



**A Compilation across Europe
May 2020**

COVID-19: Women front and centre

"We need mitigation strategies that specifically target both the health and economic impacts of the COVID-19 outbreak on women and that support and build women's resilience..."

***By Phumzile Mlambo-Ngcuka,
UN Under-Secretary-General and UN Women Executive Director***

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1) 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 Europe is part of the International Federation of Business and Professional Women, which was founded in 1930 in Geneva by Dr Lena Madasin 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.

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 the Equal Pay Day has been brought to Europe by BPW Germany in 2008. 2009 on 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.

Equal Pay Day

- Global awareness campaign of BPW
- Equal Pay Day EPD is the symbolic action day for Equal Pay for men and women.
- EPD indicates the existing Gender Pay Gap and is calculated in a lot of countries worldwide.
- EPD emphasizes the day till that women work unpaid whereas men start paid work with 1st of January.
- The Red Purse is the symbol for the red figures in the purses of women.

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.

2) Up to date: COVID-19 and Women

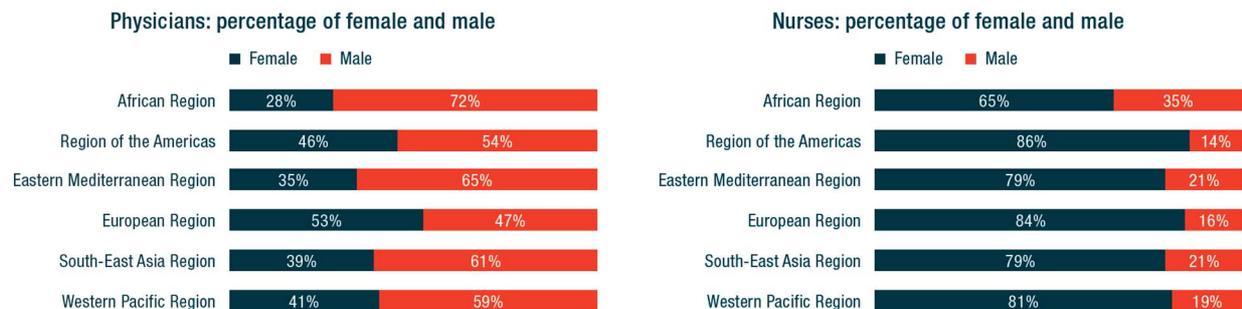
“Things like the gender pay gap are just going to be furthered along,” says Claire Dowling, a women peace and security officer with the European Institute of Peace. She’s pushing for [gender perspectives to be considered](#) in the search for solutions to the Covid-19 emergency.

Regarding Coronavirus crisis:

➔ **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 EU¹ ». 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.

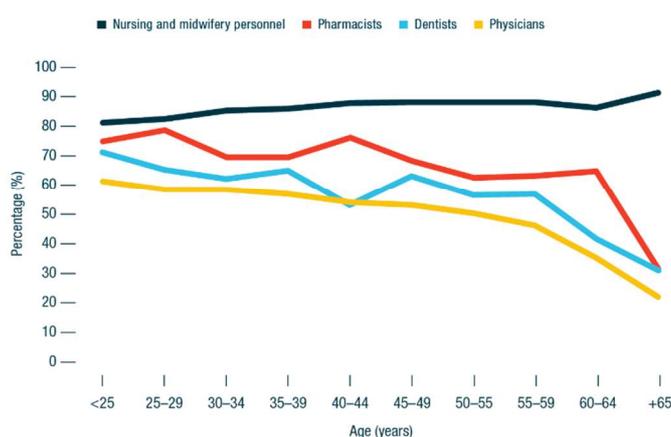
Distribution of physicians and nurses by gender



Source: Data from NHWA for 91 countries for physician data and 61 countries for nursing data.

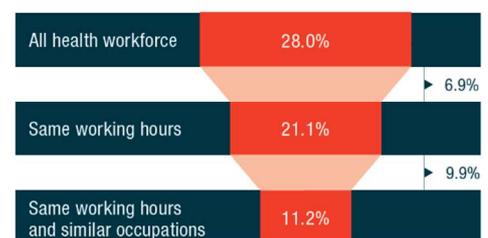
FIGURE 2.

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



Source: LFS data from 57 countries.

Gender pay gap among health workers as a percentage of men’s wages



Source: Data from LFS.

¹ [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)



Women are at the frontline of the **COVID-19** pandemic response.

Globally, **70%** of health and social care workers are women.

Yet, they get paid **11% less** than their male counterparts with similar occupation and same working hours.

Women deserve **equal pay**.

→ **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 ».

→ **Unpaid care work will increase**

Even without a crisis, caring responsibilities usually fall heavily on women. Due to UNICEF² 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.

