



Can “Pay Transparency” close the gender pay gap ?

12,7% - Pay Gap per hour in EU27

36,2 % - Gender Overall Earning Gap in EU27

26% - Pension Gap EU27

This report encourage to improve all legislations that can have direct or indirect impacts on economic autonomy throughout life

BPW INTERNATIONAL

Business & Professional Women



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“This BPW European report is related to **European policies on equality between women and men**, and in particular **the legal framework regarding equal pay for work of equal value, and the directive on pay transparency** adopted in March 2023.

It aims to recall the **major systemic causes** which have an impact on the **wage income of women and men and retirement pensions**, and the range of **actionable levers** (*family friendly organization moreover for single family and family care givers, paid parenthood leaves, developing care facilities job reevaluation in sectors of activity where women are over-represented, reducing part time jobs, improvement of working conditions as penibility but also sexual harassment, etc...*) for those who have the chance to have **a formal job**.

It is particularly important when **population is aging** and probably will need more **care services in decreasing autonomy situation, without degrading economical children situations** when they exist.

The report also highlights the challenge of considering the future impacts of **transitions (ecological, numerical,...)** on the **employment of women and men**.

That is why the report encourage to improve all legislations that can have direct or indirect impacts on economic autonomy throughout life, but also to encourage ministers to evaluate the disaggregated impacts of policies on women and men.

This report is an opportunity to highlight **government policies** and the **tools available**, but also all **the amazing awareness-raising actions of the various federations of BPW EUROPE on equal pay**.

This report shows to what extent **civil society** has a major role to play in alerting relentlessly to the challenges and levers for achieving **inclusive sustainable development**.”

Anu VIKS - BPW Europe Coordinator





A. PART 1 – What are our BPW EUROPE propositions ? Four our politics

1. 5 national recommendations for PAY TRANSPARENCY

In order to make pay transparency efficient, to close the gender economical gap we have some recommendations.

- 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, and particularly 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 **systemic 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 - **for a systemic action plan** ;
- 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**, in order to highlight discrepancies and search the origin and actions to be implement ;
- Recommendation 5 : In public and private sector organizations, set up **mixte (women and men) and paritarist annual salary evaluation commissions**.

2. 12 indicators before inverting your labour force in a country

As quite a joke, here are some recommendations for countries to be more gender sensitive.

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 and paternity leave** : number of days - paid or not

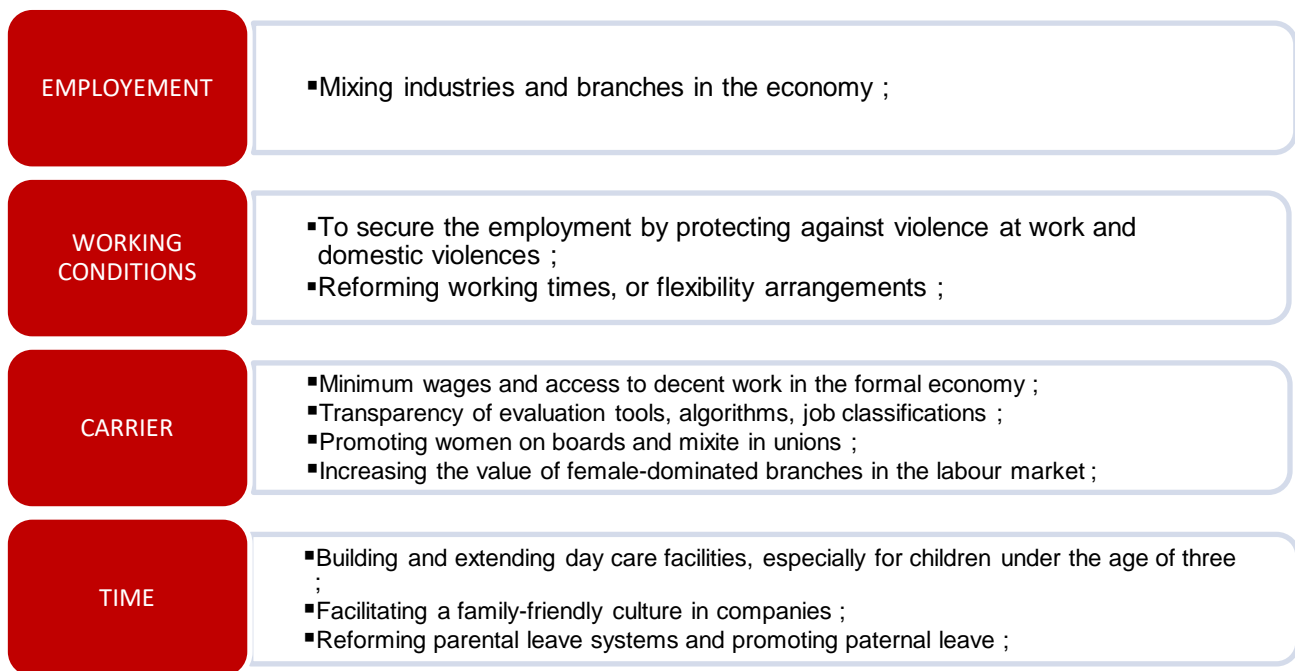


3. A systemic action plan to close economical gender gap

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.

In order to close the economical gender gap over the life, we need a systemic action plan at **the government and company level**.

An exemple of systemic action plan :





Minimum wages and access to decent work



Transparency of job evaluation tools, algorithms, job classifications



Actions



Facilitating a family-friendly culture in companies;



Building and extending day care facilities, especially for children under the age of three



Mixing industries and branches in the economy



Increasing the value of female-dominated branches



Promoting women on boards and mixity in unions



Reforming parental leave systems and promoting paternal leave



Sanctioning in case of non-compliance.



Reforming **working times or flexibility arrangements** (telework)



To secure the employment by protecting against Violence at work and **domestic violence**



4. The future impacts of climate change in carrier

Transitions can reinforce gender inequalities, can create new inequalities or be an opportunity to close inequalities.

In this chapter, we want to focus on the climate crisis and ecological transition and the future impacts on gender inequalities, we have to take into account.

