



A Compilation across Europe
April 2019

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1) About BPW and Equal Pay Day

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

BPW Europe is part of the International Federation of Business and Professional Women, which was founded in 1930 in Geneva by Dr Lena Madessin 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, BPW International develops the professional, leadership and business potential of women on all levels through our mentoring, networking, skill building and economic empowerment programs and projects around the world.

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 organisations, including the Business and Professional Women, fought for an Equal Pay Act in the US, which President Kennedy finally signed in 1963.

The actual campaign around the Equal Pay Day has been brought to Europe by BPW Germany in 2008. In 2009, the International Federation of Business and Professional Women launched the global Equal Pay Day campaign in New York, during a Leaders Summit. Since then, more countries join the campaign every year.

About this report:

The following document does not claim to be complete. Feedback and input is highly appreciated. Please find contact details at the end of the document.

2) Key figures on the Equal Pay Gap

The following figure shows 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.

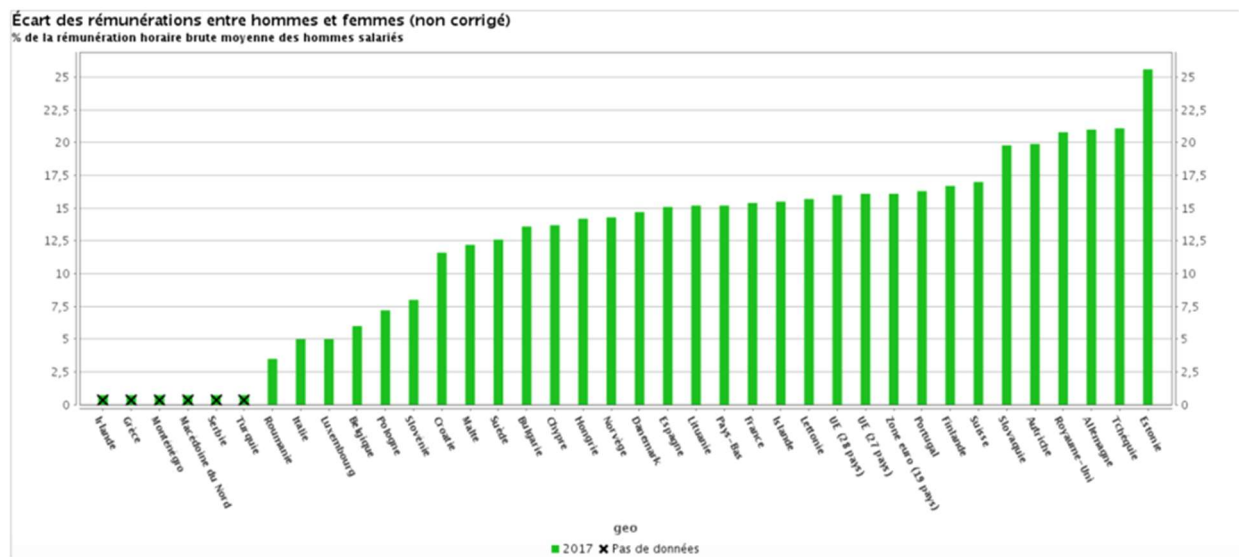


Figure 1: Gender Pay Gap in Unadjusted Form, 2017, Source: Eurostat, 2018.

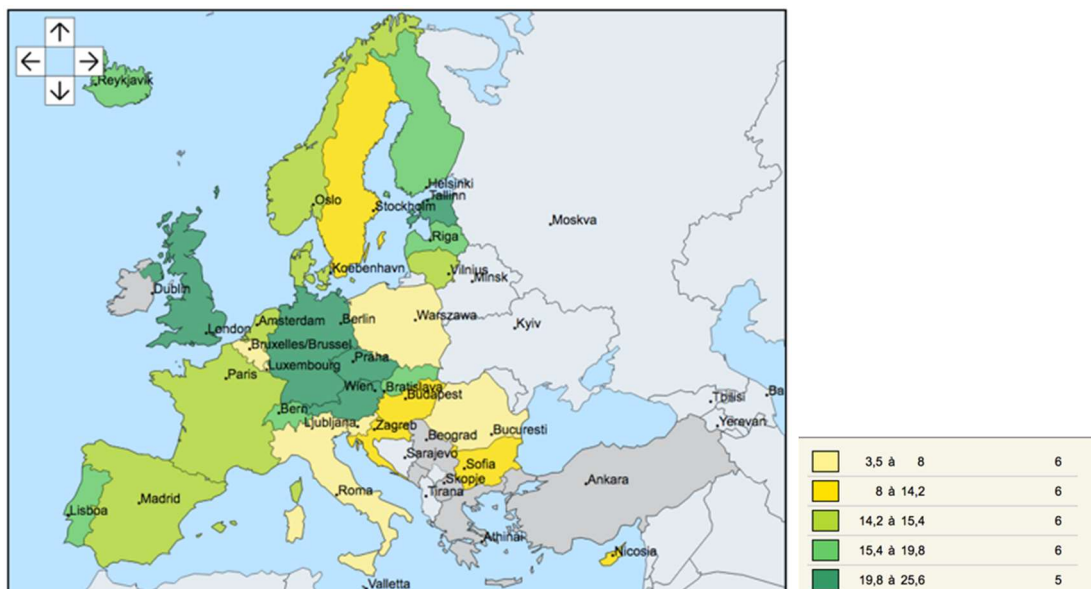
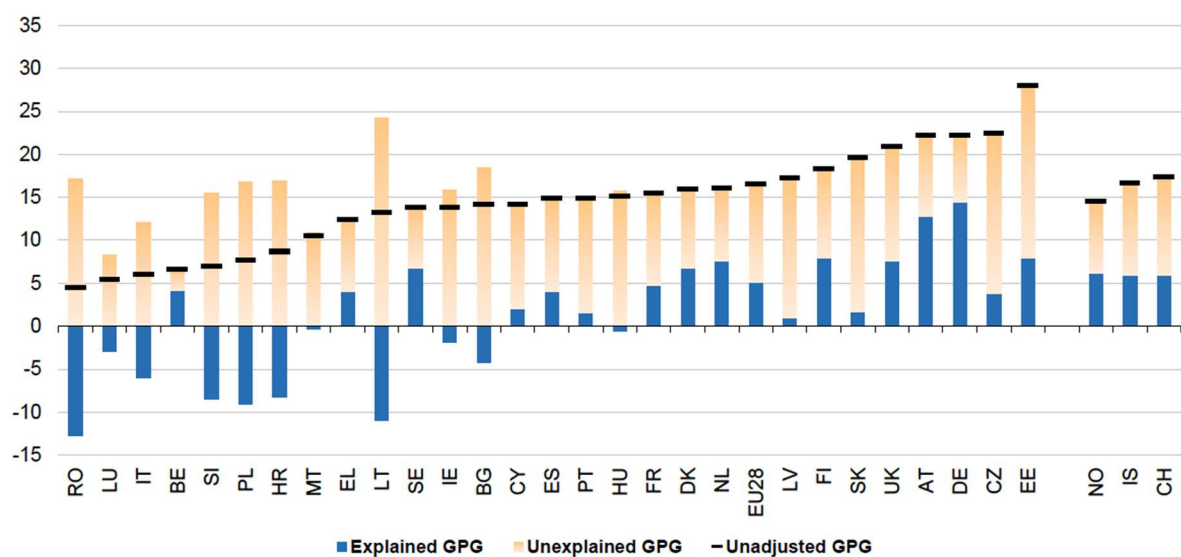


Figure 2 : Gender Pay Gap in Unadjusted Form Map, 2017, Source: Eurostat, 2018.