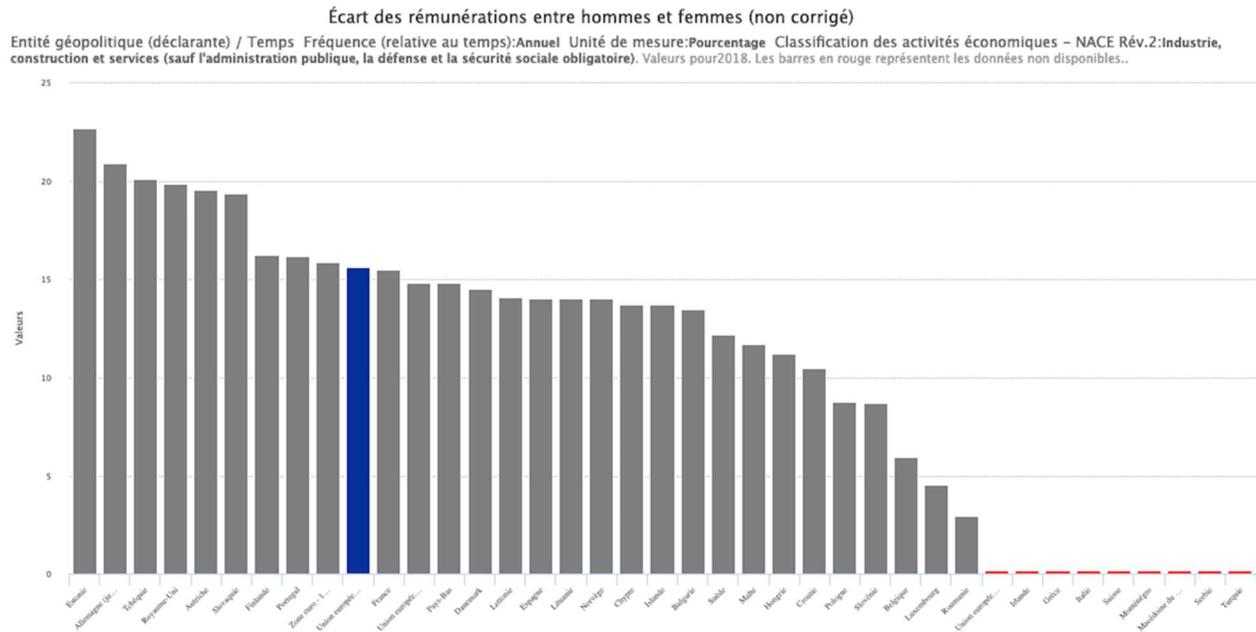
² <https://blogs.unicef.org/evidence-for-action/caring-in-the-time-of-covid-19-gender-unpaid-care-work-and-social-protection/>

3) Key figures about Equal Pay and Gender Pay Gap

European Findings:

- 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 2012, 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.



Écart des rémunérations entre hommes et femmes (non corrigé)
Source de données: Eurostat (code des données en ligne: SDC_05_20)
Dernière mise à jour: jeudi 27 février 2020 11:00
Ce graphique est créé automatiquement par le logiciel ESTAT / EC en fonction des spécifications de l'utilisateur externe pour lesquelles ESTAT / EC n'est pas responsable. Graphique inclus.
Avertissement général pour les sites de la CE: http://ec.europa.eu/geninfo/legal_notices_fr.html



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

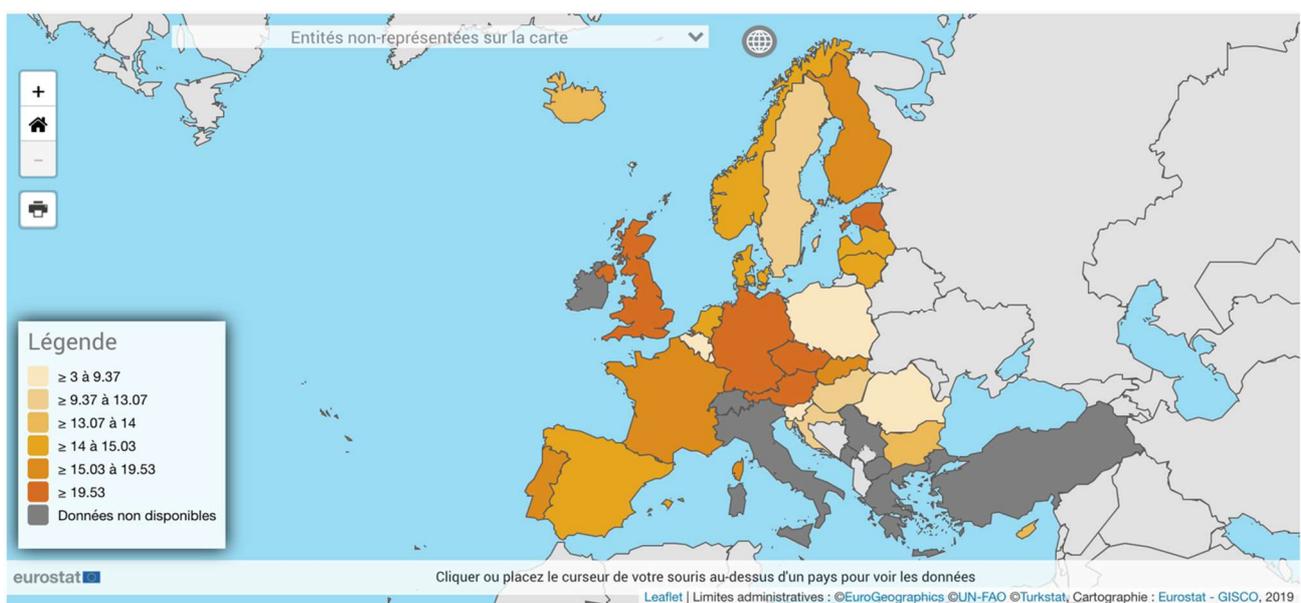
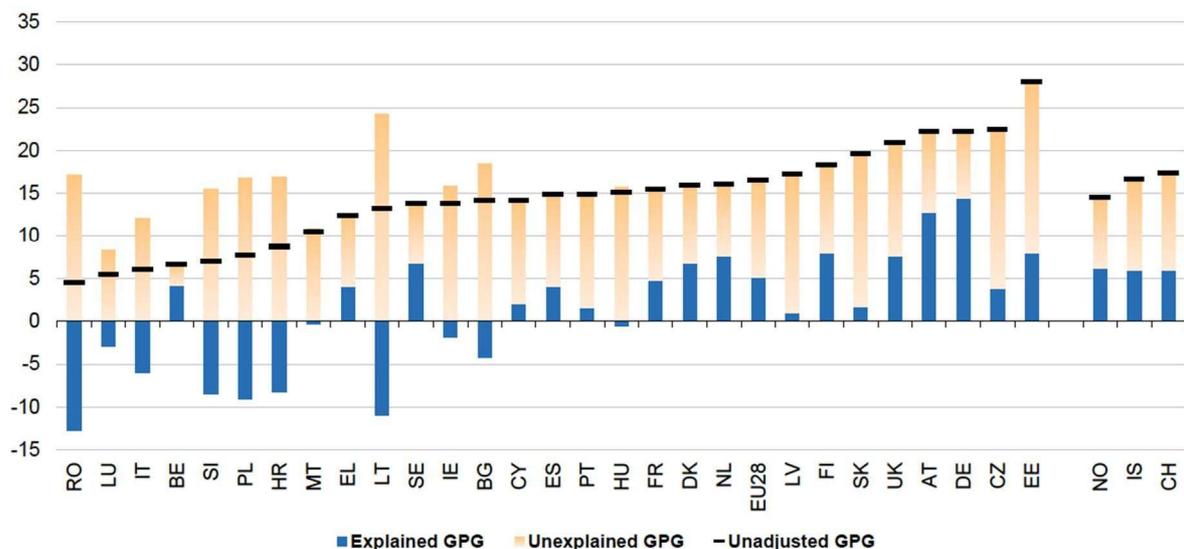


