



## Can Pay Transparency close the gender pay gap ?

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

**16%** is the pay gap per hour

**35,7 %** is the Gender gap in Pensions in the EU

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

**President of the European Commission, Ursula von der Leyen, 2021**

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

*“Europe has made fragile gains in gender equality. But big losses are emerging as a result of the COVID-19 pandemic. The economic fallout is lasting longer for women, while life expectancy for men has dropped.”*

**EIGE's Director Carlien Scheele at a public hearing on pay transparency organised by the European Economic and Social Committee, on 5 May 2021**

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I. 5 recommendations for PAY TRANSPARENCY

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

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

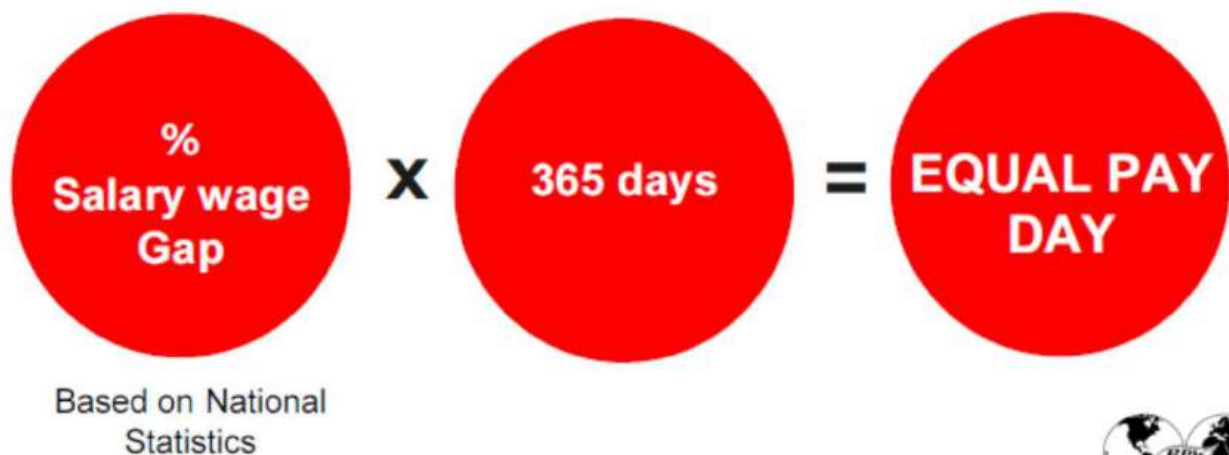
1. **national gendered statistics about total wage gap** (not full time equivalents) updated annually ;
2. **minimum wages** ;
3. **law to authorize unions** ;
4. **law about professional equality to negotiate in companies** ;
5. **law about professional equality to negotiate branches/sectors** ;
6.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

### III. The Equal Pay Day

#### a. Method of calculation

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

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



The calculation of the Equal Pay Day differs across Europe.

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

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

## b. Equal Pay Day in Europe 2022

In general terms, many activities both on federation and club level take place on the BPW Equal Pay Days all over Europe.

BPW Countries	%	date	<u>Hourly earnings European Studies (un-adjusted gap) EUROSTAT (2020)</u>	<u>Mean monthly earnings (EUROSTAT) 2018 - private sector - 18%</u>	<u>Gender Overall Earning Gap 2018 (EUROSTAT)</u>  <u>(+employment rate)</u>
CYPRUS	10,8	08.02.2022	9%	16%	25%
LITHUANIA	12,1	13.02.2022	13%	15%	20%
AUSTRIA	12,7	15.02.2022	19%	22%	44%
SWITZERLAND	14.4	20.02.2022	18,5%	18%	43%
IRELAND	14.5	22.02.2022	12%	16%	36%
TURKEY	15.6	26.02.2022	-	2%	-
FINLAND	16%	28.02.2022	16,5%	18%	24,5%

<b>GERMANY</b>	18%	07.03.2022	<b>18%</b>	20%	42%
<b>FRANCE</b>	21,8	21.03.2022	16%	<b>18%</b>	29,6%
<b>CZECH</b>	18,9	08.04.2022*	16%	<b>21%</b>	36%
<b>ITALY</b>	31%	12.04.2022*	5%	16%	<b>43%</b>
<b>CROATIA</b>	14%	25.05.2022*	11%	<b>12%</b>	25,5%
<b>SPAIN</b>			9%	14%	33%
<b>LATVIA</b>			22%	21%	25,7%
<b>HUNGARY</b>			17%	16%	28%
<b>MALTA</b>			10%	16%	39%
<b>BELGIUM</b>			5%	10%	26,4%
<b>ENGLAND</b>			-	23%	-
<b>ESTONIA</b>			21	23%	31%
<b>GEORGIA</b>			-	-	-
<b>GREECE</b>			—	15%	41,3%

ICELAND			14%	16%	31%
MOLDAVA			-	-	-
NORWAY			13%	16%	29%
POLAND			5%	17%	30%
SWEDEN			12%	13%	23,5%

BPW Countries	%	date	Hourly earnings European Studies (un-adjusted gap) EUROSTAT (2020)	Mean monthly earnings (EUROSTAT) 2018 - private sector - 18%	Gender Overall Earning Gap 2018 (EUROSTAT) (+employment rate)
EUROPE-27			-	18%	-
EUROPE-28			-	18%	-
EURO-AREA-19			-	19%	-

#### IV. About BPW and Equal Pay Day

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



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

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

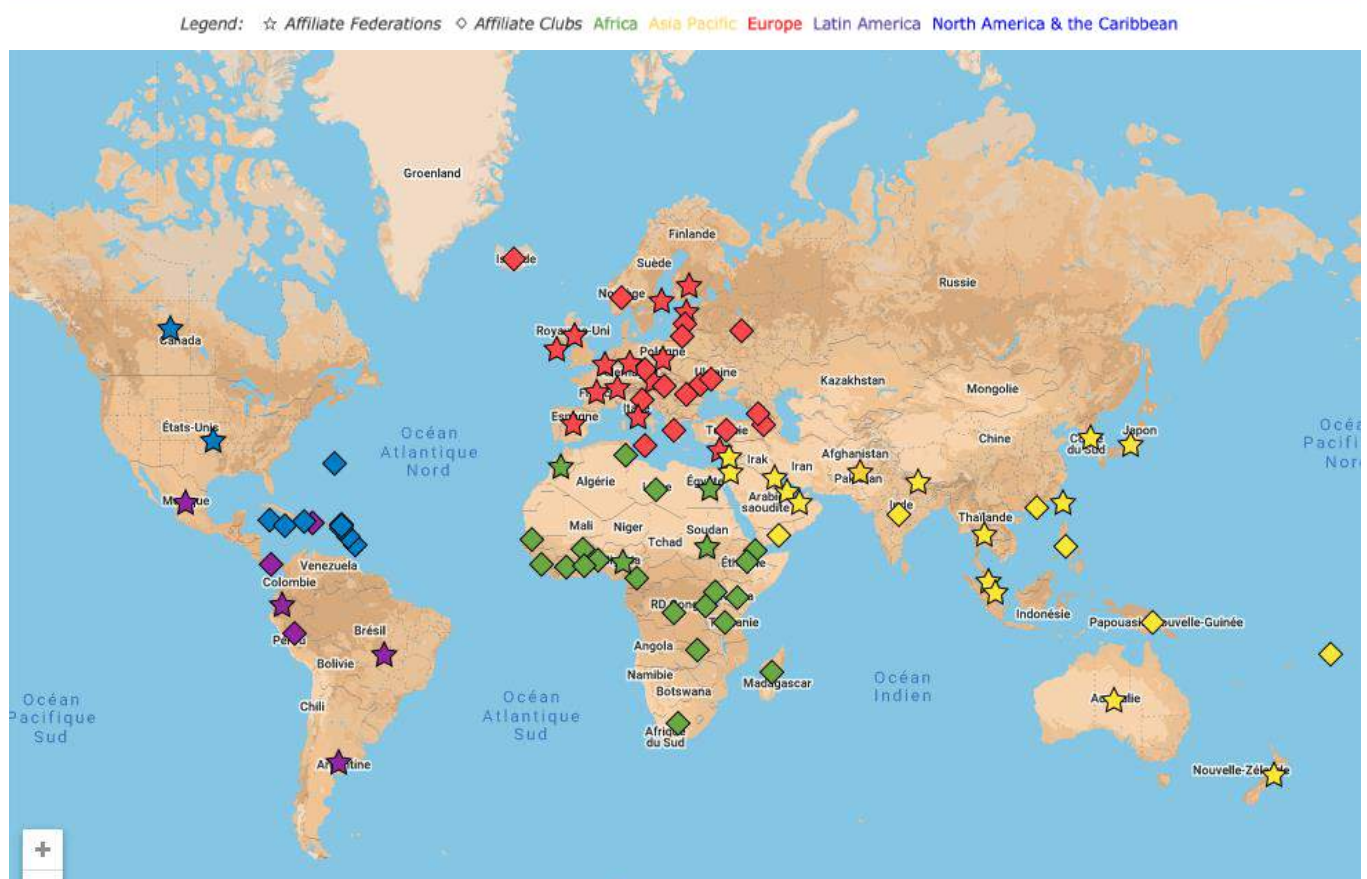


BPW Europe is part of the **International Federation of Business and Professional Women (IFBPW)**, which was founded in 1930 in Geneva by Dr Lena Madesin Phillips.

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

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

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



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

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## New Headline

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

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

What is Equal Pay Day ?

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

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

## V. Up to date: COVID-19 and Women

*“Things like the gender pay gap are just going to be furthered along,”* says Claire Dowling, a women peace and security officer with the European Institute of Peace. She’s pushing for [gender perspectives to be considered](#) in the search for solutions to the Covid-19 emergency.

Regarding Coronavirus crisis :

- A. Job evaluation emerges as being a priority in all the jobs **strongly exposed to coronavirus, and where women are over represented.**

As a matter of fact, « **Most of the nurses and healthcare workers** in the EU are women. Yet their profession is **one of the most undervalued**, and under-paid jobs in the EU<sup>1</sup> ». More broadly, women make up the majority of workers in the health and social care sector – [70% in 104 countries analyzed by the World Health Organization \(WHO\)](#). They also earn 11% less than men in the same field, according to the WHO.

Distribution of physicians and nurses by gender

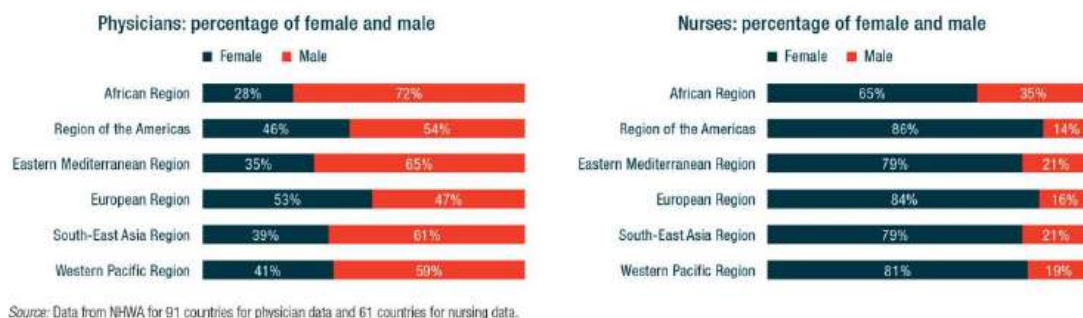
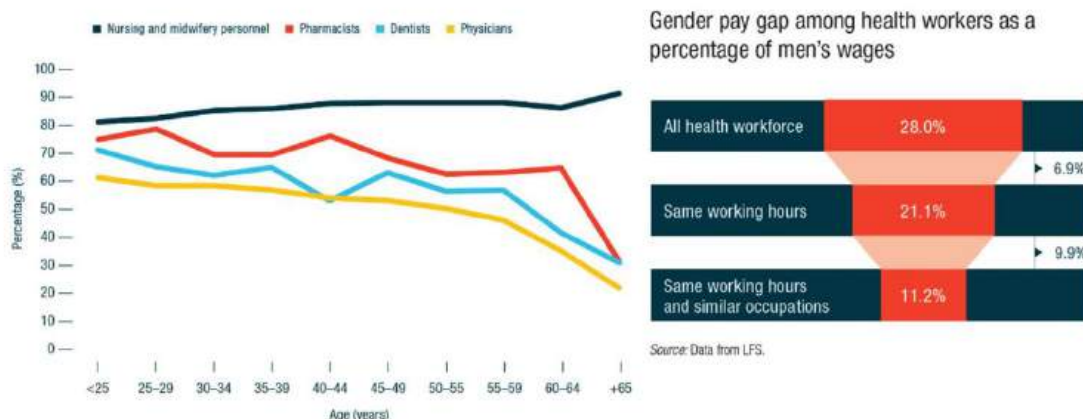


FIGURE 2.

Share of women health workers by age group for nursing and midwifery personnel, pharmacists, dentists and physicians



Source: LFS data from 57 countries.

<sup>1</sup> [1] The Lancet (2019), COVID-19: the gendered impacts of the outbreak, available at: [https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(20\)30526-2/fulltext#%20](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(20)30526-2/fulltext#%20)



#### B. Women are concerned by **severe job losses in women-dominated professions**

Moreover « The closure or near-closure of many businesses could have a severe effect on many women-dominated professions. Flight attendants, tour operators, sales assistants, hotel cleaners and hairdressers are often already in precarious jobs and will probably not be paid nor entitled to paid sick leave ». « EIGE's research shows that a quarter of women employees across the EU are in a precarious job. For migrants, the situation is even worse. Nearly one in three non-EU born women (35 %) and one in four men (24 %) work in precarious jobs ».

#### C. **Unpaid care work will increase**

Even without a crisis, caring responsibilities usually fall heavily on women. According to UNICEF<sup>2</sup> globally women and girls carried out on average three times the amount of unpaid care and domestic work of men and boys. Now with the closure of schools and workplaces, their unpaid workload is likely to further increase. If older relatives get sick, they will also need looking after.

<sup>2</sup> <https://blogs.unicef.org/evidence-for-action/caring-in-the-time-of-covid-19-gender-unpaid-care-work-and-social-protection/>

## VI. Key figures about Gender Pay Gap

### A. Pay inequalities :

European Findings, developed further :

- There is **no significant variation over time and across Europe** ;
- **In 2020 the unadjusted GPG is on average 16%**: difference between average gross hourly earnings of male and female employees as % of male gross earnings;
- The gap between men and women with different characteristics is **5% explained GPG mainly due to economic sectors, work time**. It is important to notice that **education is not a significant reason**;
- The **gap between men and women with same characteristics is 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**;
- In 2017, **the gender gap in pensions** amounted to **38 % in the EU on average**.