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: Decomposition of the unadjusted GPG, 2014

(difference between male and female hourly earnings as % of male hourly earnings)



At the EU level, the overall explained GPG is 5.1 % against 16.6 % for the unadjusted GPG. This means that women are expected to earn 5.1 % 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 11.5 % against 16.6 % for the unadjusted GPG. This means that women still earn 11.5 % less than men after correcting for the different average characteristics of men and women. Across EU Member States, the overall explained GPG varies from -12.7 % in Romania to 14.5 % in Germany. 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 (5.4 % gap) and working time (2.1 % gap), whereas a small positive value (0.1 %) 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 of 5.9 % 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 2: Decomposition of the explained GPG, 2014

(difference between male and female hourly earnings as % of male hourly earnings)

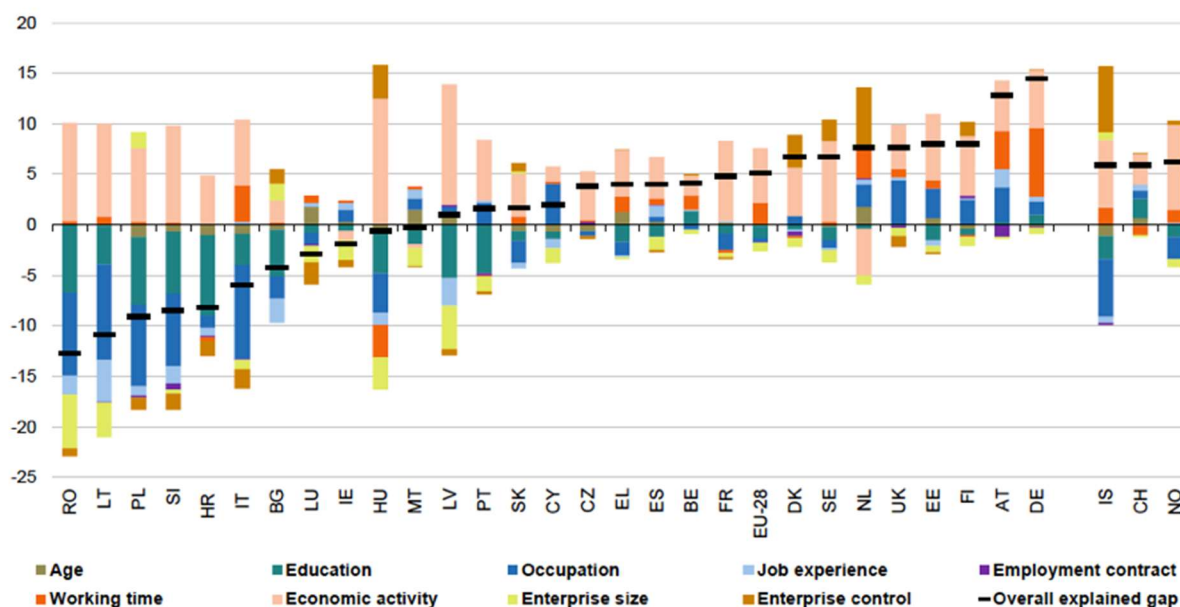
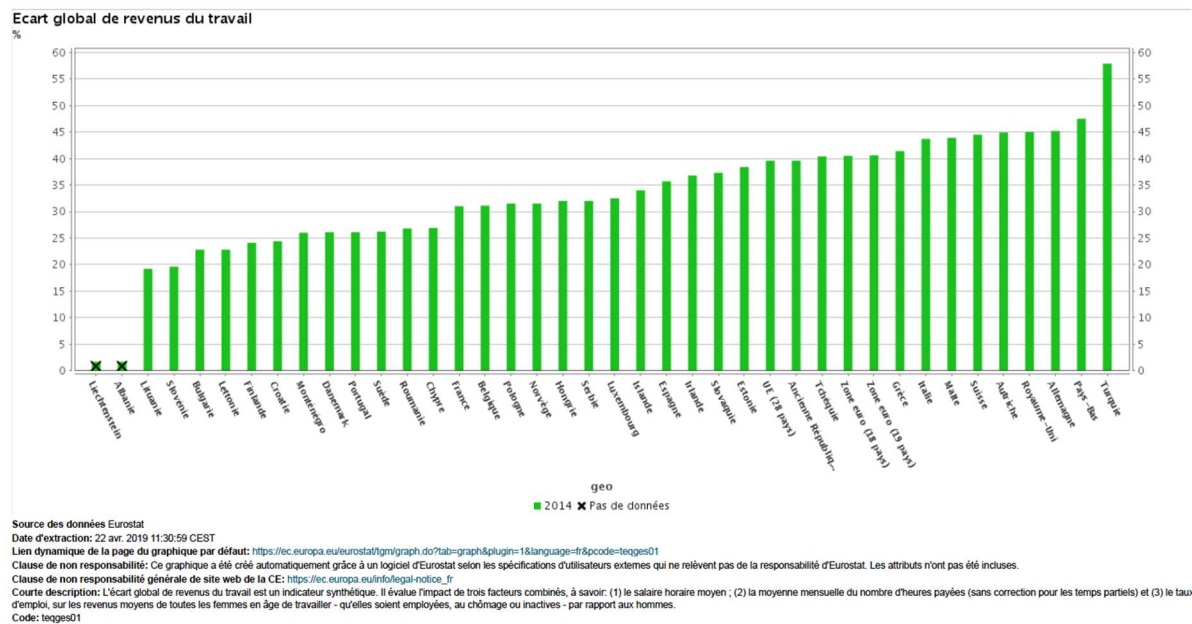