Figure 2: Gender Pay Gap in Unadjusted Form Map, 2018, Source: Eurostat, 2020.

The unadjusted GPG does not capture discrimination as such. It combines possible differences in pay between men and women, for ‘equal work or work of equal value’, with the impact of differences in the average characteristics of men and women in the labour market. The unadjusted GPG can be separated into explained and unexplained parts. So the Eurostat distinguish **the explained part** is the gap between male and female earnings, which is due to the **differences in the average characteristics of male and female employees**. The **unexplained part** measures the difference between the salaries of male and female employees with the **same characteristics**.

Figure 1: Decomposition of the unadjusted GPG, 2014

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



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.

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)

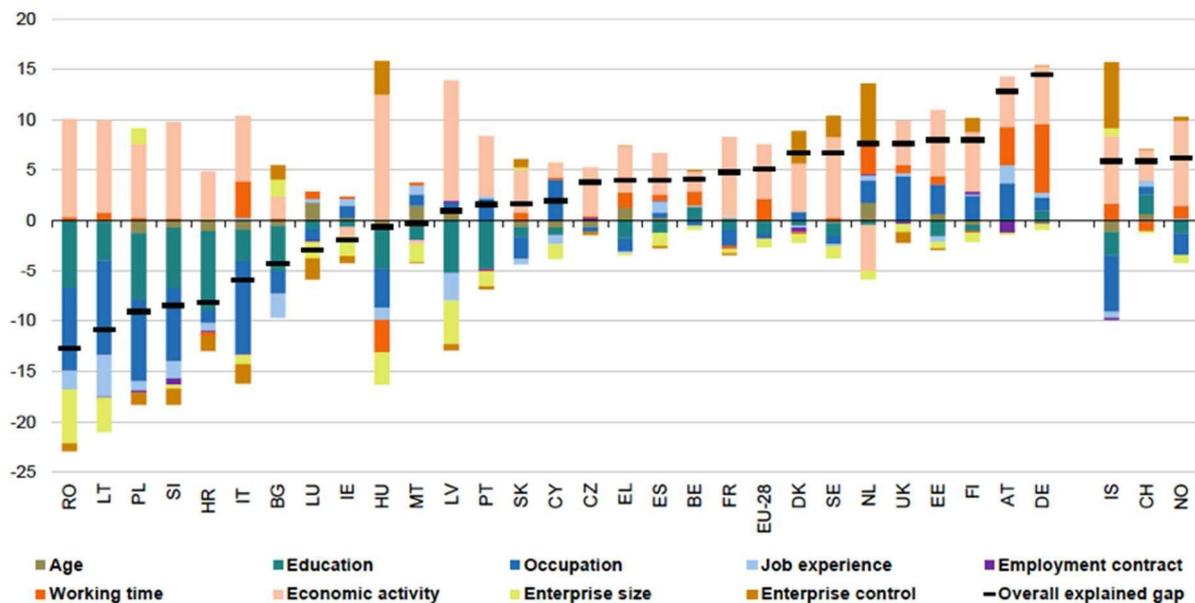
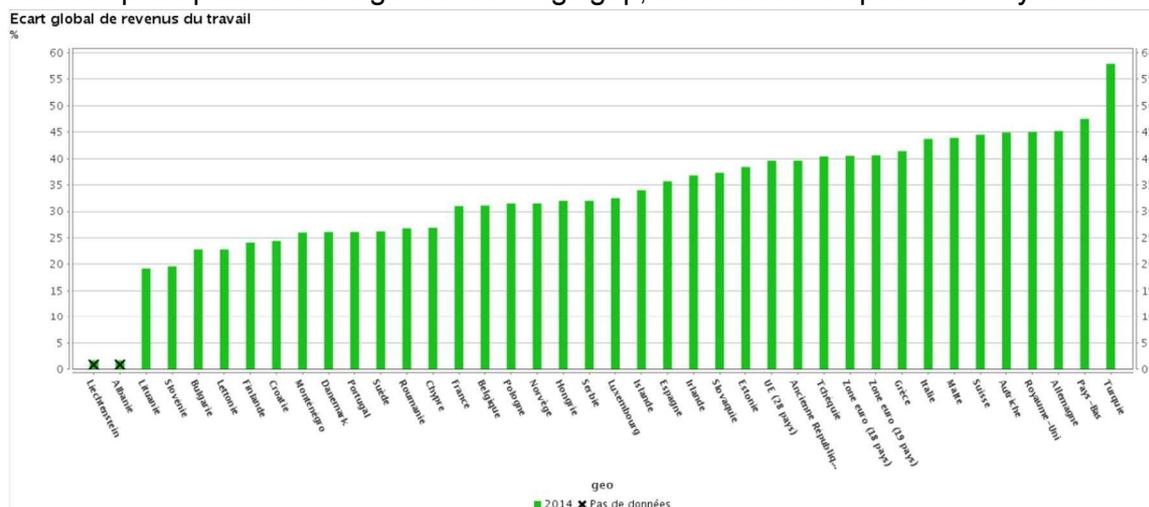