The following figures show the data for the **unadjusted gender pay gap (GPG) across Europe (difference between average gross hourly earnings of male and female employees as % of male gross earnings)**. What cannot be seen but is still under discussion: the GPG does not show significant variation over time, but stays at a persistently high level over time and across Europe.

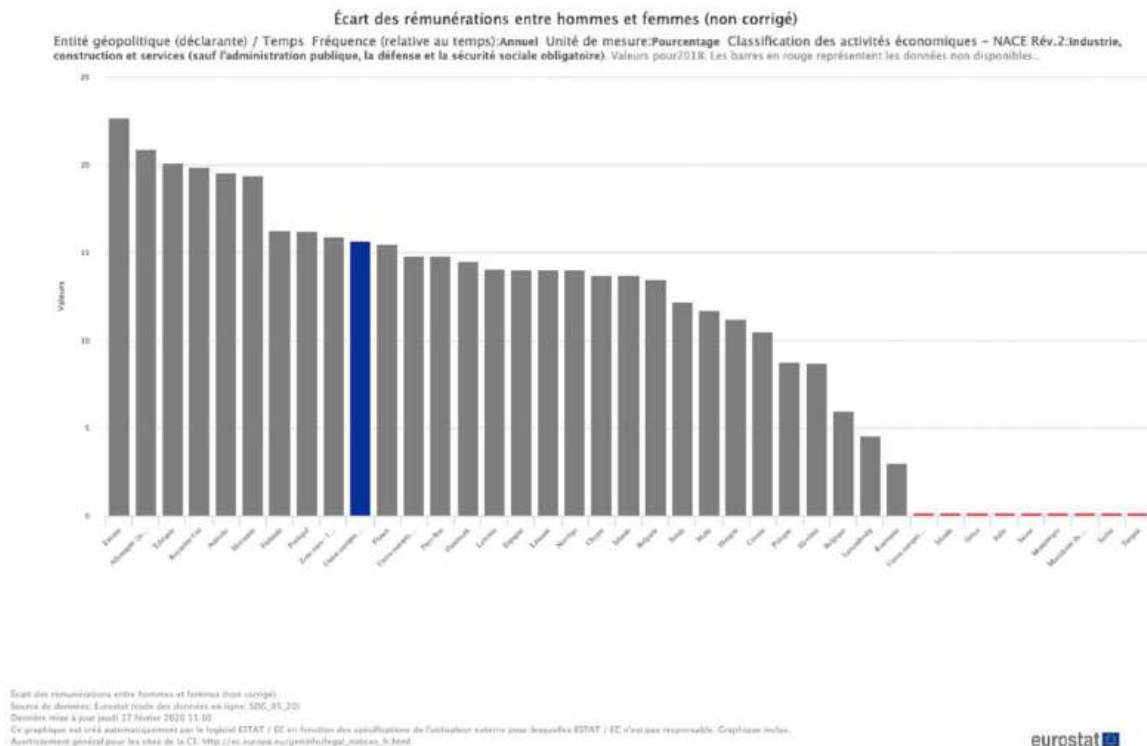


Figure 1: Gender Pay Gap in Unadjusted Form, 2018, Source: Eurostat, 2020.

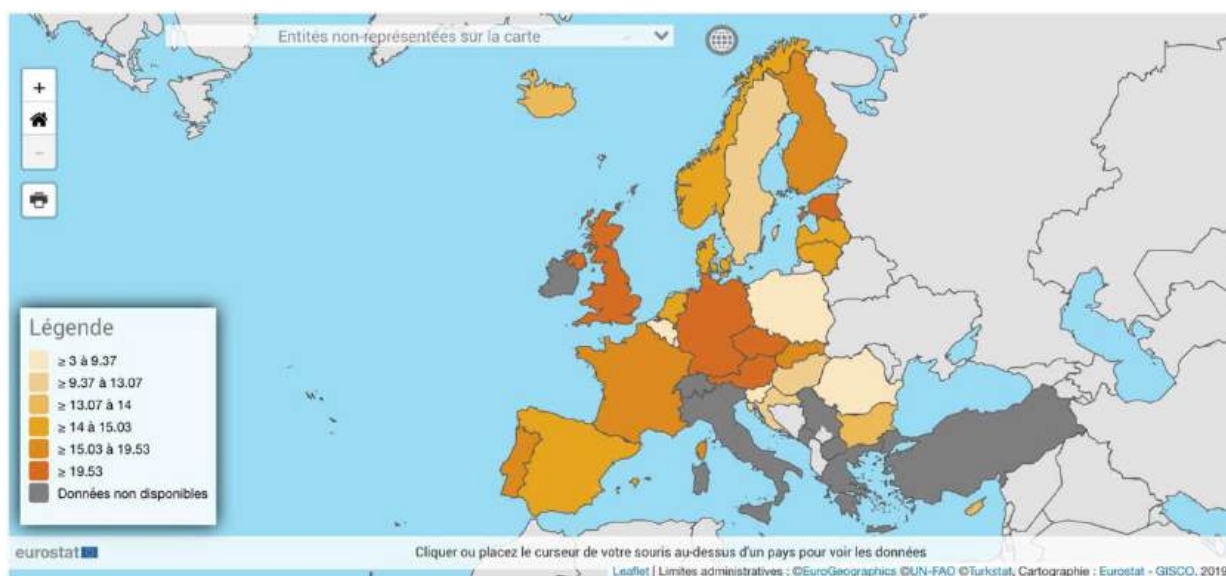
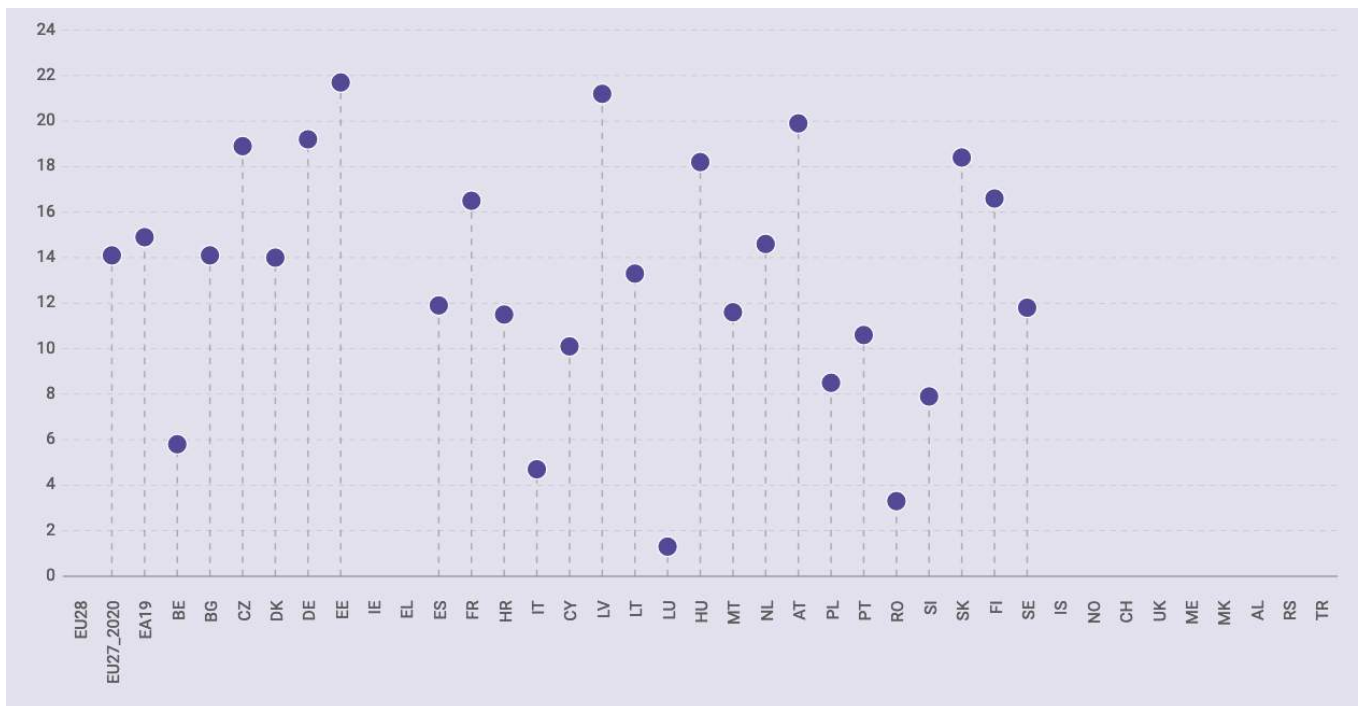


Figure 2: Gender Pay Gap in Unadjusted Form Map, 2018, Source: Eurostat, 2020.



Last update on: 25.11.2021 - Source: [Eurostat](#)

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.

No update data in 2020

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.

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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)

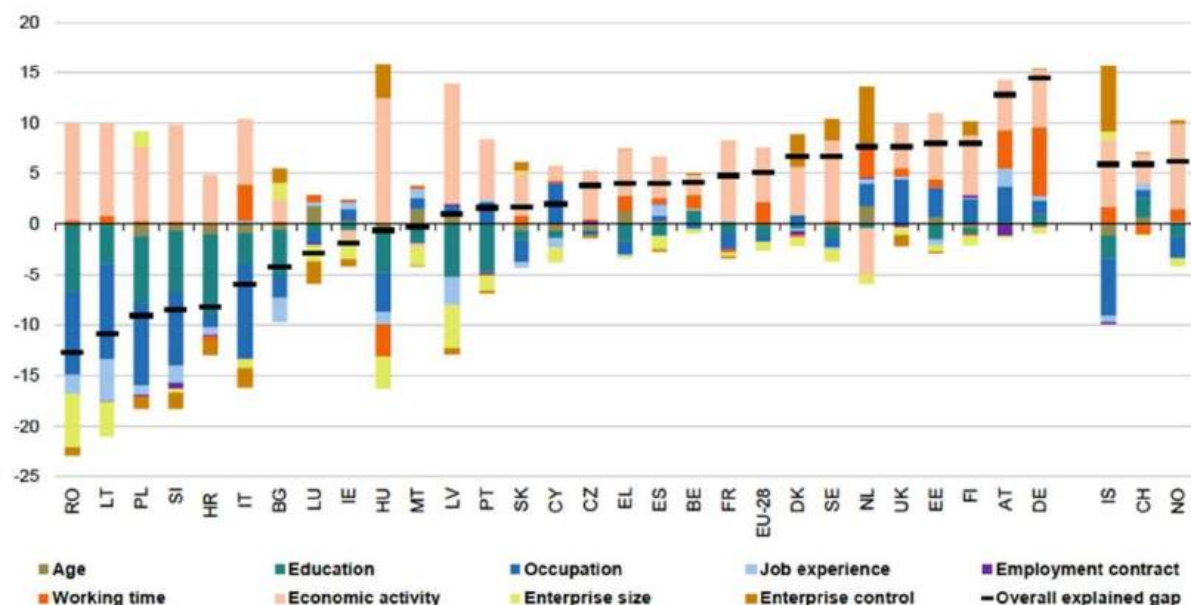
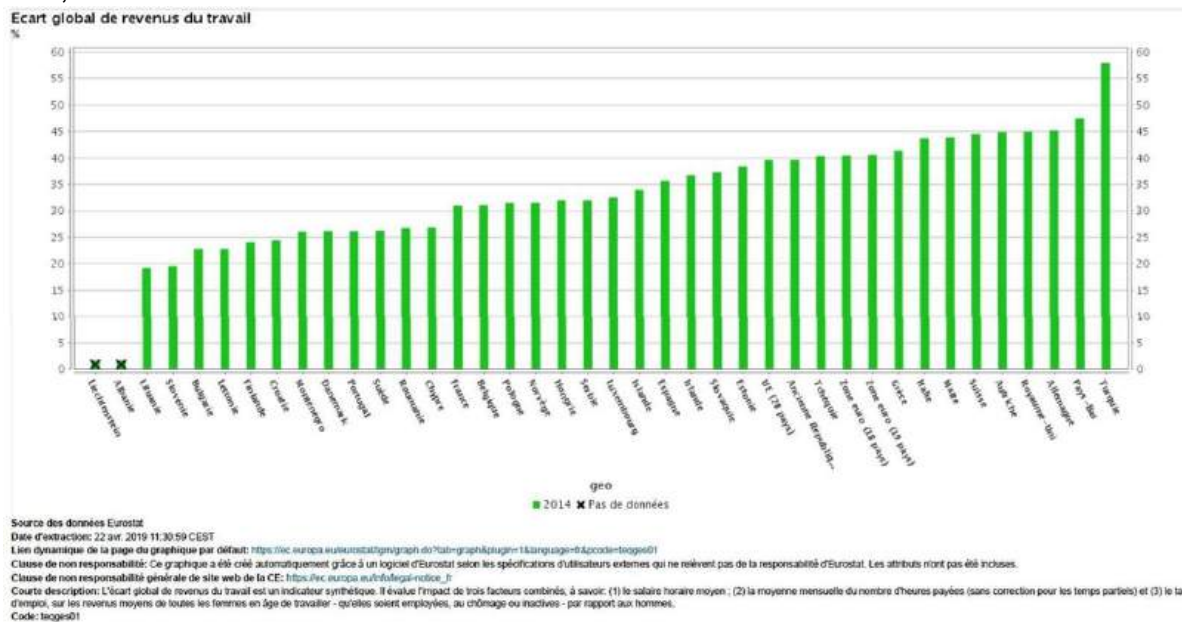


Figure 3: Decomposing the Gender Pay Gap, Source: European Commission, 2018 No updated data in 2020

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**.