Figure 3: Decomposing the Gender Pay Gap. Source: European Commission, 2018

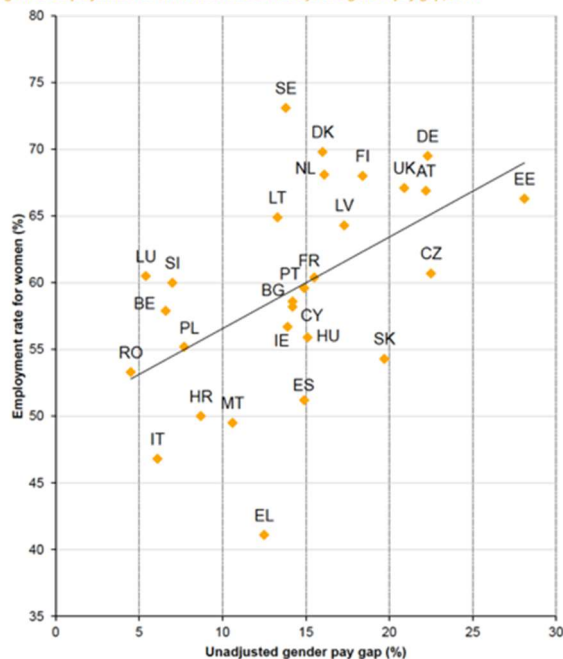
Note that the decomposition of the unadjusted GPG does not capture all segregation effects between men and women in the labour market (see Figure 4). In particular, **women work, on average, fewer hours per month than men in the labour market**. This is not captured by the unadjusted GPG, which is calculated 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 2013).



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_gr_gpr2)

Figure 4: Gender segregation effects

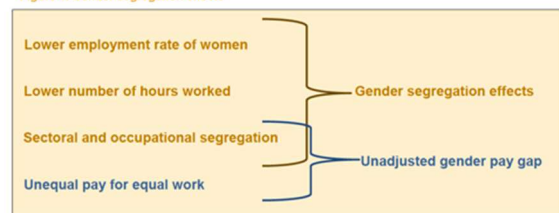


Figure 4 : Decomposing the Gender Pay Gap, Source: European Commission, 2018

The gender gap in pensions throughout the European Union (EU) is considerable. In 2012, **the gender gap in pensions amounted to 38 % in the EU on average** (2). Notwithstanding the fact that the difference between pensions varies from country to country — from 5 % in Estonia to 45 % in Germany — The gender gap in pensions was examined for the first time in-depth in a report published by the European Commission in 2013 (3).

The report "Pension at a glance" 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).

Figure 2: gender gap in pensions, EU-28, 2010 and 2012



Figure 4 : "The pension at a glance 2017", by EIGE

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.

The strategies to overcome the 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.

Reforming parental leave systems and promoting paternal 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.

Paternity leave

Number of weeks	Payment	
PT 5	100%	Mandatory
SE 2	80%	Mandatory
DE		
SI 10	* Variable	
BE 2 (3 days mandatory)	** Variable	
ES 2	100%	
NL 2 (2 days)	100%	
LU		
LV 1.4	80%	
FR 2	100%	
AT		
FI 9	Variable	
RO 1	Variable	
MT 2 (2 days)	Postnatal 100%	
LT 4	100%	
DK 2	100%	
CY		
EE 2	100%	
IT 2 (2 days)	100%	
EL 2 (2 days)	100%	
PL 2	100%	
HU 1	100%	
CZ		
HR		
SK		
IE 2	Variable	
UK 2	Variable	
BG 2	90%	

Notes on payment

- * FI First 56 days, 90% of salary; remainder (49 days) 70%
- ** MT 100% of earnings (for 14 weeks) + 4 weeks flat rate
- *** IE Weekly rate (€230) paid for 26 weeks; the remaining 16 weeks unpaid
- **** UK First 6 weeks, 90%; next 33 weeks, flat-rate payments of either £138.18 [€165] or 90% of average gross weekly earnings (whichever is lower); the remaining 13 weeks are unpaid.
- * SI 20 days 'paid' 90%; next 50 days are paid through social security contributions based on the minimum wage
- ** BE 100% for 3 days (paid by the employer), 82% of salary for the remaining period

Definitions

Maternity leave: leave from work for mothers in the period immediately preceding and following birth.

Paternity leave: leave from work for fathers similar to maternity leave

Parental leave: leave after maternity/paternity leave which can be taken by either parent

In synthesis:

- Not a significant variation over time. In 2019 the unadjusted GPG (difference between the average gross hourly earnings of male and female paid employees as a percentage of average gross hourly earnings of male paid employees) is on average 16% ;
- The gap between men and women with different characteristics is 5% (Explained GPG), and mainly due to economic sectors, work time and not education ;
- The gap between men and women with same characteristics is 11% 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 ;

Important leverages as a conclusion:

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

3) Current legislative approaches

*"Pretending it's not happening and it's not happening
at your company is often the root
of the problem" — Sheryl
Sandberg*

A momentum for gender equality and equal pay can be faced right now. Many countries review their current legislative frameworks in order to implement what has been enshrined already in the Treaty of Rome in 1957. Citizens and states do not want to wait further decades until change is taking place, but want to see real changes in short periods of time.

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, so in June and September 2019. 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 synthetise 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 laws.

4) European Politics

“The principle of ‘equal pay for male and female workers for equal work or work of equal value’ has been enshrined in the European Treaties since 1957. It is currently laid down in Article 157 of the Treaty on the Functioning of the European Union (EU). An important impetus for implementing the equal pay principle was Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)(1). This legal framework makes reducing the gender pay gap (GPG) one of the key priorities of EU gender policy”.

“The European Commission has undertaken a number of initiatives on the gender pay gap. In particular, it confirmed ‘reducing the gender pay, earnings and pension gaps and thus fighting poverty among women’ as one of the key areas in its document Strategic engagement for gender equality 2016-2019. That document calls for a **substantial reduction in gender segregation in economic sectors and occupations. It also calls for an increase in women’s overall paid working hours, awareness-raising, and effective implementation of equal pay legislation.** In addition, it calls for policies and measures for those facing particular barriers to entry to the labour market, such as migrant women and single parents. The document also argues that the causes and consequences of the **gender pension gap need to be addressed**, as it is an obstacle to the economic independence of women in old age, when they face a higher risk of poverty than men”.