Figure 3: Decomposing the Gender Pay Gap, Source: European Commission, 2018
No updated data in 2020

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,



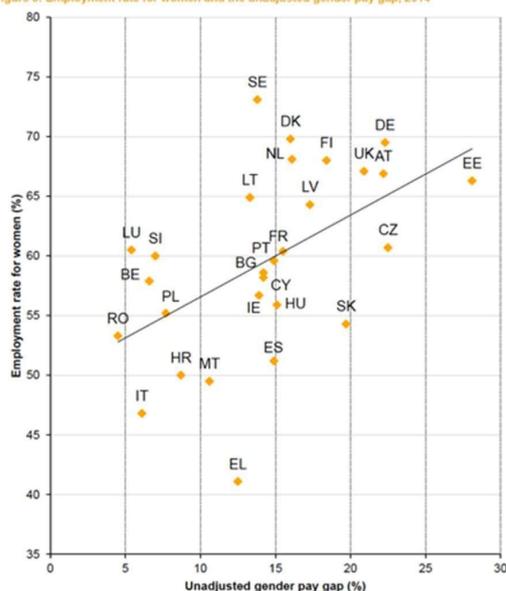
Source des données Eurostat
Date d'extraction: 22 avr. 2019 11:30:59 CEST
Lien dynamique de la page du graphique par défaut: <https://ec.europa.eu/eurostat/tgm/graph.do?tab=graph&plugin=1&language=fr&pcode=teges01>
Clause de non responsabilité: Ce graphique a été créé automatiquement grâce à un logiciel d'Eurostat selon les spécifications d'utilisateurs externes qui ne relèvent pas de la responsabilité d'Eurostat. Les attributs n'ont pas été incluses.
Clause de non responsabilité générale de site web de la CE: https://ec.europa.eu/info/legal-motiv_fr
Courte description: L'écart global de revenus du travail est un indicateur synthétique. Il évalue l'impact de trois facteurs combinés, à savoir: (1) le salaire horaire moyen; (2) la moyenne mensuelle du nombre d'heures payées (sans correction pour les temps partiels) et (3) le taux d'emploi, sur les revenus moyens de toutes les femmes en âge de travailler - qu'elles soient employées, au chômage ou inactives - par rapport aux hommes.
Code: teges01

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

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

Figure 5: Employment rate for women and the unadjusted gender pay gap, 2014



Source: Eurostat (online data codes: lfsi_emp_a, earn_gr_gpgg2)

Figure 4: Gender segregation effects

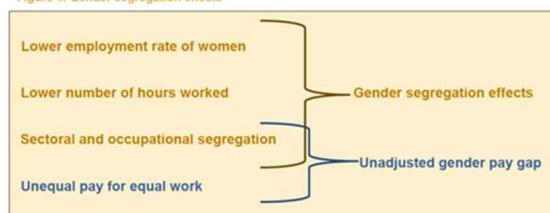
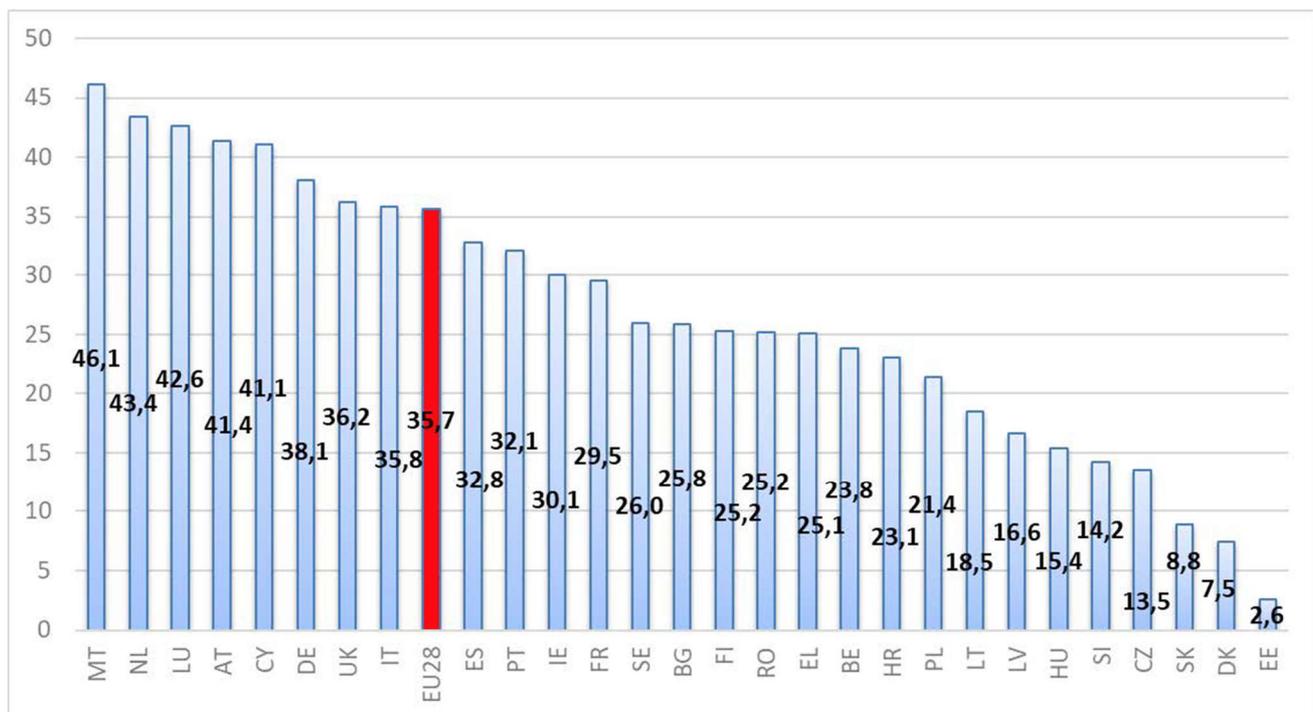