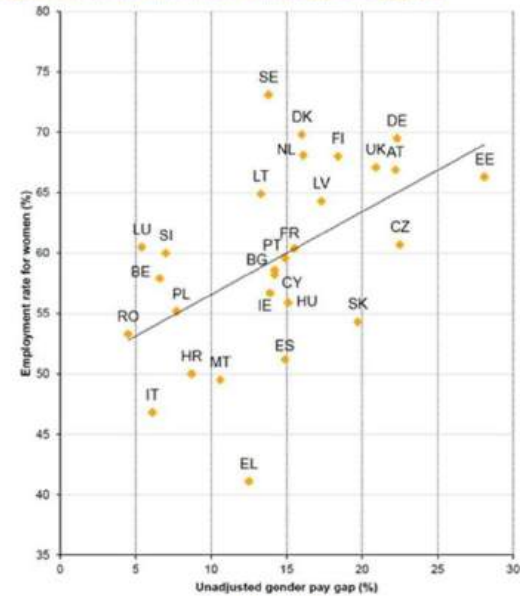
To give a complete picture of the gender earnings gap, Eurostat developed a new synthetic indicator,



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). No updated data in 2020

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

Figure 3: Employment rate for women and the unadjusted gender pay gap, 2014



Source: Eurostat (online data codes: lfsi\_emp\_a\_earn\_gr\_gpg2)

Figure 4: Gender segregation effects

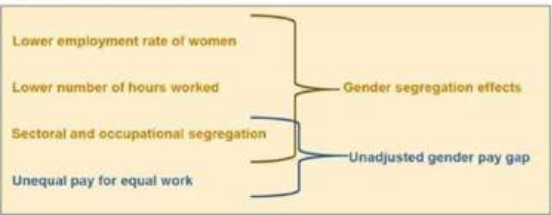
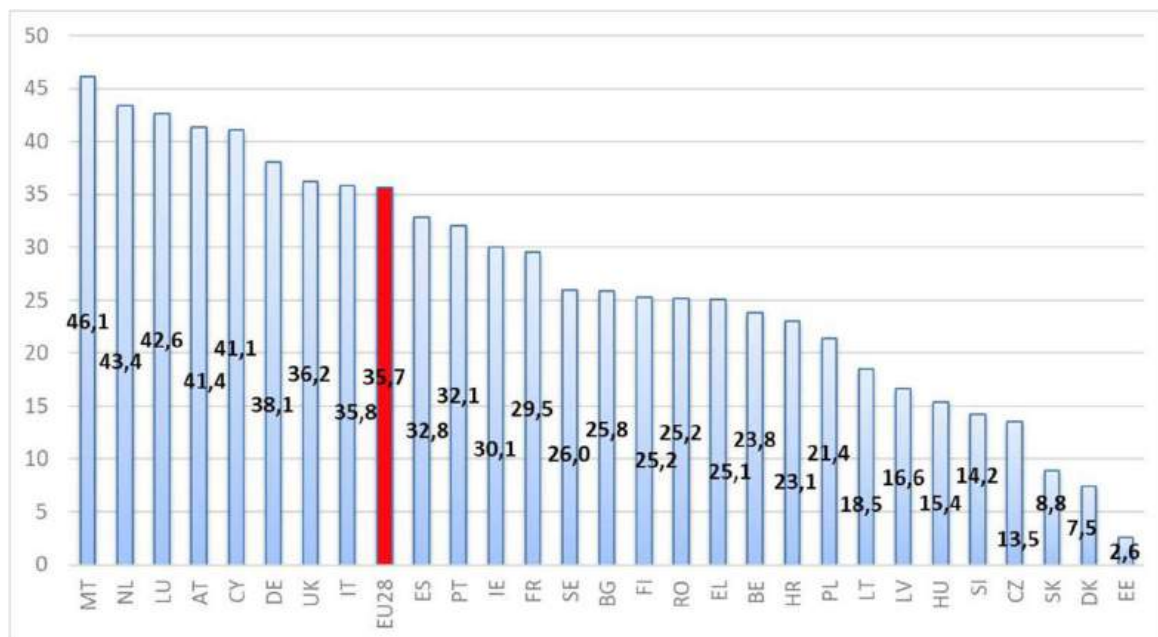


Figure 4 : Decomposing the Gender Pay Gap, Source: European Commission, 2018

## B. Pensions inequalities :

**The gender gap in pensions throughout the European Union (EU) is considerable.** In 2017, the gender gap in pensions amounted to **35,7 % in the EU on average** (2). In 2017, the gender pension gap was equal or above 40 % in 5 Member States. The largest differences in pensions between men and women were recorded in Malta (46.1 %), the Netherlands (43.4 %), Luxembourg (42.6 %), Austria (41.1 %) and Cyprus (41.1%). The gap was equal to or above 30 % in 11 Member States. The EU average also falls into this category. The gap was equal to or above 20 % in 20 Member States. The gap was below 10 % in only 3 Member States, namely Slovakia (8.8 %), Denmark (7.5%) and Estonia (2.6 %).

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



Source: European Commission, own calculations.

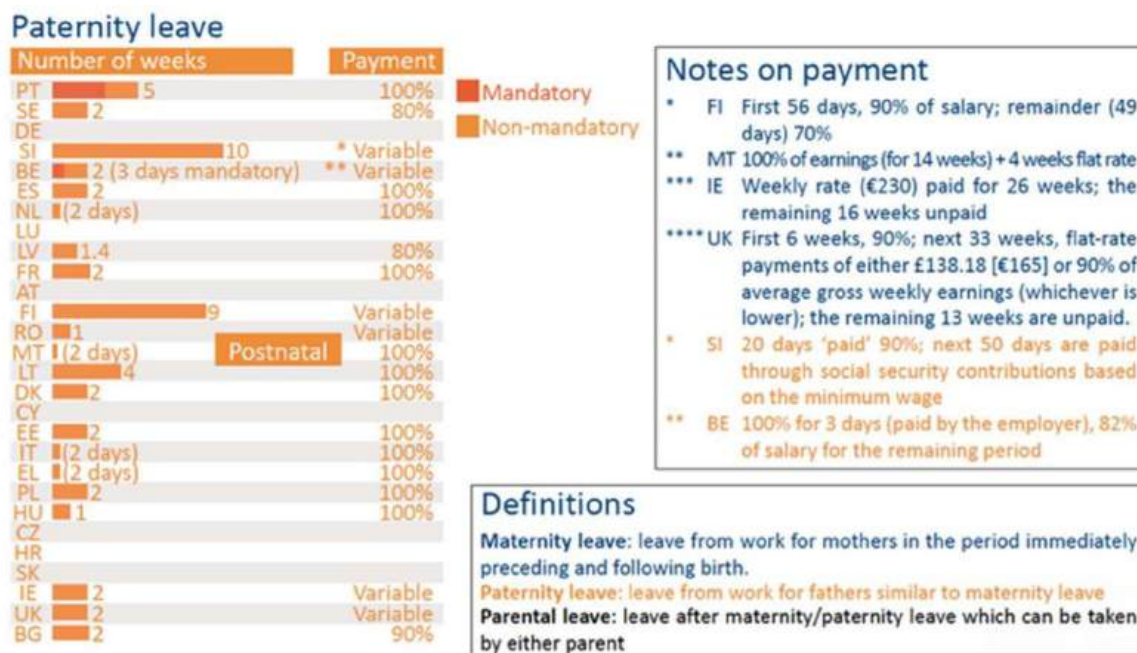
Figure 4 : Figure 4. Gender gap in pensions, age 65-79, in %, in 2017 - **Not updated in 2021**

## C. Parental leave

**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.



Important leverages as a conclusion:

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



## VII. 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*

Many countries review their current legislative frameworks in order to implement what has been enshrined already in **the Treaty of Rome in 1957**.

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

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

- A different approach is followed in the **United Kingdom**. In 2017, a new transparency regulation entered into force stating that companies with more than 250 employees have **to calculate their gender pay and gender bonus gaps as well as to show the proportion of women and men in their wage quartiles**. These information has to be **published on the company website and on a special government portal**. The first deadline for publishing has been on April 4, 2017, causing a huge cry-out as companies revealed their data. No company has a wage gap of zero. Many companies face an uneven distribution of women and men in their wage quartiles and high bonus gaps. Thus, the first publication rounds reveals a strong business case of inclusive and diversity-focussed HR policies. In April 2018, UK organisations with over 250 employees were legally required to publish their gender pay gap data, with shocking results. Of the 10.016 companies surveyed, a staggering 78% of companies paid men more than women.
- In **Germany**, employees in companies with more than 200 employees now have **the right to ask for the median wage of a group employees of the other sex and in comparable jobs and positions**. The law entered into force in 2017 and results remain yet to be seen.

- **In France**, “3 years to eliminate gender inequalities in business” is the goal of the « gender equality index ». For the Minister of Labor, Muriel Penicaud, the tool will assess the differences in remuneration in each company. Although equal pay for women and men has been in the law since 1972, the reality is very different. In France, women are paid on average 9% less than men at equal positions and age. All items combined, the gap is 25%. The pension gap is 42%. "Wage inequalities between women and men are economic violence against women," said State Secretary Marlene Schiappa, "which is why we intend to end it

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

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

## VIII. European Politics

*Extract from the Europe parliament News :*

### **Last year**

“The European Commission has presented in 2021 a [proposal](#) on pay transparency to ensure that women and men in the EU get equal pay for equal work.

A [political priority](#) of President **von der Leyen**, the proposal sets out pay transparency measures, such as pay information for job seekers, a right to know the pay levels for workers doing the same work, as well as gender pay gap reporting obligations for big companies.

The proposal also strengthens the tools for workers to claim their rights and facilitates access to justice. Employers will not be allowed to ask job seekers for their pay history and they will have to provide pay related anonymised data upon employee request. Employees will also have the right to compensation for discrimination in pay”.

“New measures, which take into account the impact of COVID-19 pandemic on both, employers but also on women, who have been hit in particular hard, will increase awareness about pay conditions within the company and give more tools to employers and workers to address the pay discrimination at work. This will address a number of substantial factors contributing to the existing pay gap and is particularly relevant during COVID-19 pandemic, which is reinforcing gender inequalities and puts women into greater risk of poverty exposure”.

### **Pay transparency measures:**

- **Pay transparency for job-seekers** – Employers will have to provide information about the initial pay level or its range in the job vacancy notice or before the job interview. Employers will not be allowed to ask prospective workers about their pay history.
- **Right to information for employees** – Workers will have the right to request information from their employer on their individual pay level and on the average pay levels, broken down by sex, for categories of workers doing the same work or work of equal value.
- **Reporting on gender pay gap** – Employers with at least 250 employees must publish information on the pay gap between female and male workers in their organisation. For internal purposes, they should also provide information on the pay gap between female and male employees by categories of workers doing the same work or work of equal value.
- **Joint pay assessment** – Where pay reporting reveals a gender pay gap of at least 5% and when the employer cannot justify the gap on objective gender neutral factors, employers will have to carry out a pay assessment, in cooperation with workers' representatives.

### **Better access to justice for victims of pay discrimination:**



- **Compensation for workers** – workers who suffered gender pay discrimination can get compensation, including full recovery of back pay and related bonuses or payments in kind.
- **Burden of proof on employer** – it will be by default for the employer, not the worker, to prove that there was no discrimination in relation to pay.
- **Sanctions to include fines** – Member States should establish specific penalties for infringements of the equal pay rule, including a minimum level of fines.
- **Equality bodies and workers' representatives** may act in legal or administrative proceedings on behalf of workers as well as lead **on collective claims on equal pay**.

The proposal takes into account the current difficult situation of employers, in particular in private sector, and maintains proportionality of measures while providing flexibility for small and medium enterprises (SMEs) and encouraging Member States to use available resources for reporting of data. The annual costs of pay reporting for the employers are estimated to be from €379 to €890 for companies with 250+ employees.

### Next steps

Once adopted, Member States will have two years to transpose the Directive into national law and communicate the relevant texts to the Commission. The Commission will carry out an evaluation of the proposed Directive after eight years.

The right to equal pay between women and men for equal work or work of equal value has been a founding principle of the European Union since the **Treaty of Rome in 1957**. The requirement to ensure equal pay is set out in **Article 157 TFEU** and the [Directive 2006/54/EC on the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation](#).

The European Commission adopted a [Recommendation](#) on strengthening the principle of equal pay between men and women through transparency in March 2014. Despite this, the effective implementation and enforcement of this principle in practice remains a major challenge in the European Union. The European Parliament and the Council have repeatedly called for action in this area. In June 2019, the Council called on the Commission to develop [concrete measures](#) to increase pay transparency.

### Today

**EU companies with at least 50 employees should be fully transparent regarding pay, and MEPs want them to tackle any potential gender pay gap.**

In April 2022, Parliament decided by 403 votes in favour, 166 against and 58 abstentions to enter into negotiations with EU governments on a [Commission proposal for a Pay Transparency Directive](#).

MEPs demand EU companies with at least 50 employees (instead of 250 as originally proposed) be required to disclose information that makes it easier for those working for the same employer to compare salaries and expose any existing gender pay gap in their organisation. Tools to

assess and compare pay levels should be based on gender-neutral criteria and include gender-neutral job evaluation and classification systems.

If pay reporting shows a gender pay gap of at least 2.5% (versus the 5% proposed by the Commission), member states would need to ensure employers, in cooperation with their workers' representatives, conduct a joint pay assessment and develop a gender action plan.

MEPs want the Commission to create a dedicated official label to award to employers whose organisations do not have a gender pay gap.

### **Prohibit pay secrecy**

The text stipulates that workers and workers' representatives should have the right to receive clear and complete information on individual and average pay levels, broken down by gender. MEPs also propose the prohibition of pay secrecy, via measures forbidding contractual terms that restrict workers from disclosing information about their pay, or from seeking information about the same or other categories of workers' pay.

### **Shift of burden of proof**

MEPs re-affirm the Commission's proposal to shift the burden of proof on pay-related issues. In cases where a worker feels that the principle of equal pay has not been applied and takes the case to court, national legislation should oblige the employer to prove that there has been no discrimination.

### **Quotes by the rapporteurs**

[Samira Rafaela](#) (Renew Europe, NL), of the Women's Rights and Gender Equality Committee, said: "Today we are a step closer to getting rid of the gender pay gap in Europe. We do not have any time to waste. Women deserve to be treated and to be paid equally. This is in the best interest of our economy, our businesses and our citizens. In Parliament, we have tried to strike the right balance between ensuring the right to information for female employees and limiting unnecessary burdens on companies. This way we can make equal pay for equal work a reality for as many women in Europe as possible."

[Kira Marie Peter-Hansen](#) (Greens/EFA, DK), of the Employment and Social Affairs Committee, said: "With this Directive, we are taking an important step towards gender equality, and shining a light on the problem of unequal pay. It is not only a strong signal stating that we will no longer accept gender-based pay discrimination, but it is also a toolbox to help member states and employers eliminate their gender pay gap in general."

### **Next steps**

Parliament is now ready to enter negotiations on this law as the Council already adopted its [position](#) last December.

Once the mandate is approved in plenary, the EP team can immediately start negotiations with the Council, which adopted its own [position](#) last December 2021.

## IX. Analyses methods and tools for companies

As there is more and more attention globally on the Gender Pay Gap and the social economic impacts there is also more research and solution approaches, possible tools are developed.

According to Steve Binggeli / Oliver Schroter / Jennifer Bierri researches, in order to analyse gender equal pay, there exist two complementary scientific and non discriminatory methods (subject to condition): qualitative analysis of work or job evaluation and quantitative analysis regression.

### **Quantitative analysis:**

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

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

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

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

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

plus+: "equal pay for work of equal value", descriptive and regression graphs  
Minus-: global pay gap % and pay gap by items but not by function.