As an exemple, the CESE (French Economical, Social and Environnemental Comitee) report published in march 2023, explain that : *“We live in a deeply unequal world, where 70% of the poorest are women. Because they are poorer, and therefore more vulnerable, and victims of unequal social assignments, women are more affected by the devastating consequences of climate change and the loss of biodiversity. This is a questioning observation, especially since women are nevertheless major players in the ecological transition, while being less associated than men with environmental and climate decisions.”* [Gender inequalities, climate crisis and ecological transition](#) - CESE - Antoin GATET et Amninata NIAKATE

It underline 4 actions :

- **IMPROVE KNOWLEDGE AND RESEARCH ON THE DIFFERENTIAL IMPACT OF CLIMATE CHANGE EFFECTS ON WOMEN**
 - Integrate available gender-specific climate studies and data into IPCC reports, in order to build ecological transition scenarios integrating gender inequalities.
 - Systematize, at international, national and local levels, the collection of gender-disaggregated data when assessing the effects of environmental degradation and natural and technological disasters.
- **BUILDING PUBLIC POLICIES RELATING TO THE CLIMATE AND THE ECOLOGICAL TRANSITION BASED ON GENDER DISAGGREGATED DATA**
 - Take into account the gender dimension in the preliminary impact study of projects and legislative proposals concerning ecological transition and in their evaluations.
 - Include an indicator of gender inequalities and, more generally, of environmental justice in national environmental planning.
- **ENGAGE ALL PLAYERS AND ACTRESSES TOWARDS THE FULL AND FULL INTEGRATION OF WOMEN IN THE FIGHT AGAINST GLOBAL WARMING AND ECOLOGICAL TRANSITION**
 - Identify gender-specific data in companies' carbon footprints, train carbon footprint experts in gender issues and provide technical and financial support to companies engaging in this exercise.
 - Strengthen the mix of “green and greening” professions and the promotion of women to positions of responsibility in these professions.
- **ENVIRONMENTAL DEMOCRACY: ENABLING WOMEN TO BE CENTRAL PLAYERS IN THE DEBATES**
 - Establish parity in French representation at COPs and in the decision-making bodies of climate mechanisms and funds (Green Climate Fund (GCF) or Global Environment Fund (GEF) for example).
 - Adapt the time of the democratic debate taking into account constraints weighing on women (meeting times, childcare, etc.), initiate new spaces for participation that are more favorable to women (living Lab, third places, project houses, etc.), develop egalitarian and innovative (popular education, alternating speech, single-sex workshops, etc.).

B. PART 2 – What do you need to know ?

1. “Equal Pay for work of equal value” and “Pay Transparency” - legal history in Europe

“Equal pay for equal value” is since 1919 an International Labour Organization principle, but is it a directive in Europe since 1975, tackling all differences in treatment regarding employment, training, promotion, working conditions ,etc... In 2023 a new directive about pay transparency is reinforcing the legal framework.

- **The ILO** has taken professional equality since its creation in **1919** by introducing **“The principle of equal pay, without distinction of sex, for work of equal value”**.
 - It is in particular **ILO Convention No. 100 on equal remuneration of 1951**, which constitutes a more precise and binding international legal basis, by enshrining equal remuneration between women and men for work of equal value.
 - In Europe, the question of professional equality was introduced in **1957** with the signing of **the Treaty of Rome establishing the EWC**. **Article 119 of the Treaty of Rome** also provides for an obligation for member states to ensure equal pay between men and women for equal work. ". This principle then only applies to jobs held at the same time and in the same capacity by men and women.
- It was not until **European Directive No. 75/117/EEC of February 10, 1975** relating to the principle of equal pay between male and female workers that the notion of **“work of equal value”** was integrated. This directive will be closely followed by that of **February 9, 1976** relating to the implementation of the principle of equal treatment between men and women with regard to access to employment, training and professional promotion. , and working conditions.
- A few years later, in **1979**, the **UN** introduced the **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW/CEDAW)** implying equal rights for women and men at work.
 - On **October 2, 1997**, **article 141 of the Treaty of Amsterdam**, then **article 157 of the Treaty on the Functioning of the European Union (TFEU)** took up **article 119 of the Treaty of Rome** by integrating the notion of work of equal value. Indeed, **Article 157 of the Treaty on the Functioning of the European Union** prohibits discrimination based on sex in matters of remuneration for the same work or work of the same value. This principle also applies to professional classification systems used to determine remuneration.
 - Entering the 21st century reinforces the achievements of previous decades: **European Directive 2006/54/EC of July 5, 2006**, relating to the implementation of the principle of equal opportunities and equal treatment between men and women in matters of employment and work, updates the old directives relating to equality between men and women and reaffirms this principle in **Article 4, paragraph 1**: **“For the same work or for work to which equal value is assigned, direct or indirect discrimination based on sex is eliminated in all elements and conditions of remuneration.**
 - Finally, on **April 24, 2023**, the **Council of the European Union** adopted the draft **Directive on pay transparency** intended to combat discrimination in terms of pay and contribute to closing the pay gap between women and men in the EU. More specifically, the latter **“aims to address the persistent inadequacy observed in the application of the fundamental right to equal pay and to ensure respect for this right across the EU**, by establishing standards in matter of pay transparency in order to enable workers to assert their right to equal pay. »

2. About the Pay Transparency European directive :

Pay transparency is a new obligation for companies to make easier to compare wages of workers and to highlight differences between women and men. The directive takes in priority direct roots of pay gap.

Transparency law approved by European Union in 30th March 2023 In a nutshell

“Set a framework on pay transparency”

- companies with **more than 100 employees** in the European Union will be required to publish information making it easier **to compare the wages of workers** from the same employer. The objective is to highlight the pay gap between men and women ;
- companies with more than 100 employees will also have **to publish** information on the gender pay gap **every three years** ;
- for **larger companies**, this communication will be **more frequent** ;
- companies that have a **pay gap greater than 5%** without specific justification will have to take **corrective measures** ;
- in addition, under the new pay transparency rules, **intersectional discrimination** will be considered **an aggravating circumstance** ;

“No more confidentiality of remuneration”

- **access for employees and their representatives** to precise information on **individual and average remuneration levels**, broken down by **gender** ;
- it is planned **to end the confidentiality of remuneration** which will be prohibited ;
- it will **no longer be possible to include contractual confidentiality clauses** on wages and salaries ;

“Pay transparency for candidates”

- as part of the recruitment process, the employer will have an obligation to inform candidates ; **each candidate must be able to have information on the salary range of the position for which he is applying**. Two cases are foreseen : The **salary range** will be specified on the job offer - The salary range will be **communicated** to the candidate **before his first interview** ;
- In the same vein, employers will **no longer be able to question candidates on their level of remuneration in their previous functions**. The objective is not to influence salary proposals and thus break down possible inequalities.