Figure 4 : Decomposing the Gender Pay Gap, Source: European Commission, 2018

The gender gap in pensions throughout the European Union (EU) is considerable. In 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 %), Luxemburg (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).

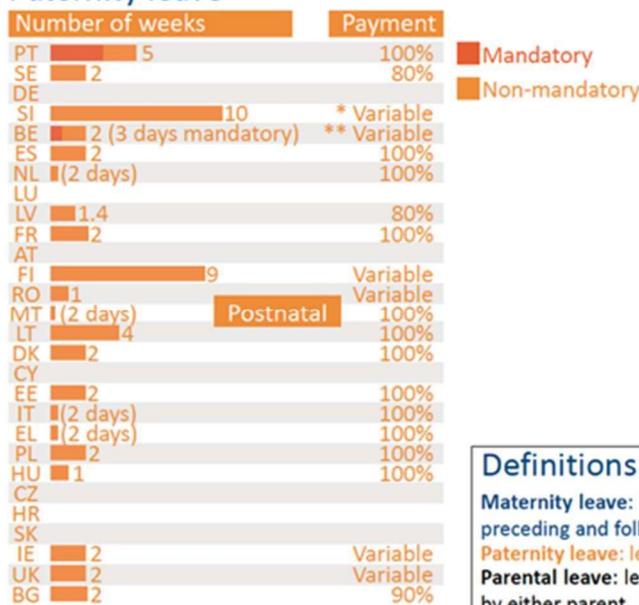


Source: European Commission, own calculations.

Figure 4 : Figure 4. Gender gap in pensions, age 65-79, in %, in 2017

Reforming parental leave systems and promoting paternal leave: As an example, the European Union will make establishing a ten-day minimum paternity leave compulsory in all European countries. This leave will be remunerated on the same basis as maternity leave. It was ultimately adopted in the trilogue as part of the directive on work-life balance tabled by the European Commission in April 2018. In Europe, the rules vary greatly from country to country. Some countries, such as Germany, Austria, Croatia, Cyprus, Luxembourg and the Czech Republic simply do not have any paternity leave. Other countries are at the forefront, such as Spain. The Spanish government's plan will see paternity leave rise to eight weeks in 2019, to 12 weeks by 2020, and by 2021, both parents will enjoy equal, non-transferable and paid leave for 16 weeks, which can be extended by two weeks per child in the case of a multiple birth. What about the others European countries? In this study "Maternity and Paternity leave in the EU at a glance" of the European Parliament, you can see the differences.

Paternity leave



Notes on payment

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

Definitions

Maternity leave: leave from work for mothers in the period immediately preceding and following birth.
Paternity leave: leave from work for fathers similar to maternity leave
Parental leave: leave after maternity/paternity leave which can be taken by either parent

In synthesis:

- Not a significant variation over time. In 2020 the unadjusted GPG (difference between the average gross hourly earnings of male and female paid employees as a percentage of average gross hourly earnings of male paid employees) is on average 16%;
- The gap between men and women with different characteristics is 5% (Explained GPG), and mainly due to economic sectors, work time and not education ;
- The gap between men and women with same characteristics is 11% on average (Unexplained GPG);
- To give a complete picture of the gender earnings gap, the 'gender overall earnings gap', reveal that women work fewer hours per months, and lower proportion of women than men participate in the labour market;
- Important leverages as a conclusion:
 - maternity, paternity, parental leave in order to increase hours per month;
- reevaluation of jobs and sectors where women are overrepresented.

4) Current legislative approaches

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

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

Iceland has been active in promoting equal pay in past years, yet, the gender pay gap remained stable over years. Already in 2012, the Icelandic government together with employees' and employers' organisations developed the Equal Pay Standard, a management standard for companies comparable to ISO norms 9001 or 140001. The goal of the standard is to have a comprehensive framework for companies to apply and to certify equal pay for equal work and work of equal value. By applying the standard, companies have to prove that job descriptions are gender neutral and reflect the actual value of the job. In Iceland, companies with more than 25 employees now have to apply the standard by law and get certified every three years. If companies miss certification, a fine per day of approx. 400 Euros has to be paid. By 2022, it's hoped that the country's gender pay gap will be closed. Following collaboration between the Icelandic Ministries of Welfare and Finance, the Icelandic Confederation of Labour (ASÍ), SA – Business Iceland and the Action Group on Equal Pay, the law was based on international ISO environmental management standards already used by most companies to comply with eco-friendly regulations.