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

### **Qualitative Analysis:**

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

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

---

### **Pay Gap reduction tools:**

Other approaches as explained in the Harvard Business Review, focuses on first, identifying which employees are contributing the most to the gender pay gap in the firm, and second, allocating raises as efficiently as possible to close the gap — while working within the framework of your HR strategy and norms of fairness. Managers need to establish a list of defined priorities around closing the gender pay gap. These priorities may be things like minimizing the overall increase in the wage bill, capping

raises to individual employees in percentage terms, maintaining pay differences across job categories to reflect different job responsibilities and to incentivize good performance, avoiding large discrepancies with the external job market, and paying women fairly in the context of your firm. These priorities should then be converted into quantitative goals in a raise allocation process. PayAnalytics find that by targeting raises to women whose pay is driving the gap, and taking managerial objectives like fairness and equality into account, those raises can close the gap more cost effectively than simply giving across-the-board, equal raise.



## X. Highlights of the BPW Equal Pay Day Activities 2022

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

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

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

## 1. BPW AUSTRIA



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

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

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

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

- **Equal pay Gap :**

12,70% in 2022

15,2% and data explanation - 2020

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

How we calculate:

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

$(365 \times 12,7\%) / 100 = \text{approx. 46 Days} \rightarrow \text{Equal Pay Day 2022 was Feb 15th}$



#transparenz bei der Berechnung – natürlich auch 2022

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

Berechnen wir gemeinsam den Equal Pay Day 2022, der Pay Gap, der zur Berechnung herangezogen wurde betrug 12,7 %.

$$\frac{365 \times 12,7 \text{ (in \%)}}{100} = \sim 46 \text{ Tage ergeben den 15. Februar}$$

Quelle: Bruttogehältsunterschiede von Frauen und Männern 2020, Statistik Austria



19.03.2022



- **Data origin:**

In Austria Official State Statistics: [http://www.statistik.at/web\\_de/statistiken/menschen\\_und\\_gesellschaft/soziales/personen-einkommen/jaehrliche\\_personen\\_einkommen/index.html](http://www.statistik.at/web_de/statistiken/menschen_und_gesellschaft/soziales/personen-einkommen/jaehrliche_personen_einkommen/index.html)

- **Date of EPD:** 15.02.2022

- **Legal situation :**

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

[https://www.ris.bka.gv.at/Geltende\\_Fassung.wxe?Abfrage=Bundesnormen&Gesetzesnummers=20003395](https://www.ris.bka.gv.at/Geltende_Fassung.wxe?Abfrage=Bundesnormen&Gesetzesnummers=20003395)

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

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

<https://equal-pay-day.at/epd-2022-in-oesterreich/> and [https://equal-pay-day.at/wp-content/uploads/2022/02/Faktsheet\\_EP2022.pdf](https://equal-pay-day.at/wp-content/uploads/2022/02/Faktsheet_EP2022.pdf) (everything in German Language)

- **Social Media Activity**

Statements on Website [equal-pay-day.at](https://equal-pay-day.at) / Facebook / LinkedIn / Instagram

One up to three every day, starting on Feb 1st

Mixed BPW-Members (1st picture) - there were even more!



INTERNATIONALES NETZWERK  
FÜR BERUFSTÄTIGE FRAUEN

**BPWAUSTRIA**  
BUSINESS & PROFESSIONAL  
WOMEN

## Statements







19.03.2022



36 statements of women and men owning businesses / politicians / journalists ... (not BPW)

INTERNATIONALES NETZWERK  
FÜR BERUFSTÄTIGE FRAUEN

**BPWAUSTRIA**

BUSINESS & PROFESSIONAL WOMEN

## Statements

**36 Statements von Frauen\* und Männern\* aus Politik, Wirtschaft und Gesellschaft (außerhalb von BPW)**

19.03.2022

## • Some statistics

Mari Lang - a journalist (sports) at Austria Broadcasting ORF - 1930 single views

Ingrid Rochelt - Business woman and previous member of board BPW Austria - 1791 single views

Focus of postings: around Feb 15th, demonstration in Salzburg, EPD in Upper Austria

INTERNATIONALES NETZWERK  
FÜR BERUFSTÄTIGE FRAUEN

**BPWAUSTRIA**

BUSINESS & PROFESSIONAL WOMEN

**Equal Pay Day Austria**

Gepostet von Ulrike Gutkas · 8. Februar

In meinem Podcast „Frauenfragen“ thematisiere ich mit meinen männlichen Gästen immer wieder den Gender Pay Gap. Oft wird dann argumentiert, dass die Einkommensdifferenz ja gar nicht bei 12,7% liegt, sondern damit zu tun hätte, dass Frauen vermehrt in Teilzeit sind und schlechter bezahlte Jobs wählen. Aber warum sind Frauen in Teilzeit, und warum sind frauentypische Branchen oft schlechter bezahlt? Und, was genau versucht man sich da schön zu reden? Selbst wenn der Gender Pay ... [Mehr anzeigen](#)

1.930 169 +2,5x höher

Erreichte Personen Interaktionen Distributionenwert [Beitrag bewerten](#)

**Equal Pay Day Austria**

Gepostet von Ulrike Gutkas · 8. Februar

Drehen wir die Medaille um! Equal Pay ist eine Chance für Unternehmen, denn Transparenz ist positiv und ein Zeichen für Offenheit in der Unternehmenskultur. Equal Pay motiviert, weil alle Mitarbeiter\*innen erfahren, welche Leistung wie honoriert wird, egal ob von einer Frau oder einem Mann erbracht. Es ist ein Zeichen von Fairness und Wertschätzung, das sich vor allem in der Akquise von neuen (guten) Teamplayer\*innen als Magnet erweisen kann. Ein Argument gegen Equal Pay fällt ... [Mehr anzeigen](#)

1.791 167 +2,3x höher

Erreichte Personen Interaktionen Distributionenwert [Beitrag bewerten](#)

**Alle Statements wurden gepostet auf:**  
Webseite, Facebook, Instagram und LinkedIn (BPW Austria Gruppe)

**Highscore: 1.930 Reichweite auf Facebook**

**Gesamtreichweiten EPD-Posts Facebook**  
Equal Pay Day Austria: 22.000 Reichweite  
BPW-Seite: 10.000 Reichweite

**Schwerpunkte bei Postings:**  
Rund um den 15.2.  
Demo in Salzburg  
Equal Pay Day in OÖ

**Social Media Aktionen auch der BPW Clubs**  
sowohl auf Facebook, Instagram als auch auf LinkedIn

19.03.2022

- **Demonstration Salzburg**



INTERNATIONALES NETZWERK  
FÜR BERUFSTÄTIGE FRAUEN

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PROFESSIONAL  
WOMEN

## Demo in Salzburg








<https://bpw.at/bpw-clubs/salzburg/presse-und-medien/>

19.03.2022

- **EPD in Spittal / Drau (Carinthia)**



INTERNATIONALES NETZWERK  
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PROFESSIONAL  
WOMEN

### BPW Spittal



Der Gender Pay Gap ist geschrumpft. ...aber immer noch zu groß

#transparenz  
#equalpayJETZT

15. Februar 2022

**equal  
pay  
day,-**

### Infostand







**KLEINE  
ZEITUNG**

19.03.2022



- **Press Statements**

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

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



INTERNATIONALES NETZWERK  
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PROFESSIONAL  
WOMEN

### Medienberichte – ein Auszug



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

19.03.2022

## 2. BPW BELGIUM



- **Federation** : BPW Belgium
- **Link to your favourite social media channel where you will promote your events (facebook, Linkedin, Website)** : Facebook, twitter, Website, Linked In\_\_\_\_\_
- **Equal pay Gap** : Women earned an average of 9.6% less than men in 2017. If no correction is made for the differences in average working hours - the fact that many more women work part-time than men - the pay gap will rise to 23.7%.
- **Data origin** : Institute for the gender equality

[https://igvm-iefh.belgium.be/sites/default/files/loonkloofrapport\\_2019.pdf](https://igvm-iefh.belgium.be/sites/default/files/loonkloofrapport_2019.pdf)

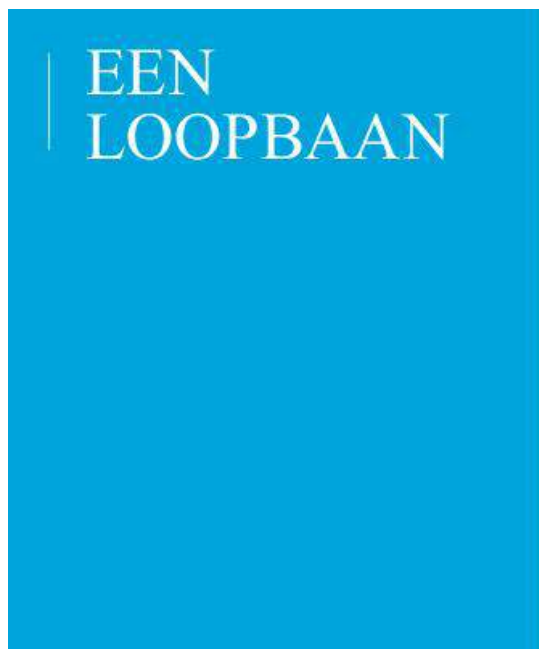
[https://igvm-iefh.belgium.be/sites/default/files/factsheet\\_nl\\_digitaal\\_0.pdf](https://igvm-iefh.belgium.be/sites/default/files/factsheet_nl_digitaal_0.pdf)

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

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

- **Date of EPD** 27/03/2020
- **Legal situation** :

- **Equal pay gap law:** <https://www.equalpayday.be/beleid/>  
<https://www.equalpayday.be/beleid/>  
<https://igvm-iefh.belgium.be/nl/activiteiten/arbeid/loonkloof/wetgeving>
- **Professional equality negotiation:** \_\_\_\_\_  
[https://igvm-iefh.belgium.be/nl/activiteiten/gender\\_mainstreaming/uitvoering\\_van\\_de\\_wet/statistieken\\_en\\_genderindicatoren](https://igvm-iefh.belgium.be/nl/activiteiten/gender_mainstreaming/uitvoering_van_de_wet/statistieken_en_genderindicatoren)
- **National gendered disaggregated data about employment and if possible working conditions and health at work :** \_\_\_\_\_  
[https://igvm-iefh.belgium.be/nl/activiteiten/arbeid/combinatie\\_werk\\_priveleven](https://igvm-iefh.belgium.be/nl/activiteiten/arbeid/combinatie_werk_priveleven)
- **Relevant national methods about gender mainstreaming approach in companies**  
: \_  
[https://igvm-iefh.belgium.be/nl/activiteiten/gender\\_mainstreaming](https://igvm-iefh.belgium.be/nl/activiteiten/gender_mainstreaming)
- **Action plans :**  
In Belgium the local clubs cannot organize something for Equal Pay Day this year due to the covid pandemic . On the national level we will try to set up an action in a digital environment that will catch the attention of all our members.



Contact : Ann Pleskie [plaskie.ann@telenet.be](mailto:plaskie.ann@telenet.be)

### 3. BPW CYPRUS



Ίση αμοιβή για ίσης  
αξίας εργασία μεταξύ  
ανδρών και γυναικών

**equal  
pay  
day,-**

Η ισότητα των αμοιβών στις εργασιακές σχέσεις διέπεται από ένα επαρκές θεσμικό πλαίσιο, εναρμονισμένο με το διεθνές και το κοινοτικό δίκαιο αλλά στην πράξη καταγράφεται σημαντική διαφορά των γυναικείων αμοιβών έναντι των αντίστοιχων ανδρικών. Με βάση τα τελευταία επίσημα στοιχεία της Eurostat το χάσμα αμοιβών μεταξύ ανδρών και γυναικών στην Κύπρο ανέρχεται στο 14%.



BPW CYPRUS

Federation of Business  
Professional Women  
ΚΟΓΕΕ  
Κυπριακή Ομοσπονδία  
Γυναικών Επιχειρηματιών  
Επαγγελματιών

Το Έργο που υλοποιούμε ως  
ΚΥΠΡΙΑΚΗ ΟΜΟΣΠΟΝΔΙΑ ΓΥΝΑΙΚΩΝ  
ΕΠΙΧΕΙΡΗΜΑΤΙΩΝ ΕΠΑΓΓΕΛΜΑΤΙΩΝ  
φιλοδοξεί να επιδράσει με από και  
μετρήσιμο τρόπο για:

- **ΕΞΙΣΑΜΟΙΒΗ ΓΙΑ ΊΣΗ ΑΓΙΑΣ**  
ΕΡΓΑΣΙΑ ΜΕΤΑΞΥ ΑΝΔΡΩΝ  
ΚΑΙ ΓΥΝΑΙΚΩΝ. Η εξίσωση των  
δοσολογιών στις αμοιβές των δύο  
φύλων είναι αναγκαία και  
με υλοποιώντας μέτρα είναι  
κρατησιακά ορατός στόχος.
- **ΣΥΣΤΗ ΚΑΙ ΑΝΑΝΤΙΣΤΗΤΗ**  
ΤΟΥ 91% ΤΩΝ ΕΠΙΧΕΙΡΗΜΑΤΙΩΝ  
ΠΑΡΟΧΕΣ ΟΥΚ ΕΝΔΕΙΧΝΟΥΝ  
ΠΟΡΕΥΝΑΙ ΟΙ ΓΥΝΑΙΚΕΙΣ.
- **ΚΟΙΝΩΝΙΑ ΤΗΣ ΓΑΛΛΙΑΣ**  
Προσπαθώντας τις Ευρωπαϊκές μέτρα  
νέφους να υλοποιηθούν η προώθηση της  
γυναικείας αξίας και των δύο φύλων  
και ελάττωση κεντρικού σκοπού  
Ανδρικής μεθόδου.
- **ΟΔΗΓΕΙΕΣ ΚΑΙ ΝΟΜΟΙ ΥΠΑΡΧΟΥΝΤΕΣ**  
ΤΟ ΣΗΜΑΝΤΙΚΟ ΕΝΑΝ  
ΝΑ ΕΒΑΡΧΕΣΤΕΙΝ ΤΑ  
ΝΑ ΕΒΑΡΧΕΣΤΕΙΝ ΤΗΝ  
ΔΙΑΚΟΛΕΥΗ ΚΑΙ ΤΗΝ ΙΣΟΤΗΤΑ.
- **ΜΕΤΡΑ ΤΟΥ ΚΑΝΟΝΙΣΜΟΥ**  
ΕΠΙΧΕΙΡΗΜΑΤΙΩΝ ΓΥΝΑΙΚΩΝ  
Οι επιχειρήσεις αυτές υποχρεούνται  
των γυναικών είναι μέτρα και 37-39%  
καυχήματα των ανδρών.  
Οι επιχειρήσεις αυτές υποχρεούνται  
μεταξύ των γυναικών  
μεταξύ των γυναικών είναι  
από τη στιγμή που μετράται ο χρόνος  
Αντα το μετρήσιμο και μετρήσιμο  
και αναμενόμενα.