For more details, see the annexe.

Source : French High Council for Equality (HCE) report about French INDEX and directive

3. Key figures about Gender Pay Gap

Pay inequalities in synthesis :


“National data are difficult to collect because it depends on the collection of companies data. Moreover it is not the same think if you consider hourly wage, full-time equivalent monthly wage, or monthly earning considering part time, bonuses, extra hours. In addition, the pay gap do not consider informal work, or mixity in labour market”.

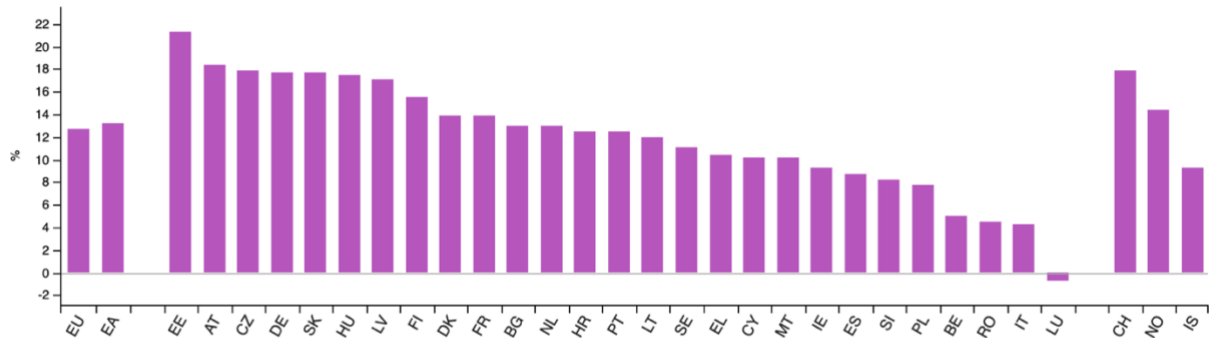
In synthesis, European Findings, developed further, show that there is no significant variation over time and across Europe. We will consider three indicators.

1. **THE UNADJUSTED GENDER PAY GAP** is **12,7%** : this indicator take the 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 **3% 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 10%** on average - “Unexplained GPG”;
2. **THE OVERALL EARNING GAP**, is **36,2%** - this indicator give a complete picture of the gender earnings gap. It reveal that **women work fewer hours per months**, and **lower proportion of women than men participate in the labour market** ;
3. **THE GENDER GAP IN PENSION** amounted to **26 %** in the EU27 on average. This indicator is quite weak because all the European countries do not produce this kind of studies. As an exemple, in France the gender gap in pension is 40% !

THE UNADJUSTED GENDER PAY GAP

The following figures show the **unadjusted gender pay gap (GPG) across Europe** (difference between average gross hourly earnings of male and female employees as % of male gross earnings).

The unadjusted gender pay gap, 2022 (difference between average gross hourly earnings of male and female employees as % of male gross earnings) 



Note: For all the countries except Czechia and Iceland: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O); Czechia: data for enterprises employing 1 or more employees, NACE Rev. 2 B to S; Iceland: NACE Rev. 2 sections C to H, J, K, P, Q. Gender pay gap data for 2022 are provisional until benchmark figures, taken from the Structure of Earnings survey, become available in December 2024. Romania: Estimated data. Czechia, Norway: Definition differs (see metadata). Greece: 2018 data. Source: Eurostat (online data code: sdg_05_20)

eurostat 

Figure 1: Gender Pay Gap in Unadjusted Form, Source: Eurostat, 2022 available in 2024.

The top countries are : Estonia, Austria, Czech Republic, Germany, Slovakia, Hungary,... [\(Link to country codes\)](#)

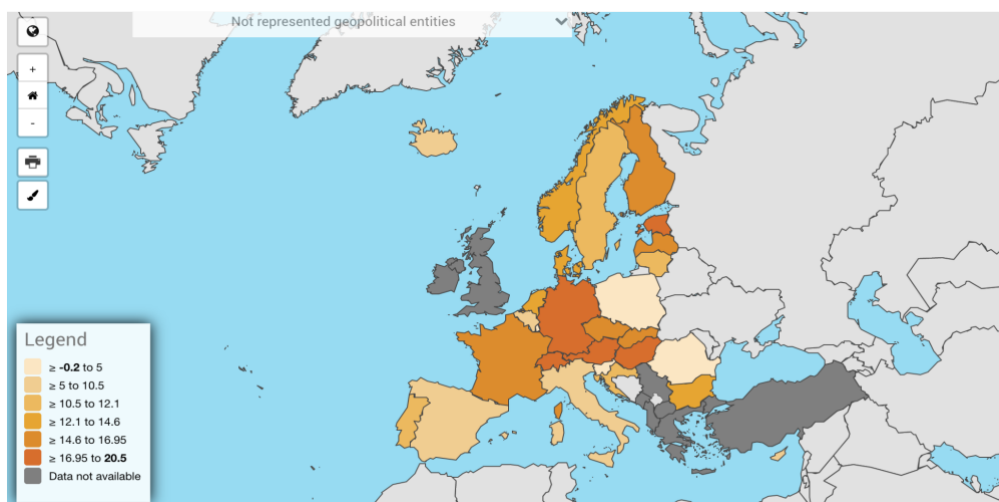


Figure 2: Gender Pay Gap in Unadjusted Form Map, 2018, Source: Eurostat, 2020

The unadjusted GPG 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.

At the EU level, **the overall explained GPG is 3 %** against **12,7 %** for the unadjusted GPG. This means that women are expected to earn 3 % 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 10 %** against **12,7 %** for the unadjusted GPG. This means that women still earn 10 % less than men after correcting for the different average characteristics of men and women.