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

In Germany, employees in companies with more than 200 employees now have the right to ask for the median wage of a group employees of the other sex and in comparable jobs and positions. The law entered into force in 2017 and results remain yet to be seen.

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

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

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

5) European Politics

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

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

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

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

6) 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 Bierris 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 raises.

7) 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 Equal Pay Day is based on the number of days women work for free and counted from January 1st.



Based on National
Statistics



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. The aim is to harmonize the method of calculation worldwide, which is demanding and sometimes leads to tradeoffs. The most important issue is to get valid country relevant data and track that over the years.

b. Equal Pay Day in Europe 2020

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

BPW EPD Country Dates in 2020

Austria	25.2.
Belgium	14.3.
Cyprus	21.2.
Czech	13.3.
Estonia	2.4.
Finland	8.3.
France	25.3.
Germany	17.3.
Ireland	9.2.
Lithuania	17.2.
Poland	7.3.
Spain	22.2.

8) Highlights of the BPW Equal Pay Day Activities 2020

This is a selection of activities, specific country reports can be requested in the countries. It needs to be said that part of the shut down due to COVID-19 pandemic affected directly planned events and actions.

BPW Austria – EPD 25.2.2020

Club Wien-International EPD Future Lab



BPW Clubs & Events



Federation / Associated Club	Actions planned	Digital communication
BPW Austria - Club Salzburg	Taking part at the Carneval parade to make people aware of the EPD	Facebook, Homepage
BPW Austria - Club Spittal	Lecture/Speech at a school for pupils aged 14 about EPD, the importance about the choice of the profession for the (financial) future. Additionally, they did a press-release with a spectacular picture with the EPD-bags.	Facebook, Homepage, Press release
BPW Austria - Club Wels-Hausruck	Club Event about "Women and Money" in cooperation with the Bank "VKB"; Lecture/Speech for pupils like BPW Club Spittal	Facebook, Homepage
BPW Austria - Club Wien-International	Future Lab with representatives of BPW, various companies and institutions to talk about what companies need to be transparent in their pay to reduce the gender pay gap	Press Release, Facebook, Homepage
BPW Austria - Club BPW Tirol	EPD evening in Innsbruck 26.2.2020: the author Verena Florian reads from her new book "courage to reverse the roles"	Facebook, Homepage
BPW Austria - Club BPW Tirol	EPD Brunch in Kufstein: the author Verena Florian reads from her new book "courage to reverse the roles"	Facebook, Homepage

BPW Belgium – EPD 14.3.2020

Actions planned	Digital communication	Specific topics
Online activities: We will send out messages every day in the week from 16th till 20th of March	on facebook,instagram and linkedin	we will post quotes, facts and figures and solution suggestions



Business and Professional Women Belgium

Use your talents to the full, do not doubt yourself and dare to go for it !

Believe in your own abilities just go for that promotion !

Take a look at the wage scales of your sector




Business and Professional Women Belgium

More than twice as many men have a company car

39% versus 15%

Do you negotiate about your wages? while applying?

Inform yourself on salary compass and always ask more than your current wage !



BPW Cyprus – EPD 21.2.2020



BPW Cyprus President Mary Papadopoulou (Left) with H.E. Minister of Labour and Social Insurance, Mrs Zeta Emilianidou



BPW Cyprus with President and Members of the Board of the Cyprus Employers and Industrialist Federation



Young BPW outside main office of Cyprus Electricity Authority



BPW Cyprus with President of Cyprus Chamber of Commerce and Industry

BPW Czech – EPD 13.3.2020

Actions planned	Digital communication	Specific topics
27th March Conference day Prague	https://www.equalpayday.cz/en/conference-2020/	Women role in responsible business
28th March Mentoring Day Prague	https://www.equalpayday.cz/en/aboutus/	60 mentors are supporting other women in one day, thousands of visitors, 60 unique topics
January - April 2020, Huge Media Campaign Close the gap, Czech Republic	https://www.equalpayday.cz/wp-content/uploads/2019/06/Publicita_EP_D_2019S.pdf	Close the pay gap

BPW Estonia – EPD 2.4.2020



Eesti Ettevõtte Naised Assotsiatsioon
Estonian Association of Business and Professional Women

Webinar

VEEBISEMINAR 02.04.2019 kell 13.00

JUHT, võrdne palk on konkurentsieelis?!

Ede Schank Tamkivi & Meelis Mandel

Ede Schank Tamkivi
EESTI 2.0 Tegevjuht



Meelis Mandel
ÄRIPÄEVA peatoimetaja



“Equal pay as a competitive advantage?!”

2 April 2019, Facebook

#ettevõttejuhid #inspireeritud
#inspireerime #julgestame #kruustame

BPW Finland – EPD 8.3.2020

Actions planned	Digital communication	Specific topic
Helsinki Seminar	https://www.bpw-finland.fi/	the role of women in different areas of society

BPW France – EPD 25.3.2020





BPW FRANCE
Business & Professional Women

#NégoTraining

equal pay day , -

25 mars 2020

-42%
* Ecart de pensions de retraite FAF avant 49,3

-23,8%
* Ecart de Revenu Moyen tout temps de travail et métiers confondus

Développer l'autonomie économique des femmes pour réaliser les objectifs de développement durable.

Secrétariat d'Etat chargé de l'égalité entre les femmes et les hommes et de la lutte contre les discriminations

Audencia BUSINESS SCHOOL

KPMG

AG2R LA MONDIALE

CAISSE D'ÉPARGNE

www.bpw.fr

BPW FRANCE
Au-delà de l'EQUAL PAY DAY

PARIS
4 conférences Online

- [PsychoEthic & Equal Pay :](#)
- [EQUAL PAY DAY OnlineConference](#)
- [10 EQUAL PAY advices :](#)



Conférence Live
"Psychosémiotique & Equal Pay Day"
Cécile CHWIL

BPW FRANCE
Au-delà de l'EQUAL PAY DAY

LYON
Training Session Online



BPW FRANCE
LYON

equal pay day , -

25 mars 2020

Développer le pouvoir d'agir des femmes pour réaliser les objectifs de développement durable.