BPW CYPRUS

Federation of Business  
Professional Women  
ΚΟΓΕΕ  
Κυπριακή Ομοσπονδία  
Γυναικών Επιχειρηματιών  
Επαγγελματιών

- **Federation : Cyprus Federation of Business and Professional Women**
- **Link to your favourite social media channel where you will promote your events (facebook, Linkedin, Website) :** <https://www.facebook.com/bpwcypus>
- **Equal pay Gap :** Cyprus gender pay gap 10,4% according to the latest official data
- **Data origin:**

percentage of the Gender Pay Gap of 365 days of the year.

Eurostat

[https://ec.europa.eu/info/sites/info/files/aid\\_development\\_cooperation\\_fundamental\\_rights/2020\\_factsheet\\_on\\_the\\_gender\\_pay\\_gap.pdf](https://ec.europa.eu/info/sites/info/files/aid_development_cooperation_fundamental_rights/2020_factsheet_on_the_gender_pay_gap.pdf)

- **Date of EPD Cyprus 21.02.2022**

- **Legal situation :**

- **Equal pay gap law:**

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

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

- **Professional equality negotiation:**

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

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

- [https://www.mof.gov.cy/mof/cystat/statistics.nsf/labour\\_34main\\_en/labour\\_34main\\_en?OpenForm&sub=4&sel=2](https://www.mof.gov.cy/mof/cystat/statistics.nsf/labour_34main_en/labour_34main_en?OpenForm&sub=4&sel=2)

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

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

[http://www.mlsi.gov.cy/mlsi/dlr/dlr.nsf/page46\\_en/page46\\_en?OpenDocument](http://www.mlsi.gov.cy/mlsi/dlr/dlr.nsf/page46_en/page46_en?OpenDocument)

- **Action plans :**

in 2022 : The campaign around Equal Pay Day is that undertaken by BPW Cyprus. It will run from 21 February to 28 February. It consists of a video clip which will be shown on all media including social media such as Facebook and on our web page. We also attach a copy for your files.

During 2022, BPW Cyprus met with the President of the House of Representatives, the President of the Cyprus Chamber of Commerce and Industry and the President of The Cyprus Employers Federation.

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

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



Recommended measures include:

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

## With Cyprus Employers and Industrialists Federation



## With Ms Zeta Emilianidou, Minister of Labour





**With Parliamentary Committee**





**Our team from BPW Kyrenia**



**A Team from BPW Larnaca**





**A team from BPW Nicosia**

**Contact : Mary Papadopoulou - BPW Cyprus | President - email:**  
**[president@bpwcyprus.org.cy](mailto:president@bpwcyprus.org.cy)**

4. BPW CZECH



- **Equal pay Gap** : 16,4 %
  - <https://ec.europa.eu/eurostat/databrowser/view/tesem180/default/table?lang=en>
  - [https://www.equalpayday.cz/equal\\_pay/](https://www.equalpayday.cz/equal_pay/)

- **Data origin** : 15.5.2022
- **Date of EPD in the CR**: 1.3.2022 ([press release](#))
- **Legal situation** :
  - **Equal pay gap law** : : In Czech Republic Antidiscriminal law nb 198/2009 from the year 2009 <https://www.zakonyprolidi.cz/cs/2009-198>
  - **Professional equality negotiation** : In Czech Republic - negotiation each 3 years, now the 5th version
  - **National gendered disaggregated data about employment and if possible working conditions and health at work** : Czech STatistic organisation - last release from 2017: <https://www.czso.cz/csu/czso/zeny-a-muzi-v-datech-2017>
- **Relevant national methods about gender mainstreaming approach in compagnies**: Companies in the Czech Republic usually just follow the programs of their owners abroad, the vast majority of Czech companies do not carry out any of their own activities.
- **action plan and fotos** - <https://www.equalpayday.cz/en/home/>

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

1/ we run huge media campaign for #equalpay

2/ we organize the EPD Event consisting of work-experience Conference and Speed mentoring since 2010. With support of partners and attendees themselves it became shortly the most popular and largest conference about women in the Czech Republic, mainly for its [atmosphere and energy](#).

3/ and we connect the topic with other #bpwcr projects to enlarge the involvement.

## 1/ CAMPAIGN JAN - SEPT 2022

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

[WEB Equal Pay Day Czech](#),

[FB Equal Pay Day Czech](#),

[Linked IN epd](#),

[Instagram bpwcr](#),

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

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



## 2/ 3-DAYS EVENT FOR 1000 WOMEN IN PRAGUE

**8th APRIL 2022** - International conference for 487 participants in Clarion Congress Hotel Prague with the main topic of **CHANGE, Future can be different.**

- ❖ **24** guest speakers, simultaneously translated, TEDx style performance, VIP zone
- ❖ program well balanced with networking
- ❖ **live TV broadcast** and main news
- ❖ Free Talks on YouTube channel after the event, [video promotion](#)
- ❖ international visit and speech from regional coordinator [Ms Anu Viks](#) from BPW Europe
- ❖ guest speaker ambassador of Canada [Ms Ayesha Rekhi](#) and Miss World [Taťána Kuchařová](#)
- ❖ **special Toblerone edition** printed in Switzerland
- ❖ we are speaking not only about equal pay , but about women in decision making positions, we present role models and we are trying to change established behavioral patterns



## 9th APRIL 2022 - Speed mentoring day for 524 women

- ❖ **113 hours** of speed mentoring activities offered in Czech, Slovak and English language
- ❖ [Mentors from European region](#) - **B&H, Serbia, Poland, Bulgaria, Hungary and Slovak**
- ❖ **77 women mentors** at one place and one time with their topics
- ❖ 5 blocks of mentoring section including networking activities



❖ B2B connection at VIP lounge



**10th APRIL 2022** - Online mentoring section for 135 women

- ❖ 2 mentoring slots for Czech and English speaking women
- ❖ 20 women mentors and topics to choose from
- ❖ online networking
- ❖ mentoring worldwide - connect from anywhere in the world



### 3/ UNIQUE CONNECTION OF PROJECTS

- ❖ EPD connected with the [Central European Initiative](#) for the project **Equal Pay Day conference going international!** 14 women experts from 7 different countries came to share their experiences and knowledge for the conference. Their target is to show

women role modeling all around Europe and spread our invented **Speed mentoring method** to their countries to empower other women through mentoring. [More pictures from the meeting.](#)



## Equal Pay Day conference going international!

CEI co – financing Reference number 302.5.2022.007



- ❖ **Project ANCHORS** has a great opportunity for a dissemination event for young ladies, who played a new [invented game](#) for killing stereotypes and prejudice of youngsters.





- ❖ Project Democratization and increased equal opportunity in innovation decision making was connected to Equal Pay DAY with a special workshop on investment topic on the 9th April, as well as special panel discussion on the 8th April as a part of conference.



- ❖ Equal Pay day is also a perfect opportunity for dissemination of the project outcomes and participant's networking. The 2 annual Academy for Women Entrepreneurs (AWE) supported by the **US Embassy** offered a place to share the knowledge by speed mentoring roundtables and meeting together.



[PHOTO CONFERENCE 2022](#)

[PROGRAM 2022](#)

[SPEAKERS & MENTORS 2022](#)

[CATALOGUE ONLINE & OFFLINE VERSION](#)

- **contact** : Lenka Strastna | President to BPWCR | [lenka.stastna@bpwcr.cz](mailto:lenka.stastna@bpwcr.cz)
- Helena Dreiseitlová | Project Manager Equal Pay Day | [helena.dreiseitlova@bpwcr.cz](mailto:helena.dreiseitlova@bpwcr.cz)

## 5. BPW ESTONIA

- **Equal pay Gap** : 15,60%
- **Data origin** : <https://www.stat.ee/en/node/183343>

The calculation is based on the data of the gender pay gap of Statistics Estonia in 2020. In 2021, the working time fund (working days) will be 254. According to the latest (2020 data), the gender pay gap was 15.6%, ie women have to either work longer for ~ 40 working days ( $254 \times 15.6 / 100 = 39.6$ ) or stop ~ 40 working days earlier (so, 7th of November 2022). We decided to move the venue to november due to war in Ukraine.

- **Date of EPD** 01.03.2022
- **Legal situation** :
  - **Equal pay gap law** : Estonian constitution, the Gender Equality Act and the Equal Treatment Act emphasize the principle of equal treatment. In reality gender inequality can be found at the level of society as a whole - from the division of domestic work between men and women to gender inequality in the labor market. The situation has been improving overall, but some fields remain to be a point of concern (see below).
  - **Professional equality negotiation** : Not relevant in Estonia.
  - **National gendered disaggregated data about employment and if possible working conditions and health at work** : In financial and insurance field, the gap is highest.

**PA5335: GENDER PAY GAP, OCTOBER  
by Year, Economic activity (EMTAK  
2008) and Indicator**

		Wages and salaries gap, %
2020	Economic activities total	15.6
	Agriculture, forestry and fishing	7.2
	Mining and quarrying	26.1
	Manufacturing	21.6
	Electricity, gas, steam and air conditioning supply	11.0
	Water supply; sewerage, waste management and remediation activities	5.4
	Construction	3.0
	Wholesale and retail trade	23.0



Transportation and storage	-6.2
Accommodation and food service activities	15.9
Information and communication	24.1
Financial and insurance activities	29.4
Real estate activities	17.5
Professional, scientific and technical activities	12.1
Administrative and support service activities	18.2
Public administration and defence; compulsory social security	5.2
Education	16.7
Human health and social work activities	24.0
Arts, entertainment and recreation	12.6
Other service activities	17.1

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

• \_\_\_\_\_

- **Action plan**

With the Ministry of Social Affairs we decided to postpone the equal pay event. The exact day to celebrate the day was 1st March 2022. But on 24th February the war began and in Estonia we were in shock and the full attention went helping ukrainians.

[https://www.etag.ee/wp-content/uploads/2020/10/Estonian-Research-Council\\_Gender-Equality-Plan.pdf](https://www.etag.ee/wp-content/uploads/2020/10/Estonian-Research-Council_Gender-Equality-Plan.pdf)

*On behalf of BPW Estonia, we will do 1 hour long panel discussion and drawing it at the same time. Focus: helping the companies to close the pay gap. Attorney at law Karin Madisson (Sorainen) and startup founder Mari-Liis Lind (VIVITA) will be the panelists.*

## 6. BPW FINLAND



- **Federation :** Business and Professional Women Finland ry
- **Link to your favourite social media channel where you will promote your events (facebook, LinkedIn, Website) :**
  - <https://www.bpw-finland.fi/>
  - <https://www.facebook.com/BPWFinland/>
  - <https://www.facebook.com/YoungBpwFinland/>
- **Equal pay Gap :** 16 % pay cap in overall income 2022
- **Data origin :** [http://www.stat.fi/til/ati/2020/03/ati\\_2020\\_03\\_2020-10-15\\_tau\\_003\\_en.html](http://www.stat.fi/til/ati/2020/03/ati_2020_03_2020-10-15_tau_003_en.html)

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

- **Date of EPD** 28.02.2022

*If we calculate the day according to the EPD program instructions, starting from the beginning of January then EPD is what is mentioned above. However Finland has traditionally spent the so-called women's payday from the end of the year, when women's organizations in the media remind us that it is the last day of the year when women are paid and the rest of the year we work unpaid because of the pay gap. In 2020, this day was 1.11.2020. Therefore, it is not really possible to say that we would celebrate this day*

*as elsewhere in Europe, which celebrates the beginning of the payroll, while we are in a more negative mood when it is reminded that the payroll of women ends that year and this makes campaigning challenging. Women`s pay day will be this year 2.11.2021.*



- **Legal situation :**

- **Equal pay gap law:** Laki naisten ja miesten välisestä tasa-arvosta 609/1986  
In English Act on Equality between Women and Men 609/1986  
You can find law written in English:  
<https://finlex.fi/en/laki/kaannokset/1986/en19860609>
- **Professional equality negotiation:** <https://tane.fi/en/frontpage>  
*The Government shall appoint an Advisory Board for Gender Equality (Tasa-arvoasiain neuvottelukunta TANE) for the term of office of Parliament. TANE has an advisory role in public administration. However in practice, the matter is negotiated between trade unions and employers' unions. As a result, it is difficult to increase wages in female-dominated sectors, because, for example, the majority of nurses are still women who are paid from public funds. Whereas in male-dominated sectors it is easier to justify wage increases according to the improved result, e.g. the paper industry.*



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

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

- **Action plans** : A campaign to raise awareness and challenge other women's organizations
1. We had a hybrid seminar on 8.3.2022 with Eurooppanaiset and Finnish Federation of Graduate Women. The Topic of the seminar was Reduced female employment -Equal pay is human and fundamental rights issue. Vice president of BPW Finland Riitta Rönk was the seminar moderator. I have only some photos I have taken from my laptop. That was our EQP event this year.
  2. Influence by making statements on current issues related to equal pay and the role of women in working life.
  3. The Sustainable Development Network is expanding to cover all member associations. Themes of sustainable development will be included in the events
  4. The associations, in turn, organize joint BPW Together webinars open to all
  5. The Woman of the Year will be selected in the spring of 2022 from the field of science. The Woman of the Year will be announced at an event in May. The Woman of the Year is research professor Tekla Tammelin, she has been working as a Principal Scientist at VTT with the research responsibility area of lignocellulose and especially nanocellulose-based innovative biomaterial solutions. She has been leading research where plant-derived materials are utilised as e.g. selective membranes for water purification systems, substrates for printed electronics and optical structures as well as immobilisation matrices for energy producing biomolecules.

- **Contact :** [office@bpw-finland.fi](mailto:office@bpw-finland.fi)





## 6. BPW FRANCE



Equal Pay Day® 2022 : la table ronde de BPW France

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

- **Equal pay Gap :** \_\_\_\_\_21,8 \_\_\_\_%
- *in France, there is still averagely 21,8% revenue pay gap in 2017 – not uptated data*
  - *Up to 27,2% in private companies*
  - *Up TO 16,4% in public services*



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



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

\*\* Équivalent temps plein.