In November 2017, the Commission adopted an Action Plan to tackle the GPG to tackle the root causes of the gender pay gap. One of those actions is an assessment of the relevant provisions of EU law implementing the Treaty principle on ‘equal pay for equal work or work of equal value’, with a view to ensuring a better enforcement of the principle of equal pay for work of equal value in practice. For that purpose, the Commission launched a public consultation in april 2019, that aims at collecting information, views and experiences on the functioning and implementation of the ‘equal pay’ principle, enshrined in the EU Treaty and further embedded in Gender Equality Recast Directive (Directive 2006/54/EC) and reinforced by the 2014 Pay Transparency Recommendation (C(2014) 1405 final). It will focus on the enforcement of this principle, in particular on problems arising both at national and EU level resulting among others from:

- A lack of pay transparency measures;
- Divergences in the use of gender-neutral job evaluation and classification systems across the EU;
- The functioning of the existing standards to protect victims of pay discrimination based on gender, especially the right to compensation for victims and dissuasive effects of penalties.

5) Solutions and tools for companies

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**.

> 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 5 indicators, wich calculate gaps, and produce a global note :
 - +: 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.
 - : non systemic tool, focalized on “equal pay for equal work”, statistic biai 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
 - +: “equal pay for work of equal value”, descriptive and regression graphs
 - : global pay gap % and pay gap by items but not by fonction.

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

> 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 Ministry 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 raises.

6) The Equal Pay Day

a) Method of calculation

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

For the exact calculation and difference in the data of the Equal Pay Day see Annex

b) European activities on the Equal Pay Day

In general terms, many activities both on federation and club level have taken place on the Equal Pay Days all over Europe. On the Equal Pay Day, large amounts of adapted materials, such as leaflets, brochure, red bags and flags have been distributed across the participating countries.

In most of the participating countries, the gender pay gap and its causes have been focussed on during the discussions. Also strategies on how to combat the gender pay gap in companies, such as through transparency mechanisms, have been put on the agenda. Other themes focussed on leadership, reconciliation of family and work life or the pension gap. All activities and participants have in common and called for equal pay for equal work and work of equal value.

Complementary 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 as well as events organised by BPW clubs in numerous cities.

The media focus has been wide-ranging and keeps increasing every year. In 2019, activities in social media, especially Facebook and Twitter, have been increasing notably. But also newspapers broadcasting activities are widely-used media to spread the word on equal pay. The newspaper coverage on the activities in France were also mentioned in Spanish and Portuguese newspapers.

The coverage of legislative changes in UK and Island as well as the announcement by the French President on International Women's Day in the media have positively contributed to the Equal Pay Day in the media. A momentum for equal pay in the media can be witnessed: the time is ripe for sustainable and far-reaching change.

c) Highlights of the BPW Equal Pay Day Activities 2019

This is a selection of activities, specific country reports are listed in the annex 2 of the report.

BPW Austria – 26.2.2019

The Equal Pay Day Experts in Austria are working closely together with main stakeholders to strengthen the work towards equal pay. In 2019 a so called “Zukunftswerkstatt”, a think tank, was organised together with the ESF project consulting team on Equal Pay.

BPW expertise is also invited and involved in the ministries of women work on equal pay. On a local level the clubs organise events on Equal Pay Day together with schools. Also seminars are locally organised to strengthen and empower women.

The campaign “10 Years Equal Pay Day” shows the development. 2009 the Equal Pay Day in Austria was set on the 16th of April. In year 2019 it was calculated for the 26th of february.



equal pay day, –

Eine Initiative von BUSINESS & PROFESSIONAL WOMEN

26.02.2019 www.equal-pay-day.at

BUSINESS & PROFESSIONAL WOMEN AUSTRIA www.bpw.at

Aktuelle Fakten zum Equal Pay Day:
57 Tage unbezahlte Arbeit
€ 6.853,- geringeres jährliches Einkommen

Einladung zum interdisziplinären Dialog Einkommenstransparenz

26. Februar 2019
17.00 – 19.00 Uhr
mit anschließendem Ausklang

TU Wien
Campus Gußhausstraße, Kontaktraum
Gußhausstraße 25-27, 6. Stock, 1040 Wien

Forum & Zukunftswerkstatt
Wie viel Transparenz brauchen wir in Unternehmen?

Anmeldung bis 21.2. erbeten an bpw.austria@bpw.at
Info unter www.equal-pay-day.at

26.02.2019 www.equal-pay-day.at

Wassergeisterinnen

BPW Austria

BPW Austria & BPW Club Wien-International
Förderung und Unterstützung von Frauen in der
Ausübung ihrer Tätigkeit – 2019 86704377
www.bpw.at
www.bpw-international.org
www.equal-pay-day.at

Diese Initiative wird aus Mitteln des Europäischen Sozialfonds
in der IP-Gestaltung und des Bundesministeriums für Arbeit,
Gesundheit und Konsumentenschutz finanziert.
www.equalpay.at

Excellence 





BPW Belgium – 14.3.2019

BPW Belgium organised with support of the Liberal Women a forum with keynote speaker and a panel about reduction of the pay gap.



CATHERINE RUTTEN
CEO PHARMA.BE



SOFIE GEEROMS
CEO RECOMMERCE



GAELE HOUVENAEGHEL
REGIONAL SALES MANAGER VAN PARTENA
PROFESSIONAL VOORZITTER BPW OOSTENDE



KEYNOTE SPEAKER

SASKIA VAN UFFELEN
DIGITAL CHAMPION BELGIË



JO LIBEER
EX-GEDELEGEEFD BESTUURDER VAN VOKA



ALEXANDER DE CROO
MINISTER VAN FINANCIËN EN ONTWIKKELINGSSAMENWERKING



HANS MAES
VOORZITTER JONG VLD




EQUAL PAY EVENT

21 MAART 2019
19U30 – 23U.

BUSINESS AND PROFESSIONAL WOMEN BELGIUM ORGANISEERT, MET DE MEDEWERKING VAN DE LIBERALE VROUWEN, EEN FORUM OMTRENT EQUAL PAY EN DE LOONKLOOF MET EEN KEYNOTE SPEAKER EN EEN PANEL.

NA HET FORUM GELEGENHEID TOT NETWERKEN TIJDENS DE RECEPTIE. IEDEREEN WELKOM!

PLAATS: HOTEL VAN DER VALK NAZARETH AUTOSNELWEG E17 GENT-KORTRIJK TE 9810 NAZARETH (GENT)

PRIJS: 20 EURO

INSCHRIJVEN VÓÓR 11 MAART VIA CLAIRE.JOYE@TELENET.BE MET VERMELDING NA(A)M(EN).

BEDRAG STORTEN OP BE30 3850 5761 2811 VAN BPW BELGIUM MET VERMELDING NAAM EN AANTAL PERSONEN.

MET DE STEUN VAN:



DELEN

PRIVATE BANK




BPW Cyprus – 4.3.2019

In Cyprus there were meetings with Ministers of Labour and Justice, Speaker of the House of Representatives, Presidents of all political parties, President and members of the Chamber of Commerce, and the Employers & Industrialists Federation to follow up on the actions and proposals taken last year.