Echanges et actus BPW Lyon

MER. 25 MARS
Video Conf Equal Pay Day BPW

Ca m'intéresse



Actions planned	Digital communication	Specific topics
PARIS : Online activities : webinaires	LULU D'ARDIS „Le Monde“ Comics : https://www.youtube.com/watch?v=dvuyO-0bbT8&t=4s Media : https://lentreprise.lexpress.fr/actualites/quand-la-crise-rend-insoutenables-les-inegalites-de-salaire-femmes-hommes_2121861.html Round table : https://www.youtube.com/watch?v=kGfOIAvTwck Conference : https://www.youtube.com/watch?v=tDEL5ehwyJY	Negotraining

BPW Germany – EPD 17.3.2020

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



Equal Pay Day in Germany

Motto 2020:
„Auf Augenhöhe verhandeln
– WIR SIND BEREIT.“
(For a level playing field – we are ready)



A project all year round

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



Journal
23 pages: print (15.000)
and digital

Social Media:
Facebook, Twitter, Instagram

17. März 2020
EQUAL PAY DAY

Webpage,
bi-monthly newsletter
and shop

equal pay day, -

17. März 2020

EPD team on tour
(fairs and events)





Kick Off in Autumn 2019: Equal Pay Day Forum

- at the Federal Ministry for Family Affairs: Talks and Panel Discussion (100 attendees)

The Forum Equal Pay Day is a congress series for opinion leaders with the aim to spread the EPD topic of the year nationwide. In particular, action groups and women's organisations are addressed throughout Germany, to facilitate the needed information for their street actions and to raise awareness on this issue.



Equal Pay Day Office

The BPW Germany Equal Pay Day Office has a variety of tasks:

- keeping Equal Pay on the political agenda
- providing campaigning material
- offering guidance for events
- providing information about the annual focus of the EPD



Equal Pay Day

- Nationwide media coverage (TV, print, digital, radio)
- Radio appearances
- Activities all over Germany: street protests to movie screenings and panel discussions, organized by BPW clubs, federal equal opportunity commissioners, volunteers etc., partners range from other clubs to trade unions, newspapers and magazines

BPW Poland – EPD 7.3.2020

Actions planned	Digital communication	Do you have a specific topic?
1. Announcement of EPD date and manifestation on 8th March during manifestations in Poznań City. Red bags, roll-ups etc. . Information action with partners - press releases.	1. Information action with partners - FB group Equal Pay Day Dzień Równej Płacy . Outreach 10 000 people. 2. Media information tv, radio, press.	theme 2020: Economy: Equal pay for same value work is our right, not a privilege Ekonomia: Równa płaca za równą pracę nie jest przywilejem, jest naszym prawem
2. Presentation of EPD during National/ International Conference, Warsaw. Conference theme Europe of Equal Pay. BPW theme: Economy: Equal pay for same value work is our right, not a privilege		
3. Facilitator at Regional panel, 28th March 2020. Economy: Equal pay for same value work is our right, not a privilege	2. Fb campaign, advertising- Equal Pay Day . Promotion of panel with Kongres Kobiet (umbrella organization). Outreach - kongres 400 participants. Media campaign 10 000 persons.	theme 2020: Economy: Equal pay for same value work is our right, not a privilege Ekonomia: Równa płaca za równą pracę nie jest przywilejem, jest naszym prawem
4. Monitoring Action _ we check! addressed to MP , female MP who used BPW theme in parliamentary elections" Equal Pay= Equal Life and Equal Pay Day. Follow up for last years (2019) action: Parliamentarians Combat Gender Pay Gap	mailing	
5. March- October 2020. Lobbying for introduction of Equal Pay Bill in Coalition with Partner organizations.		

BPW Spain – EPD 22.2.2020



BPW Spain



Federation / Associated club	Actions planned (cities, activities, ...)	Digital communication
BPW SPAIN	CAMPAIGN	https://www.facebook.com/BPWSpainoficial/
		https://twitter.com/BpwSpain
BPW SPAIN	Visit to the Congress of Spain	http://bpw-spain.org/multimedia/imagenes
BPW SPAIN	visit to the Chamber of Senate	http://bpw-spain.org/multimedia/imagenes
BPW MADRID	Day full of visits and activities around Madrid	https://www.facebook.com/bpwmadrid/
BPW CEUTA	Visit Autonomic Congress and more acts	https://www.facebook.com/bpwceuta/
BPW GRANADA	Event and presentation of equal pay gap	
BPW VALENCIA	Stand and City Hall event hanging the equal pay flag	https://www.facebook.com/evap.bpwvalencia
BPW CANTABRIA	Event in Santander with media	
BPW MARBELLA-CADIZ	Quit plastic and feel fantastic, equal pay day for sostenibility	https://www.facebook.com/redemprenedorasmarbella/
BPW TENERIFE	Very active BREAK THE GAP CAMPAIGN	https://www.facebook.com/charter100tenerifeBPW/

BPW HUESCA	International equal pay day	https://www.facebook.com/Amephu/
BPW BARCELONA	Social meeting and media campaign	https://www.facebook.com/Asodame.bpw.bcn/