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

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

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

- **Data origin :**

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

- **Date of EPD** \_21\_/03\_\_/\_2022\_

- **Legal situation :**

- **Equal pay gap law :**

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

- **Professional equality negotiation :**

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

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

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

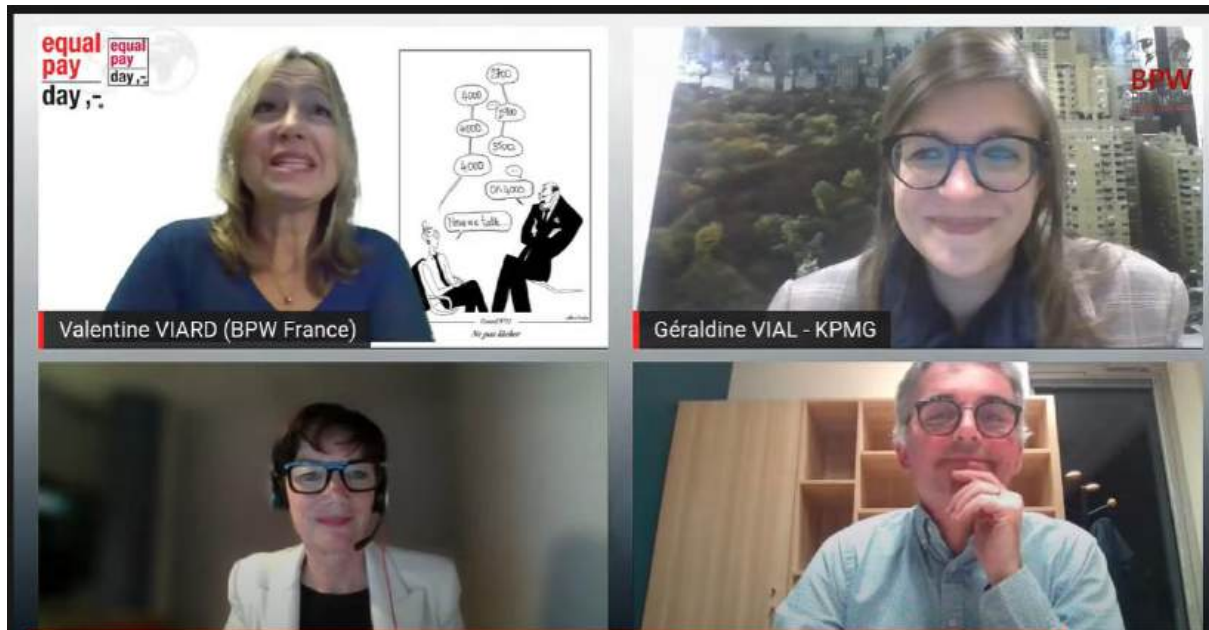
- **Relevant national methods about gender mainstreaming approach in companies**

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

- **Action plan & fotos**

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

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



## **BPW FRANCE CONCRETE PROPOSALS - ENFORCING FRENCH LAWS**

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

- the implementation of existing laws in France by encouraging companies to change their managerial and societal cultures
- the application of applicable sanctions.
- the transposition of French laws to the European Union.

### **1/ Annual monitoring of gender pay gaps**

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

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

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

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

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

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

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

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

## **4/ Promotion of the professional equality label**

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

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

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

▶ Publish an equal pay barometer.

▶ Promote the organisations that held the label.

▶ Conduct certification actions in concert with Afnor (French Association for Standardisation)



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

► Actually, the catch-up guarantee applies in the absence of a branch or company agreement; it is not applicable to collective branch or company agreements concluded prior to the entry into force of Act No. 2006-340 of 23 March 2006 on equal pay for women and men.

► The generalisation of the application of the catch-up guarantee is proposed in SMEs (workforce >250, turnover >50 M€).

**REPLAY** : <https://www.youtube.com/watch?v=W2nOyGZcQ7M>



[www.equalpayday.de](http://www.equalpayday.de)

- **Federation** : Business and Professional Women (BPW) Germany e.V.
- **Link to your favourite social media channel where you will promote your events (facebook, LinkedIn, Website)** : [equalpayday.de](http://equalpayday.de); [https://twitter.com/BPW\\_Germany](https://twitter.com/BPW_Germany); <https://www.facebook.com/equalpayday/>; <https://www.linkedin.com/showcase/equal-pay-day-deutschland>; <https://www.instagram.com/equalpayday.de/>
- **Equal pay Gap** : 18 %
- Data of Statistisches Bundesamtes for 2018; published 8. Dezember 2020 for general Gender Pay Gap; same position, same Knowledge, same experience: 6 %
- **Data** origin  
<https://www.destatis.de/DE/Themen/Arbeit/Arbeitsmarkt/Qualitaet-Arbeit/Dimension-1/gender-pay-gap.html>
- **Date of EPD** 7th/March/2022
- **Legal situation** :

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

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

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

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

[Pflegeberufegesetz](#)

[Mindestlöhne für Pflegekräfte](#)



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

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

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

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

**Action plans :** The campaign behind the Equal Pay Day Germany does not plan own activities, we provide support and a network for everyone who wants to become active, hence every year there are a lot of different events taking place in Germany.

Reports in the daily news and the 8 p.m. news, hoisted flags and demonstrations in marketplaces, lectures and workshops - online, offline and hybrid. This year, too, the actors were creative again and drew attention to the gender pay gap in numerous campaigns nationwide. There was an Equal Pay Day Tram going through Munich, red umbrellas and a podiums discussion in Bremen and several online events.

"The EPD is like a flare, a signal to politicians and companies to finally take effective action," says Uta Zech, President of BPW Germany. "The fact that the wage gap has not narrowed shows that the FöPo Act and the Pay Transparency Act must be tightened. It will only change with sanctions. And jobs must finally be paid according to gender-neutral criteria. That would be estimated to narrow the gap by 10 percentage points."

In 2021, women in Germany earned an average of 18% less per hour than men. The difference in earnings between women and men thus remained unchanged compared to the previous year. In 2006, at 23%, it was 5 percentage points higher than in 2021. Things are progressing, but too slowly. The federal government has also set itself the goal of reducing the pay gap to ten percent by 2030.

## **Motto 2022: EQUAL PAY 4.0 - Gerechte Bezahlung in der digitalen Arbeitswelt**

### **EQUAL PAY 4.0 - Fair payment in the digital world of work**

The digital transformation is bringing accelerated dynamics to the job market. New, agile forms of work, mobile and flexible work, social entrepreneurship, but also technical and digital solutions for physically demanding work offer opportunities for more equality on the labor market. In addition to opportunities, digitization also entails risks for equality. So how can digitization promote wage equity?



In order for women to be able to recognize and take advantage of their opportunities in the digitized labor market, the framework conditions must be right. Together we want to ensure that the digital transformation leads to more equal pay.

In order to ensure equality in the digitized world of work, the following requirements must be met:

- Good and equal access to digital education for women and men must be ensured.
- Only when programming teams are diverse can they develop algorithms and AI that are not based on distorting assumptions (biases).
- In order for women and men to benefit equally from the possibilities of mobile and flexible forms of work, the presence culture must be overcome.
- Investors must strengthen the promotion of female start-ups by actively including gender factors in investment analyses, so that the proportion of start-ups founded by women in the field of digitization increases and the female perspective is taken into account when designing and using digital products.

## 8. BPW SPAIN



- **Equal pay Gap : \_\_\_\_24\_\_\_\_%**

- Since 2018 the wage gap has reduced 5 points to 16.2% according to national Institute of statistics in Spain

- Ages 24 - 35 wage gap is 4,6%,
- Ages 55 - 64 wage gap is 8,2%
- Ages 65+ wage gap is 34,3%

- **Data origin :**

- Spain Data:
- <https://www.ccoo.es/76c5b5ec2de4237255da2ecd9da0e499000001.pdf>

- **Date of EPD \_22/\_02/\_2022\_\_**

- **Legal situation :**

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

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

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



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

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

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

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

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

- **Action plan & fotos**



## BPW Spain: Prensa

AMEPHU



asociación de mujeres  
emprendedoras de la  
provincia de huesca



COPE

**AMEPHU y CEOS organizan una jornada con motivo del Equal Pay Day, Día de la Igualdad Salarial**

[https://www.cope.es/emisoras/aragon/huesca-provincia/huesca/informativo-mediodia-en-huesca/amp/noticias/amephu-ceos-organizan-una-jornada-con-motivo-del-equal-pay-day-dia-igualdad-salarial-20220221\\_1888009](https://www.cope.es/emisoras/aragon/huesca-provincia/huesca/informativo-mediodia-en-huesca/amp/noticias/amephu-ceos-organizan-una-jornada-con-motivo-del-equal-pay-day-dia-igualdad-salarial-20220221_1888009)



RADIO HUESCA

**Equal Pay Day, el Día de la igualdad salarial, protagonizará una jornada en Huesca**

<https://www.radiohuesca.com/amp/huesca/equal-pay-day-el-dia-de-la-igualdad-salarial-protagonizara-una-jornada-en-huesca-20022022-164527.html>



COPE

**AMEPHU cree que la brecha salarial ha bajado porque ha aumentado el SMI, que cobran más mujeres que hombres**

[https://www.cope.es/emisoras/aragon/huesca-provincia/huesca/informativo-mediodia-en-huesca/amp/noticias/amephu-cree-que-brecha-salarial-bajado-porque-aumentado-smi-que-cobran-mas-mujeres-que-hombres-20220222\\_1903427](https://www.cope.es/emisoras/aragon/huesca-provincia/huesca/informativo-mediodia-en-huesca/amp/noticias/amephu-cree-que-brecha-salarial-bajado-porque-aumentado-smi-que-cobran-mas-mujeres-que-hombres-20220222_1903427)





#### Informe 39: Brecha salarial

La Unidad de Vigilancia Sexista conmemora esta semana el Día por la Igualdad Salarial

Unidad de Vigilancia Sexista / 22 de febrero / 2022

#### CADENA SER

##### Informe 39: Brecha salarial

<https://cadenaser.com/2022/02/23/informe-39-brecha-salarial/>



#### La Subdelegación del Gobierno en Huesca se suma al Día por la...

La Subdelegación del Gobierno en Huesca colabora con la Asociación de Mujeres Empresarias de la

#### ARAGÓN EUROPA PRESS

##### La Subdelegación del Gobierno en Huesca se suma al Día por la Igualdad Salarial

<https://www.europapress.es/aragon/noticia-subdelegacion-gobierno-huesca-suma-dia-igualdad-salarial-20220220184446.html>



#### Huesca se suma al día internacional por la igualdad salarial

Cada 22 de febrero se analizan las diversas causas que producen la brecha salarial de género y se

#### RADIO HUESCA

##### Huesca se suma al día internacional por la igualdad salarial

<https://www.radiohuesca.com/huesca-se-suma-al-dia-internacional-por-la-igualdad-salarial-22022022-164639.html>



#### Amephu organiza una jornada con motivo del Día de la Igualdad Salarial

La jornada dará comienzo este martes las 10:30 y se proyectará un documental sobre desigualdad salarial

#### RADIO HUESCA

##### Amephu organiza una jornada con motivo del Día de la Igualdad Salarial

<https://www.diariodelaltoaragon.es/noticias/huesca/2022/02/21/amephu-organiza-una-jornada-con-motivo-del-dia-de-la-igualdad-salarial-1554549-daa.html>

<http://www.rondahuesca.es/2022/02/18/amephu-y-ceos-cepyme-huesca-organizan-una-jornada-con-motivo-del-dia-de-la-igualdad-salarial/?fbclid=IwAR3ukBMGXRCM-lsupK4w3WzZsbL632R6Ss2Fw2TZECHLIDUzAiS95d51yBQ>

<https://www.eleconomista.es/aragon/noticias/11625871/02/22/Huesca-acoge-la-jornada-Equal-Pay-Day-para-abordar-la-igualdad-salarial.html>

**DIRECTIVOS ADEA**  
**Jornada AMPEHU: "La igualdad retributiva en la Agenda 2030"**

<https://www.directivosadea.com/noticias-socios/amephu-jornada-igualdad-salarial?page>

## BPW Canarias



### ONDA FUERTEVENTURA

**El Ayuntamiento capitalino se adhiere al manifiesto 'Equal Pay Day'**

<https://ondafuerteventura.es/el-ayuntamiento-capitalino-se-adhiere-al-manifiesto-equal-pay-day/>

## BPW Ceuta



### BPW Spain reivindica la igualdad salarial entre hombres y mujeres

La lucha contra la desigualdad salarial en España es una lucha que la Federación BPW Spain "ha liderado y...



La Federación de Empresarias y Profesionales conmemora el Día de la...  
Medio digital de noticias, actualidad, local, plural y diverso.

### EL PUEBLO DE CUETA

**BPW Spain reivindica la igualdad salarial entre hombres y mujeres**

<https://elpueblodeceuta.es/art/67470/bpw-spain-reivindica-la-igualdad-salarial-entre-hombres-y-mujeres>

### EL FORO DE CEUTA

**La Federación de Empresarias y Profesionales conmemora el Día de la Igualdad Salarial: «Queremos cobrar igual, ni más, ni menos»**

<https://elforodeceuta.es/la-federacion-de-empresarias-y-profesionales-conmemora-dia-de-la-igualdad-salarial-queremos-cobrar-igual-ni-mas-ni-menos/>



### LA VERDAD DE CEUTA

**BPW Ceuta celebrará el 22 de febrero el Equal Pay Day, reivindicando la igual salarial entre hombres y mujeres**

<https://www.laverdaddeceuta.com/sociedad/noticias/sociedad/noticias-generales/bpw-ceuta-celebrara-el-22-de-febrero-el-equal-pay-day-reivindicando-la-igual-salarial-entre-hombres-y-mujeres>



REM



#### ONDA CERO

**REM y el Ayuntamiento organizan actos para el 22F y el 8M (RADIO)**

[https://amp.ondacero.es/emisoras/andalucia/marbella/audios-podcast/informativos/rem-ayuntamiento-organizan-actos-22f\\_20220217620e0996cfdb0c0001eaac05.html](https://amp.ondacero.es/emisoras/andalucia/marbella/audios-podcast/informativos/rem-ayuntamiento-organizan-actos-22f_20220217620e0996cfdb0c0001eaac05.html)



#### DIARIO SUR

**El programa Interlabora ha atendido 985 consultas en el último año**

[https://www.diariosur.es/marbella-estepona/programa-interlabora-atendido-20220217000125-ntvo\\_amp.html](https://www.diariosur.es/marbella-estepona/programa-interlabora-atendido-20220217000125-ntvo_amp.html)



#### LA OPINIÓN DE MÁLAGA

**Empresarias de Marbella se suman al Día Europeo por la Igualdad Salarial**

<https://www.laopiniondemalaga.es/marbella/2022/02/20/empr-esarias-marbella-suman-dia-europeo-62929429.amp.html>



#### AL SOL DE LA COSTA

**El Ayuntamiento de Marbella se suma a la celebración del Día Europeo por la Igualdad Salarial con acto que organizará REM**

<https://alsoldelacosta.com/el-ayuntamiento-de-marbella-se-suma-a-la-celebracion-del-dia-europeo-por-la-igualdad-salarial-con-un-acto-que-organizara-rem/>



#### ONDA CERO

**Más de Uno Marbella 12.30. Martes 22 de febrero de 2022**

[https://www.ondacero.es/emisoras/andalucia/marbella/audios-podcast/mas-de-uno/mas-uno-marbella-1230-martes-22-febrero-2022\\_202202226214e237cfdb0c0001f11049.html](https://www.ondacero.es/emisoras/andalucia/marbella/audios-podcast/mas-de-uno/mas-uno-marbella-1230-martes-22-febrero-2022_202202226214e237cfdb0c0001f11049.html)