Islandwide awareness campaign with special EPD stands at key locations of high traffic in each town (malls, main road junctions) for distribution of printed material and branded red EPD giveaway bags. BPW members at each stand also available to talk to the public and answer questions.

BPW in Czech, Praha II

The EPD in Czech Republic concentrates on the long-term focus on the topic of equal pay and support for women in their economic independence. We do not divide, instead we help link people (mostly women in professional networking) together. We help women to develop self-confidence and necessary skills. We inspire women to get out of their comfort zone. We share our experiences and stories through the technique of speed mentoring.

The Equal Pay Day in Czech consist of 6 months media campaign + 2 days conference.



BPW Estonia – 2.4.2019

BPW in Estonia focused in a social media event on Equal Pay. We arranged webinar event and talked about how the equal pay is a employers competitive advantage.

Moreover we organised the campaign "Self-Valuation is Your first job". We visited 26 highschools in Estonia and talked to around 1000 students about self-valuation, equal pay etc. We asked students to write down the salary what they would want to get and analyzed the difference about salary expectations between girls and boys.

Also we supported the constitutional committee, the Government of the Republic of Estonia has approved its draft amendment of the Gender Equality Act.

BPW France – 25.3.2019

→ The Equal pay Day is the occasion to remind the 24% salary gap.



→ And the 42% pension gap.



→ BPW France is very proud to share the new Law or our LABOUR MINISTRY, Murielle PENICAUD in France and Worlwide during the CSW.



→ The EQUAL PAY DAY in France, it is 10 Events in our club in France.



BPW Germany – 18.3.2019

A project all year round

BPW Germany
Business and Professional Women – Germany e.V.



Journal
23 pages: print (15.000)
and digital



Webpage,
bi-monthly newsletter
and shop



Social Media:
Facebook, Twitter, Instagram



EPD team on tour
(fairs and events)

BPW Germany
Business and Professional Women – Germany e.V.



The Day itself – March 18th

Nationwide media coverage:
BPW and Equal Pay Day
– TV, print, digital and radio



Several radio appearances and online articles



BPW Germany
Business and Professional Women – Germany e.V.



The Day itself – March 18th

Activities all over Germany
(street protests to movie screenings
and panel discussions, organized by
BPW clubs, federal equal opportunity
commissioners, volunteers etc.,
partners range from other clubs to
trade unions, newspapers and
magazines), organizational support
provided by the Equal Pay Day Office
at BPW Germany in Berlin)



Equal Pay Day in Heideck

Balloons in Dortmund



Raising the flag at
Council hall Berlin
Schöneberg



Info counter in Saalfeld



in front of Brandenburg Gate with
German minister for Family affairs,
Dr. Franziska Giffey

BPW in Greece, Club Athens

BPW Club Athens organised an event with members of European Parliament as key speaker.

BPW Italy – 15.4.2019

The districts organise various events and conferences. During the general assembly in Naples BPW Italy President Caterina Mazzella organised a flash mob with 355 red bags.



BPW Poland – 12.3.2019

BPW Poland is taking various actions. For example debates and putting the EPD topic "on the table" at various meetings and conferences throughout whole year till November 2019 (November is official term of European Commission for EPD).

BPW Spain – 22.2.2019

A lot of actions and events were taking place all over the country.



BPW Switzerland

In Switzerland, a new law was passed in parliament that prescribes salary transparency for companies with 100 or more employees. As a result, we have launched a media offensive this year, which has been taken up in many media. Now that the politicians have presented their proposals and prescribe salary transparency, we call on the economy to follow suit. Motto: Thank to the politicians, now it is the turn of the economy.

BPW UK – 6.3.2019

In Manchester there was a specific street action around the statue of a famous suffragette of Emmeline Pankhurst. Also the Guardian noted the day.

● Wednesday 6 March was British Professional Women UK's Equal Pay Day. The date changes every year because it represents the number of extra days in that year that women would have to work to achieve equal average earnings with men. Surely it is time we consigned this anomaly to the history books.

Elizabeth Jowett
Vice president, BPW UK



7) Concluding remarks

A tipping point for equal pay for equal work and work of equal value has been reached. Many countries design, decide and implement laws that clearly focus on how equal pay is put into practice. The legal principle of equal pay has been founding principle of the European Community being enshrined in the Treaty of Rome. Strong stereotypes and prejudices as well as a lack of transparency have hindered implementing equal pay policies so far in many countries. Now is the time to make real change happen.

Many people see with excitement what is currently happening in Iceland or the UK as these countries lead by example. Many people see the positive changes that are being triggered and want to follow these examples. By this development, the opposition to gender equality and an equal share of responsibilities is getting smaller and in 2018 – for the first year – the opposing voices expressing their views against the campaign could not be heard. This development shows the strong position of BPW: persistence, tenacity, boldness and an international network are paying off.

Let's close with Justin Trudeau, Prime Minister of Canada and strong supporter of gender equality:

„So I'd like to focus on a fundamental shift that every leader in this room can act on immediately. [...] I'm talking about hiring, promoting, and retaining more women. And not just because it's the right thing to do, or the nice thing to do, but because it's the smart thing to do.“ — Justin Trudeau

8) Further Links

European Parliament - Maternity and paternity leave in the EU - link :

[https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=7&ved=0ahUKEwil8l2Y7fPbAhWlwXQKHS5-AsMQFghpMAY&url=http%3A%2F%2Fwww.europarl.europa.eu%2FRegData%2Fetudes%2FATAG%2F2016%2F593543%2FEPRS_ATA\(2016\)593543_EN.pdf&usq=AOvVaw35_HyTnQjXnoRj0UAbNR4I](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=7&ved=0ahUKEwil8l2Y7fPbAhWlwXQKHS5-AsMQFghpMAY&url=http%3A%2F%2Fwww.europarl.europa.eu%2FRegData%2Fetudes%2FATAG%2F2016%2F593543%2FEPRS_ATA(2016)593543_EN.pdf&usq=AOvVaw35_HyTnQjXnoRj0UAbNR4I) ;

EIGE European Institute for Gender Equality - "Pension at a Glance 2017" - link :

https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0ahUKEwjEuDg6fPbAhXBOxQKHdQSDMsQFggzMAE&url=http%3A%2F%2Feige.europa.eu%2Fsites%2Fdefault%2Ffiles%2Fdocuments%2FMH0415087ENN_Web.pdf&usq=AOvVaw3-FRCGGFXdodpKzdh1axE3 ;

European Commission (2016). Magnitude and Impact Factors of the Gender Pay Gap in EU Countries.
http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/2016_factors_gpg_en.pdf

European Commission (2017). Action Plan on Tackling the Gender Pay Gap.
http://ec.europa.eu/newsroom/just/item-detail.cfm?item_id=607452