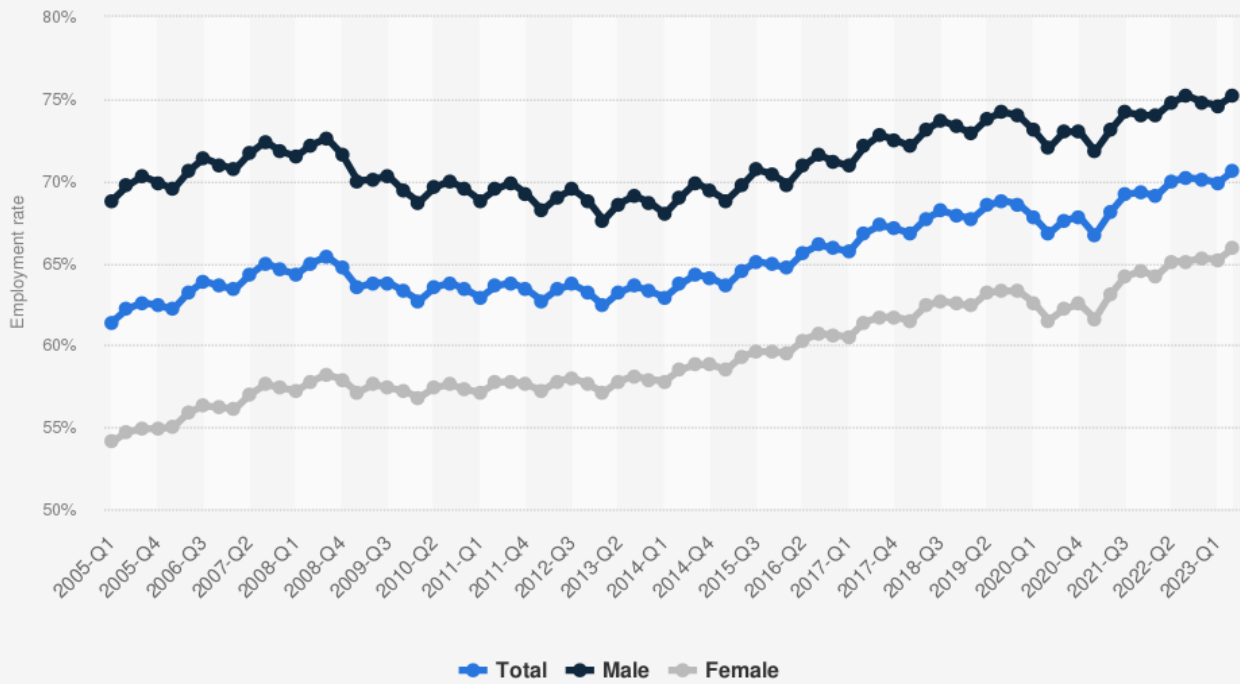
The EU explained GPG is strongly driven by economic activity and working time whereas a small positive value is recorded for job experience (tenure).

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 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 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.

Total employment rate, male employment rate, and female employment rate in the European Union from 1st quarter 2005 to 1st quarter 2023



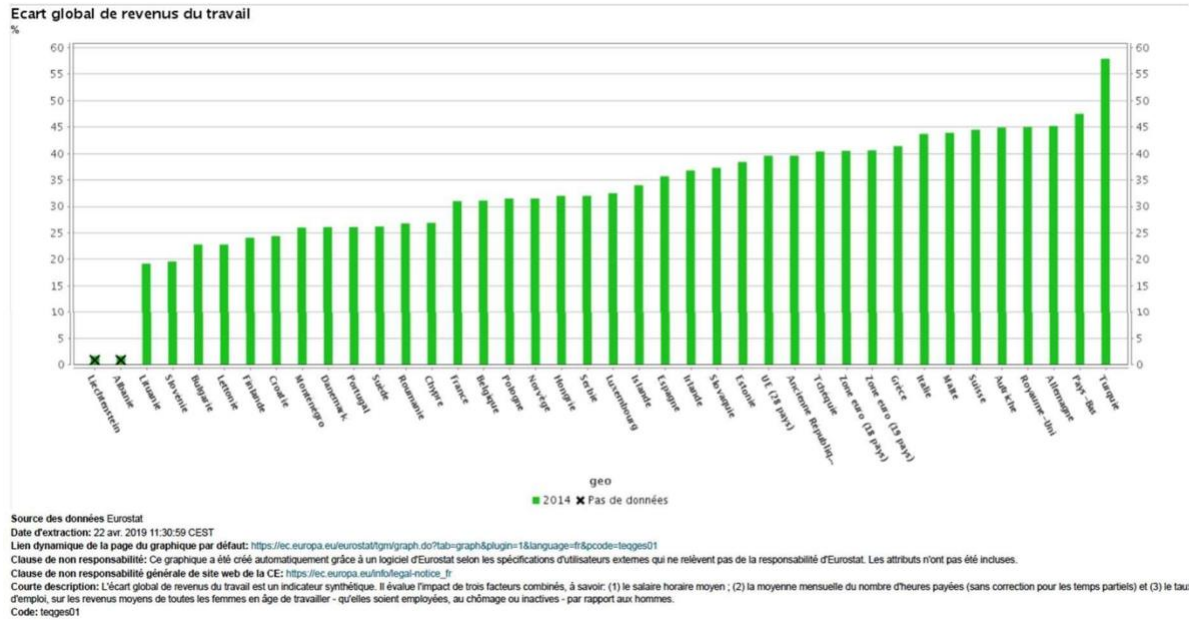
Source
Eurostat
© Statista 2024

Additional Information:
Europe; EU; Eurostat; Q1 2005 to Q2 2023; 15-64 years

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**.

THE OVERALL EARNING GAP

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 :

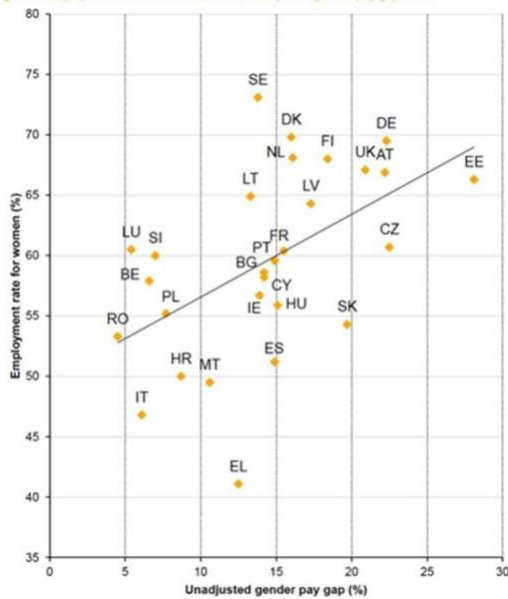
- ➔ the difference in the average hourly earnings ;
- ➔ the monthly average of the number of hours paid and ;
- ➔ the employment rate for men and women.