## EVAP

## EVAP

ASOCIACIÓN DE EMPRESARIAS  
Y DIRECTIVAS PROFESIONALES DE VALENCIA



### RADIO NACIONAL

#### Boletín del 22/02/22

<http://hokcab01.almacen.api.auditmedia.es//api/Recortes/e67ffe76-10db-41be-9a82-69006e6a69fd/radio.mp3>

#### Informativo 13 horas. Regional. 22/02/22. Min 2:16

<http://hokcab01.almacen.api.auditmedia.es//api/Recortes/3ab60c2b-02b0-4d81-a419-bd22dfa035d7/radio.mp3>

### ONDA CERO

#### Informativo regional. 22/02/22.

<http://hokcab01.almacen.api.auditmedia.es//api/Recortes/d775fba3-2404-4d30-870c-eba3a7cce064/radio.mp3>

#### Aquí en la onda. Regional. 22/02/22.

<http://hokcab01.almacen.api.auditmedia.es//api/Recortes/30b4fa20-5b97-4454-b0ec-4cf1ad583f5b/radio.mp3>

#### Informativo regional 22/02/22.

<http://hokcab01.almacen.api.auditmedia.es//api/Recortes/f74678e3-e709-4ead-bcaa-c219e7f2fe61/radio.mp3>



### À PUNT

#### Informativo

<http://hokcab01.almacen.api.auditmedia.es//api/Recortes/b7e0b196-f2b1-4427-af0f-5d8fa6919586/radio.mp3>



### VALENCIA PLAZA

**Empresarias y directivas piden el fin de la brecha salarial, que en la Comunitat se acerca al 20%**

<https://valenciaplaza.com/empresarias-y-directivas-piden-el-fin-de-la-brecha-salarial-que-en-la-comunitat-se-acerca-al-20>





## EL DIARIO

**Las empresarias valencianas piden acabar con la brecha salarial; los empresarios, estabilidad política**

[https://www.eldiario.es/comunitat-valenciana/politica/empresarias-valencianas-piden-acabar-brecha-salarial-empresarios-estabilidad-politica\\_1\\_8771648.html](https://www.eldiario.es/comunitat-valenciana/politica/empresarias-valencianas-piden-acabar-brecha-salarial-empresarios-estabilidad-politica_1_8771648.html)



## VALÈNCIA EXTRA

**"A igual treball igual salari", la futura Llei d'Igualtat crearà plans per a revertir la bretxa salarial de gènere en les empreses**

[https://www.valenciaextra.com/politica/a-igual-treball-igual-salari-futura-llei-igualtat-valenciana-promoura-creacio-plans-revertir-bretxa-salarial-genere-en-empreses\\_506992\\_102.html](https://www.valenciaextra.com/politica/a-igual-treball-igual-salari-futura-llei-igualtat-valenciana-promoura-creacio-plans-revertir-bretxa-salarial-genere-en-empreses_506992_102.html)

**"A igual treball igual salari", la futura Llei d'Igualtat valenciana promourà la creació ...**

La nova Llei d'Igualtat de la Generalitat centrarà la lluita contra la bretxa salarial en la transparència retributiva, els incentius a empresar i les empreses.



## CADENA SER

**Las mujeres de la Comunitat Valenciana cobran 5.185 euros menos que los hombres al año**

<https://cadenaser.com/2022/02/22/las-mujeres-de-la-comunitat-valenciana-cobran-5185-euros-menos-que-los-hombres-al-ano/>

**Las mujeres de la Comunitat Valenciana cobran 5.185 euros menos que los hombre...**

Según un informe sobre la brecha salarial elaborado por CCOO y UGT y que han presentado en el Día Internacional de la Igualdad Sexual.



## LEVANTE

**La brecha salarial en la C. Valenciana baja 6,5 puntos en una década coincidiendo con la subida del SMI**

<https://www.levante-emv.com/economia/2022/02/22/brecha-salarial-c-valenciana-baja-63019536.html>



**EVAP reivindica la igualdad salarial porque después de más de dos...**

La Asociación de Empresarias y Profesionales de Valencia anima a la sociedad a que se sume el

## EUROPA PRESS

**EVAP reivindica la igualdad salarial porque después de más de dos décadas la brecha sigue superando el 20%**

<https://www.europapress.es/comunitat-valenciana/noticia-evap-reivindica-igualdad-salarial-porque-despues-mas-dos-decadas-brecha-sigue-superando-20-20220220135307.html>



**Empresarias y directivas piden el fin de la brecha salarial, que en la Comunitat...**

La Asociación de Empresarias, Directivas y Profesionales de Valencia (EVAP) ha convocado un acto en la Plaza del Ayuntamiento de València con el...

## 20 MINUTOS

**Empresarias y directivas piden el fin de la brecha salarial, que en la Comunitat Valenciana se acerca al 20%**

<https://www.20minutos.es/noticia/4960753/0/empresarias-y-directivas-piden-el-fin-de-la-brecha-salarial-que-en-la-comunitat-valenciana-se-acerca-al-20/>



**Sólo el 18% de las empresas valencianas tiene un plan de igualdad**

Un total de 2.057 compañías en la Comunitat deben registrar el documento para combatir la desigualdad en el doble festivo del 8 de

## LAS PROVINCIAS

**Sólo el 18% de las empresas valencianas tiene un plan de igualdad**

<https://www.lasprovincias.es/economia/empresas/solo-empresas-valencianas-plan-igualdad-2022022130346-nt.html#vca%3Dfixed-btn%26vso%3Drrss%26vmc%3Dtw%26vli%3DEmpresas&ref=>



**Evap reivindica la igualdad salarial porque la brecha sigue superando el 20%**

El martes se celebra el día de la igualdad salarial

8 de febrero de 2022 | 10:00h | 10 minutos | 10 minutos

## ALICANTE PLAZA

**Evap reivindica la igualdad salarial porque la brecha sigue superando el 20%**

<https://alicanteplaza.es/evapreivindicalaigualdadsalarialporquela-brechasiguesuperandoel20>



#### ONDA CERO

**Asociaciones, sindicatos e instituciones apuestan por adoptar medidas para acabar con la brecha salarial**

[https://www.ondacero.es/emisoras/comunidad-valenciana/valencia/audios-podcast/informativos/asociaciones-sindicatos-instituciones/s-apuestan-adoptar-medidas-acabar-brecha-salarial\\_2022/02226214dc5e7879d80001faaf07.html](https://www.ondacero.es/emisoras/comunidad-valenciana/valencia/audios-podcast/informativos/asociaciones-sindicatos-instituciones/s-apuestan-adoptar-medidas-acabar-brecha-salarial_2022/02226214dc5e7879d80001faaf07.html)



#### RTVE

**TVE. Informativo regional. Min 05:00.**

<https://www.rtve.es/play/videos/informatiu-comunitat-valenciana/1-22-02-22/6385487/>



Contact : Felicia Guerra coordinadora@bpwspain.org

## 9. BPW UK

Federation : BPW United Kingdom

Link to your favourite social media channel

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

Gender Pay Gap \_\_\_\_\_ Data collected November 2020

Gender Pay Gap - for full time employees is  
8.9%

Gender Pay Gap - for all employees is  
17.3%

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

Gender Pay Gap - for those aged 50 plus  
15%

Data origin

Office for National Statistics  
[www.ons.gov.uk](http://www.ons.gov.uk)

Date of EPD

last date available

BPW UK used 6 March in 2019

Legal situation :

Equal Pay Act 1970

Superceded by Equality Act 2010

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

NGO    Equality and Human Rights Commission

NGO    NAWO – National Association of Women's Organisations

NGO    Trades Union Congress  
workers rights

NGO    many professional organisations

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

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

# BPW INTERNATIONAL

Business & Professional Women



BPW

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



## 10. BPW SWITZERLAND



- **Federation : Switzerland**
- **Link to your favourite social media channel where you will promote your events (facebook, Linkedin, Website) :** facebook, twitter, Website
- **Equal pay Gap :** 14,4 % meridian salary in the private sector
  - **Data origin :**
  - Statistics by Federal bureau of Statistics. We also have a graphic showing the very slow process of smallering the Gender pay Gap.
  - Swiss Earnings Structure Survey  
<https://www.bfs.admin.ch/bfs/de/home.gnpdetail.2019-0502.html>
- **Date of EPD** 20.02.2022
- **Legal situation :**
  - **Equal pay gap law:** Federal Act on Gender Equality (Gender Equality Act, GEA) of 24 March 1995 (Status as of 1 July 2020)  
<https://www.admin.ch/opc/en/classified-compilation/19950082/index.html>
  - **Professional equality negotiation:**  
<https://www.ebg.admin.ch/ebg/fr/home/themes/droit/loi-sur-l-egalite/faire-valoir-ses-droits.html>  
<https://www.ebg.admin.ch/ebg/en/home/topics/work/equal-pay/commitment-to-equal-pay.html>
  - **National gendered disaggregated data about employment and if possible working conditions and health at work :** Swiss Earnings Structure Survey  
<https://www.bfs.admin.ch/bfs/de/home.gnpdetail.2019-0502.html>



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

- <https://www.ebg.admin.ch/ebg/en/home/topics/work/equal-pay.html>
- <https://www.eda.admin.ch/agenda2030/de/home/internationale-ebene/monitoring-ueberpruefung-post-2015-agenda.html>

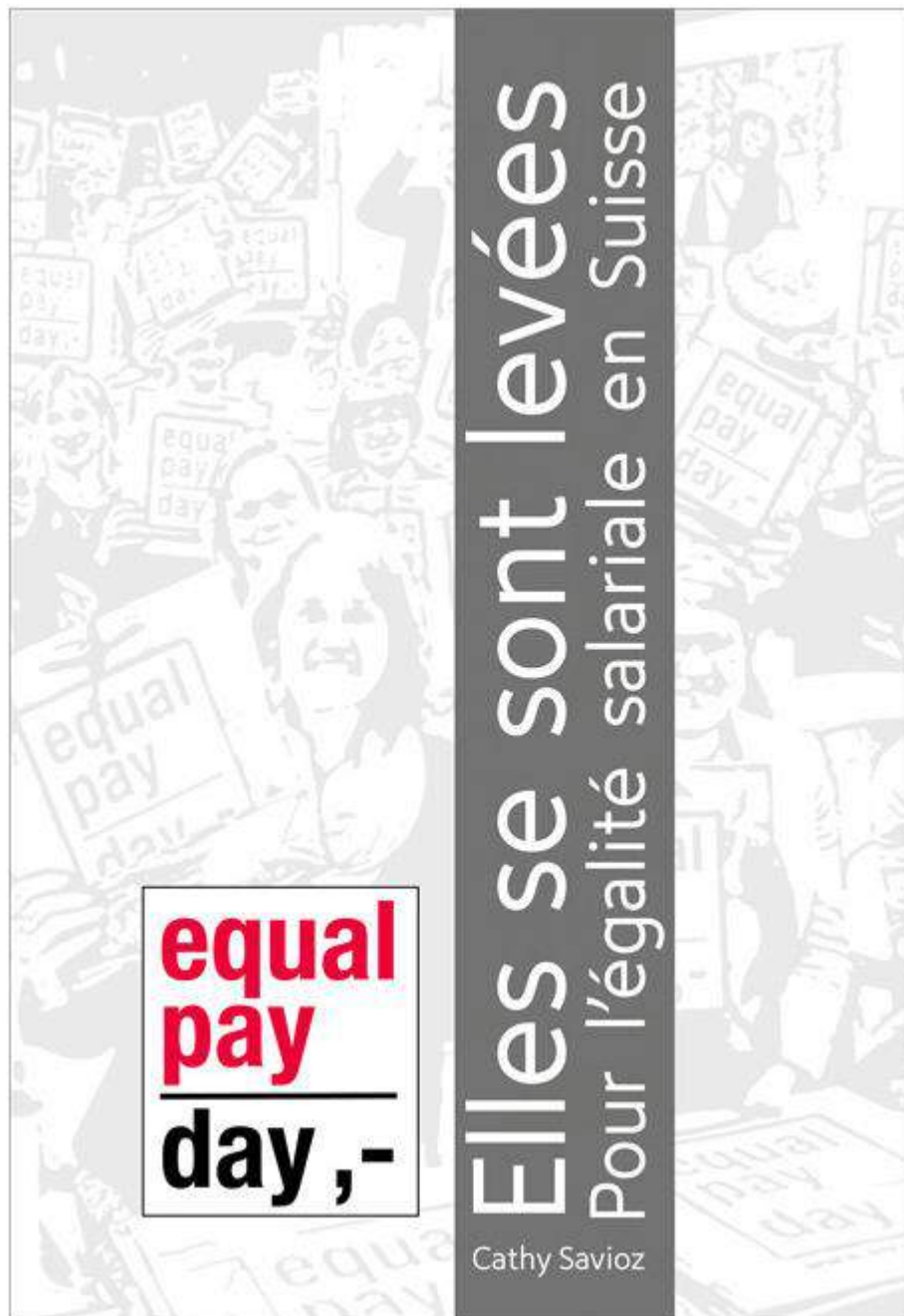
- **Action plans :**

**We link all local activities on [www.equalpayday.ch](http://www.equalpayday.ch)**

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

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

Individual clubs are planning activities with local businesses.



Cathy Savioz

Around the world, women earn less than men. In Switzerland too, in the finance and insurance sector, they earn 33% less.

Hundreds of women stood up to inform the public about these wage gaps, a well-kept secret. They launched Equal Pay Day, an initiative of Business and Professional Women BPW. Since 2009, they have been organizing street actions, public debates, shock actions. And now a law comes into force - only temporarily - for employers to do a salary analysis.

The author tells the story of this campaign in more than 50 cities and she collected the testimonies of the first ones who stood up. Stands erected in the heart of cities, the public's incredulity, the loneliness of commitment, international solidarity. Determined professional



women who have engaged for the first time in a public debate, a commitment for employees, for women, for society. Read an excerpt.

Cathy Savioz organized the first Equal Pay Day in Geneva, then she led the Swiss Equal Pay Day campaign between 2012 and 2016. Cathy is a member of BPW Geneva.

Digital book in French, 110 pages, price approx. CHF18.  
For sale on kobo.com, orellfuessli.ch or thalia.de.

For the media: press release, press kit, press images.  
Contact the author: Cathy Savioz, cathy.savioz [at] bluewin.ch, 079 814 81 35.