European Commission (2017). Report on Equality between Women and Men in the EU.
http://ec.europa.eu/justice/gender-equality/files/annual_reports/2017_report_annual_gender-equality.pdf

European Institute for Gender Equality (2017). Gender Equality Index 2015.
<http://eige.europa.eu/gender-statistics/gender-equality-index>

European Institute for Gender Equality (2017). Economic Benefits of Gender Equality in the European Union. http://eige.europa.eu/gender-mainstreaming/policy-areas/economic-and-financial-affairs/economic-benefits-gender-equality?utm_source=newsletter27&utm_medium=email&utm_campaign=newsletter

UK Gender Equality Offices (2018). Gender Gap Reporting. <https://gender-pay-gap.service.gov.uk/>

Government Offices of Iceland / Ministry of Welfare (2018). Equal Pay Certification.
<https://www.government.is/topics/human-rights-and-equality/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.
<https://www.weforum.org/reports/the-global-gender-gap-report-2017>

McKinsey (2016). Delivering through Diversity. <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>

International Labour Organisation: Equal Pay International Coalition.
<http://www.ilo.org/global/topics/equality-and-discrimination/epic/lang--en/index.htm>

International Labour Organisation (2016). Global Wage Report 2016/2017.
http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_537846.pdf

International Labour Organisation - EPIC Website : link : <http://www.ilo.org/global/topics/equality-and-discrimination/epic/lang--en/index.htm> ;

International Labour Organisation - What is EPIC by Manuela Tomei, Director of the ILO's WorkQuality department : link : http://www.ilo.org/global/about-the-ilo/multimedia/video/video-interviews/WCMS_584205/lang--en/index.htm.

BPW Europe: <http://bpw-europe.org/>

9) Annex

a. Calculation of the Equal Pay Day

The Equal Pay Day shows the amount of days women work for free, while men are already paid from January 1 onwards. This is the way BPW is setting the date till the start of the initiative and the campaigns. The countries have different possibilities for gathering data from their authorities. It is always shown on the local level with data base is in use.

Other interpretations of the Equal Pay Day, often together with Gender Pay Gap might be misleading for the symbolic Equal Pay Day.

b. List of EPD activities in the countries

BPW Austria - Club Villach	26.02.2019	EPD+1: On February 27th some members of the Club Villach informed about the EPD and gave away "Chocolate Euros" to demonstrate that February 27th is the first day women are earning money.
BPW Austria - Club Spittal		Lecture/Speech at a school for pupils aged 14 about EPD, the importance to know what means the choice of the profession for the (financial) future
BPW Austria - Club Salzburg		Information-Tour on February 26th at a market in Salzburg about EPD
BPW Austria - Club Tirol		Club Event about the EPD with Expert speeches
BPW Austria - Club Wels-Hausruck		Club Event about "Women and Money"; Lecture/Speech for pupils like BPW Club Spittal
BPW Austria - Club Wien International		"Zukunftswerkstatt" ("Future Workshop") with representatives of BPW, various companies, institutions to talk about what companies need to do transparent pay work to reduce the gender pay gap




BPW Belgium	14/03/2019 EPD Belg.	In Nazareth (near Ghent) we organise	BPW Belgium Website	How can we prepare women
	Event 21/03/2019	with support of the Liberal Women	BPW Belgium Facebook	(daughters) and men (sons)
		a forum with a keynotespeaker (CEO)	BPW Belgium LinkedIn	to reduce the pay gap
		and a panel of women and men	BPW Belgium Instagram	
		(CEO's and Politicians)		
		how we can reduce the paygap		
		for BPW-members and other women		
		and men		

Cyprus Federation (BPW Cyprus)	March 4, 2019	MEETINGS with	SOCIAL MEDIA campaign	Legislation is good, but useless without implementation. We have to make it happen!
		Ministers of Labour and Justice, Speaker of the House of Representatives, Presidents of all political parties, President and members of the Chamber of Commerce, and the Employers & Industrialists Federation to follow up on the actions and proposals taken last year, as below:	We are preparing a new animated video clip that can be posted and shared by our members on facebook, twitter, and LinkedIn to maximize the reach of our message and mobilise other women's groups, organizations and individuals	
		PROPOSAL to AMEND legislation:	WEBSITE	
		any business with 20+ employees to be required to demonstrate that their equal pay policy is being implemented	http://www.bpwcypus.org.cy/ video on homepage	
		PROPOSAL for NEW legislation:		
		employers may not ask about an applicant's previous salary or use it as a basis for the new salary		


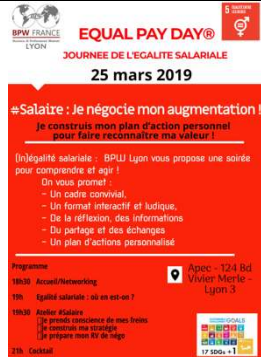

		REVISED certification criteria:		
		Certificate of gender equality good practices must include proven record of equal pay for work of equal value		
		MEDIA		
		TV interviews on all major TV channels, Press Release to all local print media		
		AWARENESS CAMPAIGN 2019		
		Islandwide awareness campaign with special EPD stands at key locations of high traffic in each town (malls, main road junctions) for distribution of printed material and branded red EPD giveaway bags. BPW members at each stand also available to talk to the public and answer questions.		

Estonian Federation (Young BPW Estonia)				
	05.2018- 06.2018	Campaign "Self-Valuation is Your first job". We visited 26 highschools in Estonia and talked to around 1000 students about self-valuation, equal pay etc. We asked students to write down the salary what they would want to get and analyzed the difference about salary expectations between girls and boys.	Television and media attention.	
	26.09.2018	Meeting in Parliament. The Government of the Republic of Estonia has approved its draft amendment of the Gender Equality Act	Submission of the support letter to the Constitutional Committee	The Gender Equality Act Amendment and Associated Acts Amendment Act
	11.12.2018	Meeting in Parliament. The Government of the Republic of Estonia has approved its draft amendment of the Gender Equality Act	Submission of the support letter to the Constitutional Committee	The Gender Equality Act Amendment and Associated Acts Amendment Act
	02.04.2019	Social media event which is focused on Equal Pay. We arranged webinar event and talked about how the equal pay is a employers competitive advantage.	Webinar on Facebook Live	Leader, equal pay is a competitive advantage
	02.04.2019	Press release to all local print media		
	10.2018- 11.2018	Campaign "Self-Valuation is Your first job". We visited 26 highschools in Estonia and talked to around 1000 students about self-valuation, equal pay etc. We asked students to write down the salary what they would want to get and analyzed the difference	Television and media attention.	