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



Source: Eurostat (online data codes: ifsi_emp_a_earn_gr_gpgg2)

Figure 4: Gender segregation effects

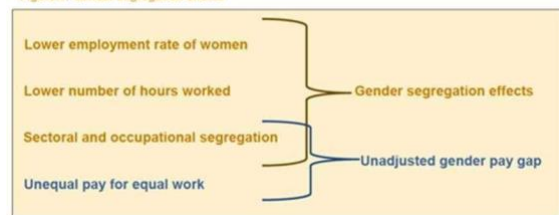


Figure 4 : Decomposing the Gender Pay Gap, Source: European Commission, 2018 - Not updated in 2022

THE GENDER GAP IN PENSION

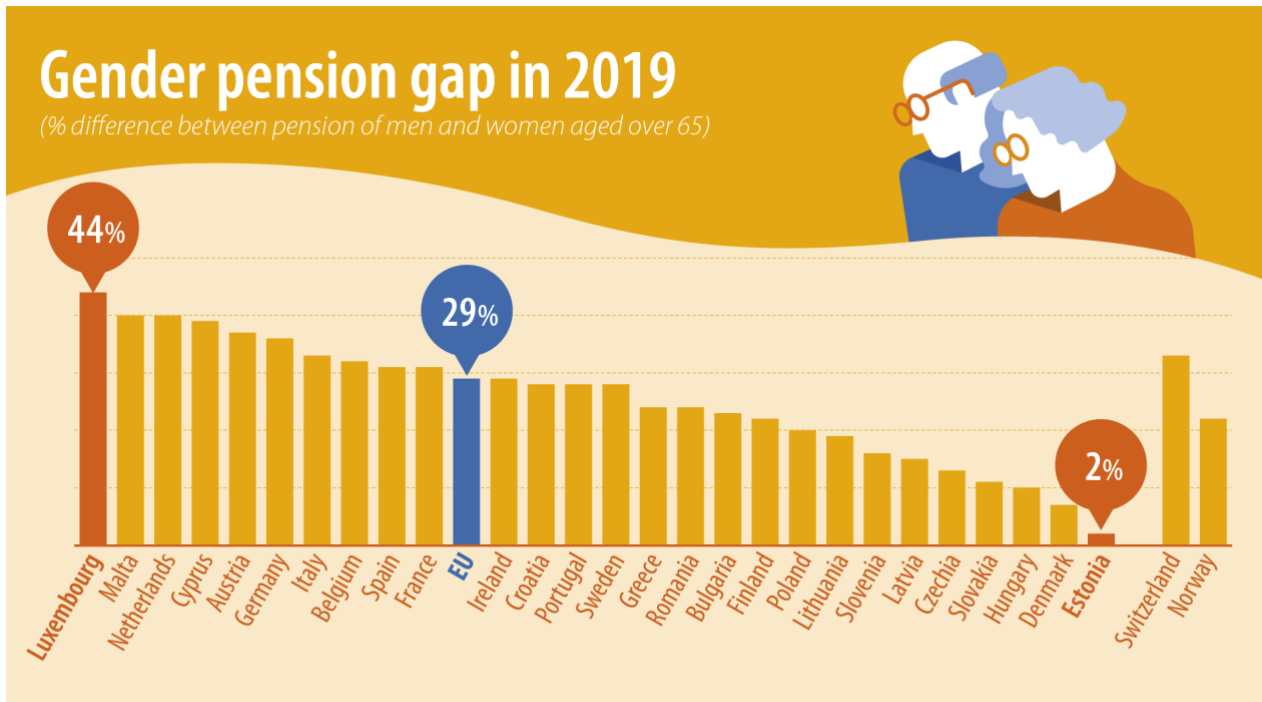
The gender gap in pensions throughout the European Union (EU) is considerable. In 2024, the gender gap in pensions amounted to 35,7 % in the EU on average and in 2024 26% (2).

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 2023" by EIGE](#)).



ec.europa.eu/eurostat

Source: European Commission, own calculations.

Figure 4 : Figure 4. Gender gap in pensions, in %, in 2019 - Not updated in 2024

GLOBAL RETIREMENT AGES

Country	Retirement age MEN	Retirement age WOMEN	Country	Retirement age MEN	Retirement age WOMEN
UAE	49 for emiratis, 60 - 65 for expats	49, 65 expats	Gibraltar	65	60
China	60	50 - 55	Hong Kong	65	65
Japan	60	60	Jamaica	65	60
Qatar	60	55	Mexico	65	65
South Africa	60	60	New Zealand	65	65
Thailand	60	60	Poland	65	60
Turkey	60	58	Sweden	65	65
India	60 - 65	60 - 65	Switzerland	65	64
Russia	60.5	55.5	Spain	65.25	65.25
Singapore	62 - 65	62 - 65	Germany	65.5	65.5
France	62 - 67	62 - 67	United Kingdom	65.5	65.5
USA	62 - 67	62 - 67	Australia	66	66
Czech Republic	62.8	58 - 62	Ireland	66	66
Hungary	63	63	Portugal	66.3	66.3
Austria	65	60	Greece	67	67
Belgium	65	65	Iceland	67	67
Brazil	65	62	Israel	67	62
Canada	65	65	Italy	67	67
Cyprus	65	65	Norway	67	67
Denmark	65	65	Netherlands	68	68
			S.Korea	68	67

EXPRESS

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 in 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

Country	Number of weeks	Payment	Mandatory
PT	5	100%	Yes
SE	2	80%	Yes
DE			No
SI	10	* Variable	No
BE	2 (3 days mandatory)	** Variable	Yes
ES	2	100%	Yes
NL	2 (2 days)	100%	Yes
LU			No
LV	1.4	80%	Yes
FR	2	100%	Yes
AT			No
FI	9	Variable	No
RO	1	Variable	No
MT	1 (2 days)	100%	Yes
LT	4	100%	Yes
DK	2	100%	Yes
CY			No
EE	2	100%	Yes
IT	2 (2 days)	100%	Yes
EL	2 (2 days)	100%	Yes
PL	2	100%	Yes
HU	1	100%	Yes
CZ			No
HR			No
SK			No
IE	2	Variable	No
UK	2	Variable	No
BG	2	90%	No

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

4. Current legislative approaches

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' organizations 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. 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 pratices about professional equality law.