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

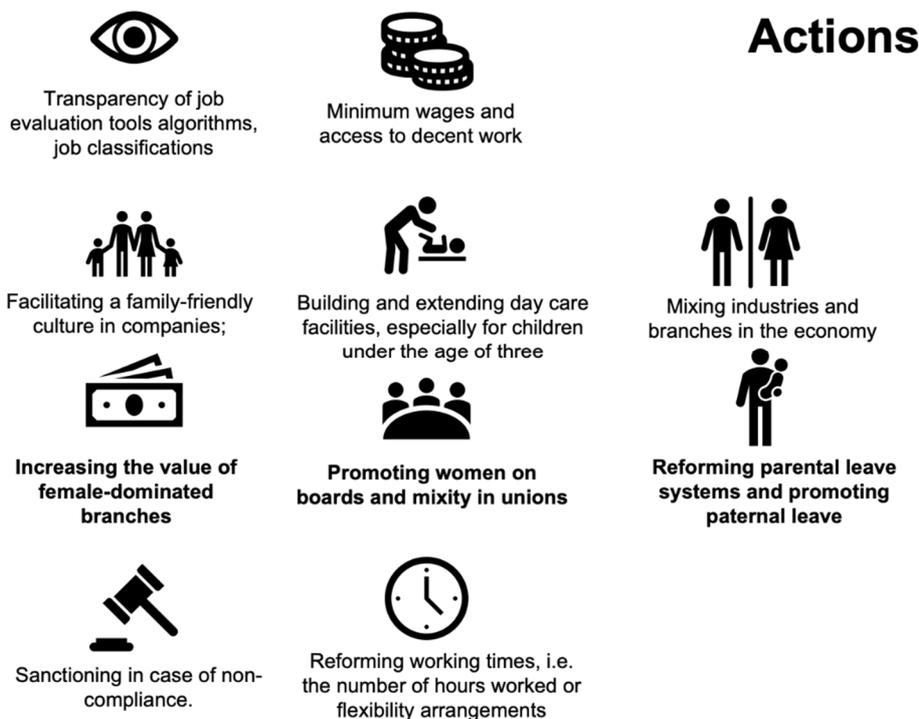
The absence of data does not necessarily indicate that no activities have been organized. Additionally it shall also be noted that organizing activities on the Equal Pay Day does not only depend on available resources, but also on a supportive political climate that may not be present in all parts of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

9) 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.



10) Further Links

Why we need gender perspectives in our global solutions to COVID-19

<http://www.eip.org/en/news-events/why-we-need-gender-perspectives-our-global-solutions-covid-19>

COVID-19: gendered impacts of the outbreak

[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)

The gender gap in pensions in the EU – European Parliament (2020)

[https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/631033/IPOL_BRI\(2019\)631033_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/631033/IPOL_BRI(2019)631033_EN.pdf)

Gender overall earnings gap EUROSTAT (2020)

<https://ec.europa.eu/eurostat/web/products-datasets/product?code=teqges01>

Gender equity in the health workforce:

<https://apps.who.int/iris/bitstream/handle/10665/311314/WHO-HIS-HWF-Gender-WP1-2019.1-eng.pdf?sequence=1&isAllowed=y>

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

<https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=7&ved=0ahUKEwil8I2Y7fPbAhWlwxQKHS5->

[AsMQFghpMAY&url=http%3A%2F%2Fwww.europarl.europa.eu%2FRegData%2Fetudes%2FATAG%2F2016%2F593543%2FEPRS_ATA\(2016\)593543_EN.pdf&usq=AOvVaw35_HyTnQjXnoRj0UAbNR4I](AsMQFghpMAY&url=http%3A%2F%2Fwww.europarl.europa.eu%2FRegData%2Fetudes%2FATAG%2F2016%2F593543%2FEPRS_ATA(2016)593543_EN.pdf&usq=AOvVaw35_HyTnQjXnoRj0UAbNR4I)

;

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

https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0ahUKEwjEu-Dg6fPbAhXBOxQKHdQSDMsQFggzMAE&url=http%3A%2F%2Feige.europa.eu%2Fsites%2Fdefault%2Ffiles%2Fdocuments%2FMH0415087ENN_Web.pdf&usq=AOvVaw3-FRCGFXdodpKzdh1axE3 ;

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

[equality/files/gender_pay_gap/2016_factors_gpg_en.pdf](http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/2016_factors_gpg_en.pdf)

European Commission (2017). Action Plan on Tackling the Gender Pay Gap.

http://ec.europa.eu/newsroom/just/item-detail.cfm?item_id=607452

European Commission (2017). Report on Equality between Women and Men in the EU.

http://ec.europa.eu/justice/gender-equality/files/annual_reports/2017_report_annual_gender_equality.pdf

European Institute for Gender Equality (2017). Gender Equality Index 2015.

<http://eige.europa.eu/gender-statistics/gender-equality-index>

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

[equality?utm_source=newsletter27&utm_medium=email&utm_campaign=newsletter](http://eige.europa.eu/gender-mainstreaming/policy-areas/economic-and-financial-affairs/economic-benefits-gender-equality?utm_source=newsletter27&utm_medium=email&utm_campaign=newsletter)

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

Government Offices of Iceland / Ministry of Welfare (2018). Equal Pay Certification.
<https://www.government.is/topics/human-rights-and-equality/equal-pay-certification/>

Glassdoor (2016). Global Gender Gap Survey. https://press-content.glassdoor.com/app/uploads/sites/2/2016/02/GD_Survey_GlobalGenderPayGap.pdf?_ga=1.144100989.990027125.1456910992

World Economic Forum (2016). Global Gender Gap Report 2017.
<https://www.weforum.org/reports/the-global-gender-gap-report-2017>

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

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

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

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

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

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

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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