		about salary expectations between girls and boys.		
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BPW France Fédération			<p>Website : http://www.bpw.fr/fr/nos-actions/equal-pay-day/ Medias : https://www.challenges.fr/femmes/une-journee-contre-les-inegalites-de-salaires-femmes-hommes_650108</p>  	Pay & Pension Gap
BPW France PARIS	25/03/2019 From 8:00 am through 10:00 pm	<p>*Professional Breakfast (presentation of the recent Janvuar 2019-legal Gender Equality INDEX) *Equality Danse on the Trocadero Place in front of the Eiffel Tower *Classic concert : written-by-women pieces palid by a female pianist *Round table on "Women in</p>	<p>LinkedIn, Facebook, Instagram, Twitter</p> 	Women in Art & Culture

		Arts & Culture" *Live music with only themes originally plaid by woman		
BPW France AMIENS PICARDIE	Soirée du 9 mars pour annoncer la date du 25 mars	Event « Women an Sport »	<p>Facebook https://www.weo.fr/video/en-finir-avec-les-inegalites-salariales/?fbclid=IwAR1t-k1pZ5QNgvnpCD-freea7ODwNoYg-Hu7gVyN_zrZ8PCqLibkf1igTIE</p>  <p>ÉCONOMIE SALAIRE, ÉGALITÉ HOMME-FEMME, C'EST POUR QUAND ?</p> <p>À propos de ce site web</p> <p>WEO.FR</p> <p>En finir avec les inégalités salariales - Weo</p> <p>Pour lutter contre les inégalités entre les hommes et les femmes, le...</p>	Women in Sport
BPW France CHARTRES	25/03/2019	EVENING EVENT in the NOVOTEL (Chartres) « How to break the glass ceiling »	<p>related on the web site</p> <p>L'ÉCHO d'entreprise</p> <p>17^e ÉDITION ■ Sophie Brocas, préfète d'Eure-et-Loir, a lancé le concours Fémin'Initiatives autour de l'égalité salariale</p> <p>« Se battre contre le plafond de verre »</p> <p>Les inscriptions au concours Fémin'Initiatives sont ouvertes jusqu'au 26 avril. Les femmes qui ont créé ou repris des entreprises en 2016 et 2017 y sont éligibles. La préfecture, la CCSE et la Chambre de métiers sont unies dans ce combat.</p> <p>Alain Dupont Le Figaro</p> <p>Le lancement de la 17^e édition du concours Fémin'Initiatives d'Eure-et-Loir a eu lieu, lundi, au Novotel de Chartres, lors de la soirée organisée par BPW-Egalité Pay Day Chartres.</p> <p>Sophie Brocas, la préfète d'Eure-et-Loir, était entourée de plusieurs responsables d'entreprises du département et des cadres féminines de certaines entreprises locales.</p> <p>« Il faut faire des</p>  <p>DÉBAT: Virginie Foucher (Novotel), Jérôme Foucault (Etablissements Roy), Sophie Brocas (préfète d'Eure-et-Loir), Caroline Le Goff (Etablissements Roy), Thierry Soisson (Novotel) et Marlène Chevalier (Etablissements Roy) ont débattu de la place des femmes dans les entreprises normandes d'après-Pat et les efforts à faire pour elles.</p>	WEPs : expected signature of the ONU charte by ROY Company
BPW France Marseille	25/03/2019	Event : « How to succeed in the job dating and negotiate your salary » in partnership with KEDGE	<p>https://www.facebook.com/BPW MarseilleMetropole/videos/390895751733763/</p>	Negotiation

				
BPW France LYON		Event : « How to negotiate your pay rise »	 <p>https://www.facebook.com/BPWMarseilleMetropole/videos/390895751733763 https://www.facebook.com/bpwllyon/</p>	Negotiation
BPW France Lille		Event « How to anticipate the pension gap »	<p>https://www.facebook.com/bpwlille/</p>  <p>GRANDLILLE.TV Égalité salariale, le combat de Business & Professional Women - Grand Lille TV</p>	Negotiation



BPW Germany	March 18th 2019	various actions all around Germany ranging from street protests to movie screenings and panel discussions, organized by BPW clubs, federal equal opportunity commissioners, volunteers etc., partners range from other clubs to trade unions, local newspapers up to i.e. Brigitte (one of Germany's biggest women's magazines), material can be ordered via the Equal Pay Day Shop (incorporated into webpage, external provider), organizational and other support provided by the Equal Pay Day Office at BPW Germany in Berlin	regularly updated webpage, bi-monthly E-Mail newsletter all year round, Twitter (@BPW_Germany w 2.000 Followers), Facebook (@equalpayday, 5.600 F) and recently started Instagram profile (@equalpayday.de), 26 pages Equal Pay Day Journal both available in print and digital	each year has a new focus, 2019 it's "WERTSACHE Arbeit" (Work is a question of worth)
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BPW ATHENS		ATHENS, big event, with the participation of <u>Mrs Eva Kaili</u>	FB and live event
		member of the European Parliament as key speaker.	
		We will combine the EPD thematology with the new technologies	

BPW Italy	15.04.2019	Campobasso: Conference "Women and work we do in 4.0: smart working" organized by FIDAPA BPW ITALY CAMPOBASSO Club , in cooperation with the South East District. It was a moment of reflection on agile work, the so-called "smart working" as a cultural change of work and the overcoming of the economic gap.	BPW Italy regularly updates the website on this issue, highlighting the events on FB https://www.facebook.com/BPWItalyFidapa/
		South East District Conference on 23/24 March 2019 in Potenza. A day was organized to raise awareness on the theme of Equal Pay Day and to disseminate information material.	
		Southwest District 3 March 2018 in Rende "Gender Pay Gap in the labor market: solutions and challenges"	
		Southwest District : Villa San Giovanni Club Conference : Civil Mediation: a bridge between citizens, bodies and tribunals" on the disparity of work in the professions	
		Southwest District Conference Reggio Calabria Morgana Club "Women's Forum" on the theme of Equal Pay Day	
		Southwest District : Conference in April 2019 in Trebisacce Club on the theme "From Differences in Perspectives to Salary and Representative Disparities"	
		North East District : March 23, 2019 Vicenza Club "Equal salary still a mirage? The status of female workers in the Veneto region under the Golfo - Mosca law "	

		North East District : April 16 2019 Treviso Club Conference : "The disparity of careers"	
		North East District . 13 April 2019 San Donà di Piave Club Conference : The disparity of careers"	
		North East District : 13 April 2019 Lonigo Club Conference : "Women in this society, what tools the right offers for their protection"	
		North East District Ravenna Club 26 settembre 2019 Conference “ Get ready for your future” The work theme developed in the last high school classes.	
		North East District 9 April 2019 Legnago Club. Conference "Equal pay and work time balance - family"	
		North East Distric Verona Centro Club Conference Gender Pay gap	
		North East Distric Verona Est Club April 2019 Women and Work: a false match: even in the free profession, in self-employment and in professional sport you lose something as you are woman"	
		North East Distric Vicenza Club. 23 March 2019 Conference : Equal salary man-woman: still a mirage	