5. Analyses methods and tools for companies

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...

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.

The international research program entitled Gender Equality Pay Policy in Practice (GEPP), supported by the Interdisciplinary Laboratory for the Evaluation of Public Policies (LIEPP), compare quantitative salary transparency tools in different countries. This research show the multiplicity of methods for quantifying salary inequalities, which can take the form of simple or multiple indicators, a composite index, a report with analysis... The tools listed in the table below are compared using different criteria : readability, legitimacy, universality, publicity, evaluation/control, and finally transformative effect.

COUNTRY	What tool for measuring salary gaps?	Who is subject to it?	Strengths of the tool	Weaknesses of the tool
<p>UK</p>	<ul style="list-style-type: none"> → Since 2010, strengthened 2017 → Mandatory: publication on the website since 2018 → Format: a single indicator that measures the average and median hourly earnings gap between women and men in the overall workforce of the company → Specific: Works with 2 other indicators: → Proportion of women and men who received a bonus → Feminization rate by earnings quartile in the enterprise 	<ul style="list-style-type: none"> → All structures with more than 250 employees → Private and public 	<ul style="list-style-type: none"> → Private/Public Comparison → Very readability (national base providing highly accessible results) → simplicity (easier interpretation) → Legitimacy: A lever for debate within companies and society: the tool supports collective bargaining and does not suffer from any state intervention. 	<ul style="list-style-type: none"> → No penalties or legal consequences → Incentive-only legislation
<p>Sweden</p>	<ul style="list-style-type: none"> → Since 1991, reinforced in 2001 → Mandatory → Format: a reflective mandatory annual report on pay gaps, close to the CSR in their level of detail. → Specificity: Comparative evaluation of predominantly female jobs, and implementation of a budget and action plan to reduce them. 	<ul style="list-style-type: none"> → All enterprises with more than 10 employees. → Private and public 	<ul style="list-style-type: none"> → Very thorough reporting requiring comparison on the principle of “work of equal value”. → Focus on the lowest female wages by reclassifying them. 	<ul style="list-style-type: none"> → No reputation effect: data shared with employee representatives but not made public. → Transformative effect, but requires a significant budget (e.g., implementation of Labour Inspection Control “blitzes”) → Only for fixed salary (not variable)

COUNTRY	What tool for measuring salary gaps?	Who is subject to it?	Strengths of the tool	Weaknesses of the tool
Switzerland	<ul style="list-style-type: none"> → Since 2006 ; → Mandatory in certain cases : for access to markets and public subsidies ; → Format : online software (LOGIB) offered by the federal administration ; → Specificity : Calculates “unexplained/residual” differences ; → Includes variables such as Socio-professional Category or seniority. 	<ul style="list-style-type: none"> → All structures with more than 100 employees ; 	<ul style="list-style-type: none"> → Very high readability, allowing very precise quantification. → Positive incentives (obligation for procurement and public subsidies). 	<ul style="list-style-type: none"> → No sanctions planned ; → Little shared with social partners (limits its legitimacy and its action) ; → The calculation result remains a standardized “black box” ; → Given its selectivity, it is little used by SMEs.
Québec	<ul style="list-style-type: none"> → Since 1996, reinforced in 2009 ; → Format : job comparison exercise based on the principle of “work of equal value” ; → Specificity : consultation to be carried out every 5 years by an equity committee made up of 2/3 employees, ½ of whom are women ; → Agreement of members on a method of comparing jobs. The adjustments focus on jobs that are at least 60% feminized. 	<ul style="list-style-type: none"> → All structures with more than 10 employees ; → “All workers”: those part-time as well as those with temporary contracts. 	<ul style="list-style-type: none"> → Strong reputation effect: any employee can file a complaint with an independent agency (decision made public + criminal sanctions) ; → Legitimacy (social dialogue) ; → Powerful transformative effect: the gross wage gap fell from 16.5% in 1996 to 10% in 2015 ; → Targets the correction of the structural undervaluation of highly feminized professions. 	<ul style="list-style-type: none"> → Transformative effects depend greatly on the local context. Large companies often benefit from more established union networks than SMEs. They are therefore often “better students” ; → Less noticeable effect on part-time workers.
Danemark	<ul style="list-style-type: none"> → Since 2017 ; → Mandatory ; → Format : salary statistics based on gender. 	<ul style="list-style-type: none"> → All structures with more than 35 employees. → Any structure of more than 10 employees with at least 3 women and 3 men with comparable functions. 	<ul style="list-style-type: none"> → Legitimacy: Promotes social dialogue with the obligation to share statistical information with the IRPs. 	<ul style="list-style-type: none"> → No sanctions planned.

It results from this research that most tools seem to **reduce the complexity of the multiple**

causes of wage inequalities, in a different way, and/ **or invisibilize certain elements** according to the choices made, which are still, both political and technical: scope of remuneration and population, mode of data collection...

While each tool observed is adapted to its national context, **the Directive imposes a certain homogenization of their principles of action at European level**, inspired by these various devices of different levels of ambition. This text carries a real challenge of conciliation with the specificities of each country.

