-Bari The Goal :To stimulate the discussion about the differences in pay ,to create transparency in labour relations, to achieve real gender equality in the labour market, to increase awareness of the scope of the problem, to supervise on the negotiation in the workplace ,to establish the day of the pay equality in the context of "ROAD MAP"	Facebook, Twitter	pay gap - policies and legislative actions Actual Pay Gap in Italy: 17.5% Decrease	Eufemia Ippolito <a href="mailto:ippolitoe@aliceposta.it">ippolitoe@aliceposta.it</a>
<b>BPW Spain</b>				Gender Pay Gap	Amparo Martinez Miró <a href="mailto:info@bpwspain.org">info@bpwspain.org</a>
Age / BPW Girona	20.02.2015	Professional Meetings about the EPD			
FUNDE – BPW Lleida	20.02.2014	Best practices: women's history and success women			
BPW Tarragona	27.02.2015	Impact media activities, radio programme			
Evap / BPW Valencia	20.02.2015	Informative table, impact media, press conference, professional meeting, informative seminar about equality between women and men			
Asem / BPW Asturias	18.02.2015	Impact media activities			
	19 02.2015	Professional meeting			
	20 02.2015	Seminar about EPD in entrepreneurship			
Rem / BPW Costa del Sol y campo de Gibraltar	19.02.2015	Networking event			
BPW Spain	23.02.2015	Seminar about the EPD in the Juan Carlos I University			



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<b>BPW Follo Norway</b>	<b>20. March 2015</b>	Stand with information and flyers on EPD	Newspapers – on net and paper	To work together with all restaurants	Victoria Schiøtz <a href="mailto:victoria.schiotz@gmail.com">victoria.schiotz@gmail.com</a>
		Held different places in Follo / Akershus	Facebook, Websites, LinkedIn	in Follo / Akershus	
		Restaurants gave 21,9% discount total women			
		Promoting in papers and digital medias for EPD and the day restaurants had 21,9% discount for all women			
<b>BPW UK</b>	<b>11. March 2015</b>	a) Belfast, Northern Ireland: Joining the International Women's Day parade on 8/3/15	Facebook, Twitter	No, but the gap is 19.1% this year, which is slightly better (1 day) than 2014!	Lynn Everson <a href="mailto:president@bpwuk.org.uk">president@bpwuk.org.uk</a>
		b) New York - took the EPD bags and flags around various locations in New York			