Federation BPW Poland	ca. 12th March 2019 ; to be confirmed	1. Information action with partners / akcja informacyjna	1. Information action with partners - FB group Equal Pay Day Dzień Równej Płacy	Strengthening Employability of Women 50+- Equal Pay - Better Pension
		2. Panel, 30th March - to strengthen employability of women 50+ -at Regional Congress of Women, Poznań kongres kobiet Panel 30 Marca	2. Fb campaign, advertising- Equal Pay - Equal Life	Equal Pay - Equal Quality Life for Women - short : Equal Pay"=" Equal Life
		3. E-mail action - questionnaire to ministries- inquiry on progress in combating pay gap and pension gap in Poland since 2017/ wysłka kwestionariusza		Questionnaire to Ministry of Labour and Social Affairs, Ministry of Entrepreneurship and Technology
		4. Promotion of topic via media and Partner Organizations -cropss country, reach 7 000- 10 000 persons. Promocja w necie		
		5. Debates and putting the EPD topic "on the table" at various meetings and conferences throughout whole year till November 2019 (November is official term of European Commission for EPD) debaty		Parliamentarians Combat Gender Pay Gap
		6. Inclusion of EPD problem during debates and election meetings in elections to European Parliament. We concentrate on promoting EPD problem among candidates for European Parliament, sending questions and inspiring to get active on EP level.		

		7. Debate and "refreshing topic" of EPD on semi annual meeting with Ombudsman, scheduled 22nd March, April 2019 - cross country Debata Rzecznik Spraw obywatelskich		
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BPW ARAGÓN-AMEPHU	21.02.2019	Mesa Redonda	SI	Brecha salarial: ¿Un futuro sin brecha salarial?
Bpw Asturias	22.02.2019	Difusión en redes sociales	si	Equal Pay Day
Bpw Castellón	21.02.2019	Encuentro con mujeres que representan a nuestra ciudadanía	no	Igualdad
BPW CEUTA	Semana 18 al 22/2019	Participación en tertulia radio. Recepciones institucionales	SI	Brecha salarial
Bpw Costa del Sol - Campo de Gibraltar	21.02.2019	Networking empresarial	SI	Equal Pay Day. Networking. Empoderamiento
BPW Girona	Todo el año	Campaña de sensibilización en redes sociales	SI	Equal Pay Day
BPW LLEIDA	22.02.2019	Recepción Ayuntamiento. Difusión nota de prensa	SI	Brecha salarial
BPW MADRID	15.02.2019	Recepciones e izados de bandera institucionales. Difusión en prensa	SI	Brecha salarial
Bpw Tarragona	Febrero	Campaña de sensibilización en redes sociales	si	Equal Pay Day
BPW Valencia	22.02.2019	Mesa informativa en el centro de Valencia	Sí	Equal Pay Day
BPW Valencia	22.02.2019	Foto con los medios de comunicación, en la que participan asociadas y las principales autoridades de la vida política, social, sindical y cultural valenciana	Sí	Equal Pay Day

BPW Valencia	22.02.2019 - 23.02.2019	Bandera colgando del Ayuntamiento de Valencia	Sí	Equal Pay Day
BPW Valencia	22.02.2019 - 23.02.2020	Campaña sensibilización con vídeos	Sí	Equal Pay Day
Bpw Zamora	Semana 18 al 22/2019	Campaña de sensibilización en redes sociales	SI	brecha salarial

BPW Switzerland	22.02.2019	In Switzerland, a new law was passed in parliament that prescribes salary transparency for companies with 100 or more employees. As a result, we have launched a media offensive this year, which has been taken up in many media.	facebook.com	Now that the politicians have presented their proposals and prescribe salary transparency, we call on the economy to follow suit. Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Aarau	22.02.2019	Distribution of information material and red bags.		Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Basel	22.02.2019	Club member workshop on the topic		Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Bern	22.02.2019	Distribution of information material and red bags in the city. Public panel discussion on the topic: What does equal pay have to do with equality in the family?	facebook.com	Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Biel/Bienne	22.02.2019	Carte Blanche in the local newspaper		Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club DavosKlosters	22.02.2019	Distribution of the EPD material on the occasion of the candlelight celebration. Appearance in the regional media		Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Interlaken Oberhasli	22.02.2019	In cooperation with the club, local shops pass on the bags and information material to their customers.		Motto: Thank to the politicians, now it is the turn of the economy.

BPW Club Jura	22.02.2019	Distribution of information material and red bags.		Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Kreuzlingen	22.02.2019	Distribution of information material and red bags in the city. Appearance in the regional media	facebook.com	Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Lausanne	22.02.2019	In cooperation with the cantonal equal opportunities office, an art exhibition on the subject of equal pay "RegART" was organised.	facebook.com	Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Lenzburg	22.02.2019	Distribution of information material and red bags.		Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Neuchâtel	22.02.2019	Public panel discussion on the Charter on equal pay for women and men	facebook.com	Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Oberthurgau	22.02.2019	Distribution of information material and red bags.		Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Ob-Nidwalden	22.02.2019	Distribution of information material and red bags.		Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Olten	22.02.2019	Distribution of information material and red bags.		Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Rapperswil	22.02.2019	Distribution of information material and red bags.		Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Will	22.02.2019	In cooperation with this club, bakeries will hand out their rolls in a bag with the equal pay day logo.	facebook.com	Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Thun	22.02.2019	Distribution of information material and red bags in the city.	Instagram	Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Ticino	22.02.2019	Distribution of information material and red bags in the city.	facebook.com	Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Uri	22.02.2019	In cooperation with this club, bakeries will hand out their rolls in a bag with the equal pay day logo. Distribution of information material and red bags in the city.	facebook.com	Motto: Thank to the politicians, now it is the turn of the economy.

BPW Club Zofingen	22.02.2019	Distribution of information material and red bags.		Motto: Thank to the politicians, now it is the turn of the economy.
BPW Club Zürich	22.02.2019	Distribution of information material and red bags in the city.	facebook.com	Motto: Thank to the politicians, now it is the turn of the economy.

In case some countries, BPW Federations or BPW Clubs are not mentioned in the report.

The absence of data does not necessarily indicate that no activities have been organised. Additionally it shall be also noted that organising activities on the Equal Pay Day does not only depend on available resources, but also on a supportive political climate that may not be present in all parts of Europe.

Thanks to anyone who contributed to this report!

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