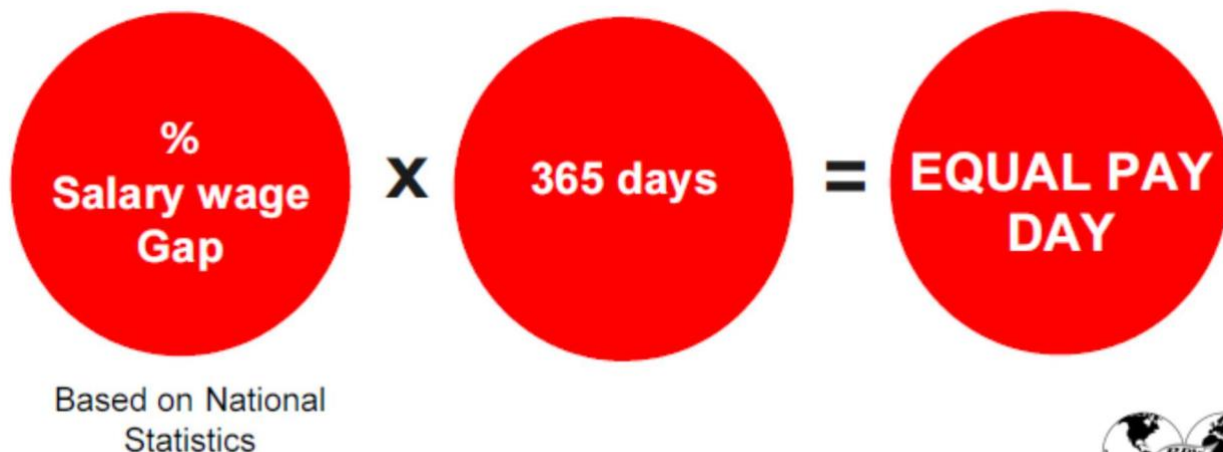
C. PART 3 – How to organize an EQUAL PAY DAY event ?

1. 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.

In this report we underline the date and pay gap indicator chosen by BPW federations, and also mentioned : hourly earnings, monthly earnings, overall earning gap indicators.

b. Equal Pay Day in Europe 2024

→ These data show how important is to produce and focus on indicators that show gender overall earning gap and gender pension gap, and not only hourly earning gap.

BPW Countries	%	EPD date	U-A GPG <u>Hourly earnings European Studies (un-adjusted gap) EUROSTAT In 2024, last updated is 2022)</u>	M-E GPG <u>Mean monthly earnings</u> https://ec.europa.eu/eurostat/data/browser/view/earn_ses18_48/default/table?lang=en In 2024, last updated in 2021 <u>By Bpw manual % calculation with data sheet</u>	GOEG <u>Gender Overall Earning Gap 2018 (EUROSTAT (+employment rate))</u> Not updated since 2021	GPG <u>Gender Pension Gap (last update 2023 – italic 2022)</u>
CYPRUS	9,9%	13.02.24	10,2%	17,02%	25,2%	-
LITHUANIA	-	-	12%	16,39%	20,4%	-
AUSTRIA	13%	14.02.24	18,4%	24,66%	44,2%	-
SWITZERLAND	13,8%	17.02.24	17,9%	20,17%	43%	-
IRELAND	-	-	9,3%	17,18%	36%	-
FINLAND	-	-	15,5%	20%	24,5%	22,9%
GERMANY	18%	06.03.24	17,7%	22,2%	42%	-
FRANCE	-	-	13,9%	20,24%	29,6%	-

CZECH	16,4%	11.04.24	17,9%	22,94%	36%	-
ITALY	-	-	4,3%	17,18%	43%	-
CROATIA	-	-	12,5%	12,55%	25,5%	-
SPAIN	18,36	06.02.24	8,7%	15,42%	33%	27,8%
LATVIA	-	-	17,1%	23,06%	25,7%	15%
HUNGARY	-	-	17,5%	17,37%	28%	-
MALTA	-	-	10,2%	17,17%	39%	-
BELGIUM	-	-	5%	10,15%	26,4%	27,7%
ENGLAND	-	-	-	25,6%	-	-
ESTONIA	-	-	421,3	26,31%	31%	4,4%
GEORGIA	-	-	-	-	-	-
GREECE	-	-	-	-	41,3%	-
ICELAND	-	-	9,3%	17,37%	31%	-
MOLDAVA	-	-	-	-	-	-
NORWAY	-	-	14,4%	17,06%	29%	-

POLAND	-	-	7,8%	18,37%	30%	-
SWEDEN	-	-	11,1%	14,05%	23,5%	27.4%
SLOVAKIA	-	-	17,7%	23,54%	-	-
DENMARK	-	-	13,9%	19,32%	-	-
BULGARY	-	-	13%	15,13%	-	16,7%
NETHERLANDS	-	-	13%	21,16%	-	-
PORTUGAL	-	-	12,5%	11,99%	-	-
SLOVENIA	-	-	10,2%	12,04%	--	8,9%
ROMANIA	-	-	4,5%	2,84%	-	-
SERBIA	-	-	-	10,86%	-	-
TURKIA	-	-	-	4,17%	-	-

BPW Countries	%	date	Hourly earnings European Studies (un-adjusted gap) EUROSTAT (2020)	Mean monthly earnings (https://ec.europa.eu/eurostat/databrowser/view/earn_ses1848/default/table?lang=en (in 2023, last updated in 2021) r - 18%	Gender Overall Earning Gap 2022 8 (EUROSTAT) (+employment rate)	Gender Pension Gap (last update 2023 – italic 2022)
EUROPE-27			12,7%	19,26%	36,2%	26%
EURO-AREA-19			13,2%	20,35%	38,3%	
EURO-AREA-20			13,1%			28,6%