Read the article published in Fémina, 22.02.2021

## 11. BPW LITHUANIA



- Federation : BPW Vilnius Chamber(Lithuania)
- Link to your favourite social media channel where you will promote your events (facebook, Linkedin, Website) : Facebook; <https://www.verslomoters.lt/>
- Equal pay Gap : 12.1% and data explanation
- Data origin : [Informaciniai pranešimai - Oficialiosios statistikos portalas](#)
- Date of EPD: 13.02.2022
- Legal situation :
  - Equal pay gap law: [https://mysalary.lt/darbo-teises/lygiu-galimybiu-igyvendinimas; VIII-947 Lietuvos Respublikos moterų ir vyrų lygių galimybių įstatymas \(lrs.lt\)](https://mysalary.lt/darbo-teises/lygiu-galimybiu-igyvendinimas; VIII-947 Lietuvos Respublikos moterų ir vyrų lygių galimybių įstatymas (lrs.lt))
  - Professional equality negociation: <https://www.e-tar.lt/portal/lt/legalAct/f6d686707e7011e6b969d7ae07280e89/asr>
  - National gendered disagragated data about employment and if possible working conditions and heath at work : <https://www.lygybe.lt/lt/lyciu-lygybes-statistika>  
[https://www.lygybe.lt/data/public/uploads/2019/12/lg-situacijos-apzvalga\\_sgm-2019.pdf](https://www.lygybe.lt/data/public/uploads/2019/12/lg-situacijos-apzvalga_sgm-2019.pdf)



- Relevant national methods about gender mainstreaming approach in companies:  
<https://mysalary.lt/darbo-teises/lygiu-galimybiu-igyvendinimas>  
[https://www.lygybe.lt/data/public/uploads/2021/01/lygiu\\_galimybiu\\_politika\\_2.pdf](https://www.lygybe.lt/data/public/uploads/2021/01/lygiu_galimybiu_politika_2.pdf)

- Action plans :

Federati on/ Associati on Club	Actions (cities, activities, ...)	Digital communication	Contact (name and email)
BPW Vilnius Chambe r(Li thuania)	To spread the information about the importance of Equal Pay Day and about BPW Europe EPD initiative. Use links to BPW website and Logo as a visual sign.	Fabebook channel; <a href="http://www.verslomoterys.lt">www.verslomoterys.lt</a>	Monika Prastiene Monika@mdpholding.com

- a short texte and somes fotos

Paying attention to women in identical positions in the same sectors still faces the problem of lower pay than men.

Monika Prastiene

Lithuania commemorated Equal Pay Day on the 13th of February 2022. This is because the gender pay gap stands at 12,1% which is a lower GAP than the EU average. Equal pay is essential because every worker deserves to have a voice and be properly represented and protected.

BPW Vilnius Chamber visited Berta&Talks podcast to discuss the gender pay gap importance, examine the reasons why the pay gap exists and make suggestions on how to reduce it.

BPW Vilnius made a interactive zoom discussion about Equal Pay on 1st of FEB; Will be mentioned EPD Lithuania (on 13th of FEB) in Social Media; Going to be realized 2 articles in Media about EPD and Equal Pay on Feb; Going to be realized 1 Video Podcast in Media about EPD on FEB





Contact : Monika Prastiene [monika@mdpholding.com](mailto:monika@mdpholding.com)

- Equal pay Gap : 14.5%
- Data origin :
- Date of EPD 22.02.2022
- Legal situation :
  - Equal pay gap law :
  - Professional equality negotiation :
  - National gendered disaggregated data about employment and if possible working conditions and health at work :
- Relevant national methods about gender mainstreaming approach in companies :
- Action plan & fotos

We are most likely to join forces with the National Women's Council of Ireland who acknowledge EPD each year. However, it is usually marked in November - showing the shortfall from the other side. We do press releases and gatherings on both occasions in each year to draw attention

<https://www.nwci.ie/search/results/search&keywords=gender+pay+gap>

## 12. BPW ITALY

- Equal pay Gap :31%
- Data origin : \_\_\_\_\_  
<https://www.ilsole24ore.com/art/il-gender-gap-tempi-covid-donne-guadagnano-20percento-meno-uomini-AE6QYpAB>
- Date of EPD 12.04.2022
- Legal situation :
  - Equal pay gap law : : \_\_\_\_\_
- Recently in Italy a law entered into force LAW 5 November 2021 n. 162 on equal pay for equal work and value.
  - Professional equality negotiation : : \_\_\_\_\_
- In Italy there are two forms of contract: fixed-term work and permanent work . There is no fixed rule for negotiating wages in the private sector.
  - National gendered disaggregated data about employment and if possible working conditions and health at work : \_\_\_\_\_
- in Italy 1221 deaths at work in the year 2021  
Reports of accidents with fatal outcome decreased in 2021  
With reference to gender, the decrease concerns both the female component, down by 8.7%, with 126 complaints compared to the 138 reported in the previous year, and the male component, with 1,095 reports compared to the 1,132 reported in 2020 ( -3.3%).
- <https://www.rainews.it/articoli/2022/01/inail-1221-persone-sono-morte-sul-lavoro-nel-2021-5620dac1-9cba-44c7-8f21-087f93c2f77d.html>
- Relevant national methods about gender mainstreaming approach in companies : \_\_\_\_\_  
[https://www.aics.gov.it/wp-content/uploads/2020/12/LINEE GUIDA FINALE 041220.pdf](https://www.aics.gov.it/wp-content/uploads/2020/12/LINEE_GUIDA_FINALE_041220.pdf)
- Action plan and fotos :

The International Coalition for Equal Pay (EPIC - Equal Pay International Coalition) of which Italy has been a member since 2020, will celebrate the International Day of Equal Pay 2021 tomorrow, Friday 17

## 13. BPW MALTA

- **Equal Pay Gap:** 10%
- **Data Origin:**  
Statistics Explained (<https://ec.europa.eu/eurostat/statisticsexplained/>) - 07/03/2022
- **Date of EPD:** 6<sup>th</sup> February 2022 or 24<sup>th</sup> November 2022

- **Legal Situation:** In Malta the Equal Wages Act was passed in 1976 – 46 years ago. The duty of the employer was to pay equal remuneration to men and women workers for same work or work of a similar nature. And no discrimination was to be made while recruiting men and women workers.

Now The Constitution of Malta guarantees same wages for women workers for same work as men. The Employment and Industrial Relations Act regulates the equal pay for equal work provision and requires that employees in the same class of employment are entitled to same rate of remuneration for work of equal value. As set out in the Equality Act 2010, men and women in the same employment performing equal work must receive equal pay, unless any difference in pay can be justified. It is the law and employers must follow it.

- **Relevant National methods about Gender mainstreaming approach in companies:**

**Dr. Helena Dalli - COMMISSIONER OF EQUALITY AT THE EUROPEAN UNION – 19<sup>TH</sup> JAN, 2018**

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

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

We now need to ensure that other equality measures are adopted to allow women to reach their full potential. In this regard, I look forward to work closely with the Consultative Council of Women’s Rights that I set up towards the end of last year.’

- **BPW (Valletta) Malta is a member of the Consultative Council of Women’s Rights in Malta.**

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

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

- **Action plan and fotos :**



## 14. BPW NORWAY

- **Equal pay Gap :** \_\_\_\_\_
- **Data origin :**

According to Statistics Norway, March 9<sup>th</sup> 2022, the situation is such:

Women's salaries are 87,9% of men's salaries, mostly because far more men than women are on the very top salaries. If you remove the top 10% though, women earn 96,2% of men's salaries.

Women and men with the same jobs and the same education earn mostly the same, but because women more often tend to work in public sector, while men tend to work in private sector, the difference increases. Another reason for the pay gap is that more women work part time, while men work full time.

In 2020, Equal Pay Day was on November 16<sup>th</sup>, which means by then men had earned as much as women do in a whole year.

During the pandemic it has unfortunately been a change, where the gap has increased for the first time in 5 years, because more women lost their jobs during the lockdown.

- **Date of EPD** March 9<sup>th</sup> 2022,
- **Legal situation :**
  - **Equal pay gap law :** : \_\_\_\_\_
  - **Professional equality negotiation :** : \_\_\_\_\_
  - **National gendered disaggregated data about employment and if possible working conditions and health at work :** \_\_\_\_\_
- **Relevant national methods about gender mainstreaming approach in companies :** \_\_\_\_\_
- **Action Plan**
- **Fotos**



## 15. BPW CROATIA

- **Equal pay Gap** : 14%
  
- **Data origin** : \_\_\_\_\_
  
- **Date of EPD** 25.05.2022
  
- **Legal situation** :
  - **Equal pay gap law** : : \_\_\_\_\_
  
  - **Professional equality negotiation** : : \_\_\_\_\_
  
  - **National gendered disaggregated data about employment and if possible working conditions and health at work** : \_\_\_\_\_
  
- **Relevant national methods about gender mainstreaming approach in companies** : \_\_\_\_\_
  
- **Action plan and fotos**

BPW Pula Conference on 25.05.2022

## 16. BPW IRELAND

- **Equal pay Gap** : 14.5%
- **Data origin** :
- **Date of EPD** 22.02.2022
- **Legal situation** :
  - **Equal pay gap law** :
  - **Professional equality negotiation** :
  - **National gendered disaggregated data about employment and if possible working conditions and health at work** :
- **Relevant national methods about gender mainstreaming approach in companies** :
- **Action plan & fotos**

We are most likely to join forces with the National Women's Council of Ireland who acknowledge EPD each year. However, it is usually marked in November - showing the shortfall from the other side. We do press releases and gatherings on both occasions in each year to draw attention.

<https://www.nwci.ie/search/results/search&keywords=gender+pay+gap>

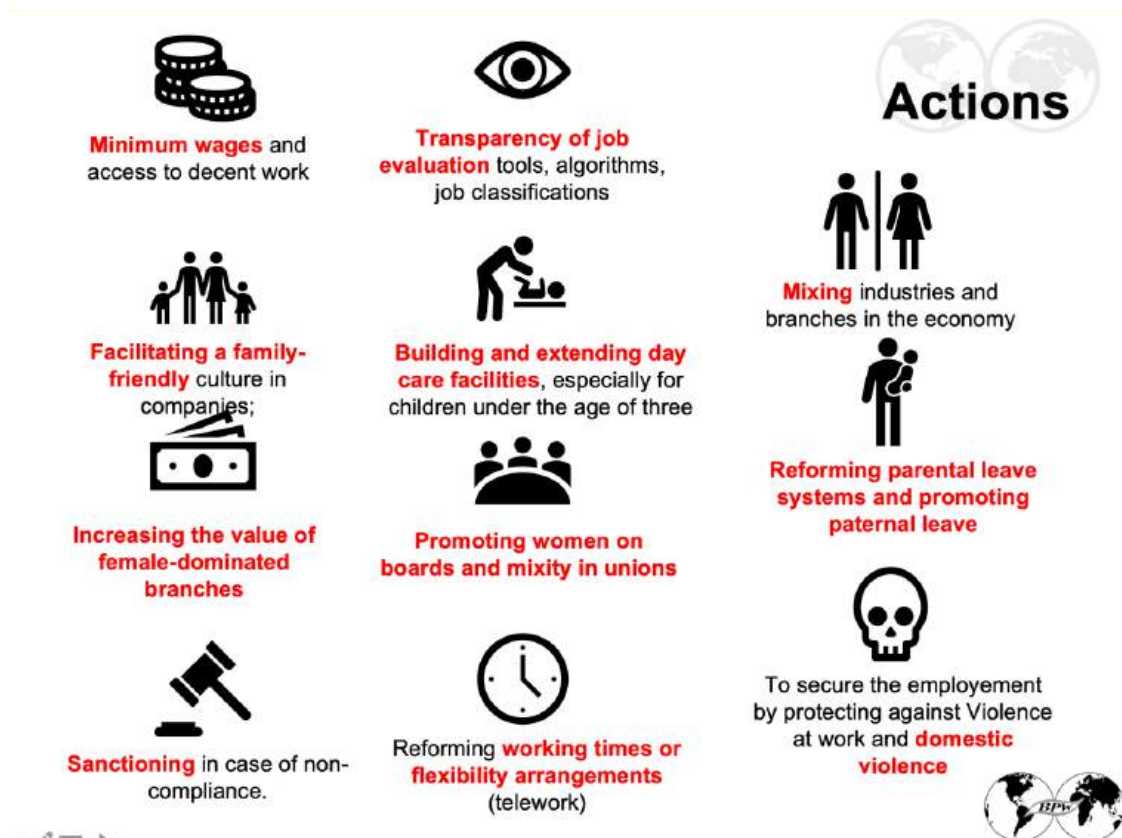
## XI. Conclusions & Solutions

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

- Transparency of wages, as *knowledge is power*;

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

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



## XII. Further Links

### Pay transparency

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

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

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

### Professional inequalities in Europe and the COVID19 Impact in women and in gendered datas :

- [Gender Equality Index 2021: Fragile gains, big losses](#)
- [Gender Equality Strategy: Striving for a Union of equality](#)
- [Gender Equality Index 2020: Digitalisation and the future of work \(EIGE\)](#)
- [Women at the core of the fight against COVID-19 crisis](#)
- [Why we need gender perspectives in our global solutions to COVID-19 \(EIP\)](#)
- [COVID-19: gendered impacts of the outbreak \(the lancet\)](#)
- [The gender gap in pensions in the EU – European Parliament \(2020\)](#)
- [Gender overall earnings gap EUROSTAT \(2020\)](#)
- [Gender equity in the health workforce \(2019\) :](#)
- [European Parliament - Maternity and paternity leave in the EU - link :](#)
- [UK Gender Equality Offices \(2018\). Gender Gap Reporting.](#)
- Too old ? to verify if updated studies (not sure for exemple for pensions,...)
- [EIGE European Intitute for Gender Equality - "Pension at a Glance 2017"](#)
- [European Commission \(2016\). Magnitude and Impact Factors of the Gender Pay Gap in EU Countries.](#)





- European Commission (2017). Action Plan on Tackling the Gender Pay Gap.
- European Commission (2017). Report on Equality between Women and Men in the EU.
- European Institute for Gender Equality (2017). Gender Equality Index 2015.
- European Institute for Gender Equality (2017). Economic Benefits of Gender Equality in the European Union



- Government Offices of Iceland / Ministry of Welfare (2018). Equal Pay Certification.
- Glassdoor (2016). Global Gender Gap Survey. [https://press-content.glassdoor.com/app/uploads/sites/2/2016/02/GD\\_Survey\\_GlobalGenderPayGap.pdf?\\_ga=1.144100989.990027125.1456910992](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.
- McKinsey (2016). Delivering through Diversity.
- International Labour Organisation: Equal Pay International Coalition.
- International Labour Organisation (2016). Global Wage Report 2016/2017.
- International Labour Organisation - EPIC Website
- International Labour Organisation - What is EPIC by Manuela Tomei, Director of the ILO's WorkQuality department
- BPW Europe

[Thanks to anyone who contributed to this report !](#)

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EPD Report for Europe on [Leadership in BPW Webinar Series](#) and more to follow for BPW Europe.



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