c. 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/>



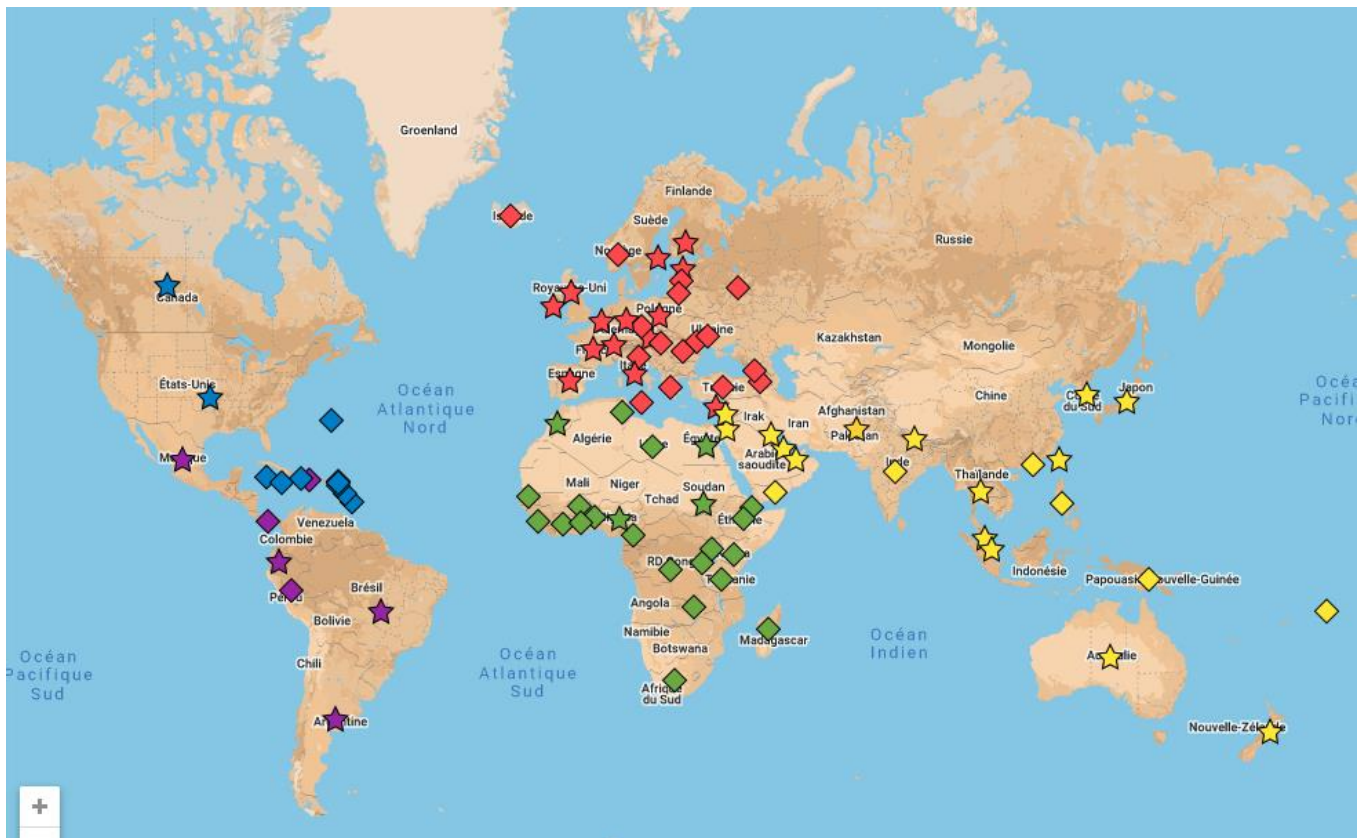
BPW Europe is part of the **International Federation of Business and Professional Women (IFBPW)**, which was founded in 1930 in Geneva by Dr Lena Madessin Phillips.

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

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

Furthermore, 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.

Legend: ☆ Affiliate Federations ◇ Affiliate Clubs Africa Asia Pacific Europe Latin America North America & the Caribbean



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



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

2. Highlights of the BPW Equal Pay Day Activities 2024

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

Die rote Tasche – klare Botschaft
Lohnschere schließen, Karrierechancen öffnen!

#gleicherjob #vollzeit
#fact #equalpayday
#transparenzJETZT
#roteTasche4equalpay

14. Februar 2024

Details zum Equal Pay Day in Österreich Factsheet zum EPD zum Download Informationen für Medien

→ Federation : Austria

→ Link to your favourite social media (facebook, LinkedIn, Website) :

<https://www.facebook.com/bpwaustria>

→ Equal pay Gap : **13%**

- 12,7% in 2022
- 15,2% and data explanation - 2020
- Austria, 14,3% pay gap in full time all-year-employed in 2019.

→ Data origin : [In Austria Official State Statistics](#) :

→ Date of EPD : **14.02.2024**

How we calculate: $(\text{Days} \times \text{Pay Gap}) / 100 = \text{number of days without payment}$ (365 x 12,4%) / 100 = approx. 45 Days → Equal Pay Day 2023 was Feb 14th

→ 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/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummers=20003395>
- <https://www.gleichbehandlungsanwaltschaft.gv.at/gleichbehandlungsrecht-in-osterreich>

- ➔ Relevant national methods about gender mainstreaming approach in companies :
-
- ➔ Action plans : (everything in German Language)
- ➔ Social Media Activity : Statements on Website equal-pay-day.at / Facebook / LinkedIn / Instagram
 - <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/>



- ➔ Our Social Media “Join in Campaign”: Using the slogan „Zahlt es sich aus, ein Mann zu sein?“ („Is it earning out to be male?“) we asked women to dress like a man on 16th of February and use the hashtag #dandylook4equalpay.



BPW Austria President : Cornelia Pessenlehner



2. BPW CYPRUS



→ Federation : **Cyprus Federation of Business and Professional Women**

→ Link to social media (facebook, LinkedIn, Website) :

<https://www.facebook.com/bpwcyprus>

→ Equal pay Gap : Cyprus gender pay gap **9,9%** according to the latest official data

→ Data origin : percentage of the Gender Pay Gap of 365 days of the year.

→ Date of EPD Cyprus **13-02-24**

→ 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..

- **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

→ **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.

→ Action plans : [link video](#)



Equal Pay Day (2024)

The Federation of Business and Professional Women in Cyprus, BPW Cyprus, expresses deep concern about the wage gap between men and women in Cyprus, which has reached 9.9%, showing an increase from the previous year. In practical terms, this means that for every euro earned by men for the same work, women receive only 90 cents, perpetuating income inequality between the two genders. This serious discrimination has long-term implications, affecting the economic autonomy of women, exacerbating inequality across the entire spectrum of the workforce, and impacting the monthly family budget. BPW Cyprus calls on decision-makers to demonstrate the necessary will and take immediate action to ensure pay equality and practical gender equality in the workplace. As in previous years, BPW Cyprus marks Equal Pay Day with a nationwide campaign to raise awareness and draw attention to women's right to equal pay for work of equal value. The campaign also aims to exert pressure for the effective implementation of legislation, with rigorous inspections and penalties imposed on employers who violate it. This year, the campaign relies on a dynamic television and online campaign, and BPW Cyprus is committed to supporting these efforts until the complete elimination of the gender pay gap. Creating a workplace environment that is equal and just for everyone is one of the fundamental principles of BPW Cyprus and remains a timeless mission for the organization.

Contact : Mary Papadopoulou - BPW Cyprus | President - email:
president@bpwcyprus.org.cy

3. BPW CZEC



Did you know how much longer women need to work this year to earn as much as men did last year? 65 days!

[News » read all news](#)



→ Equal pay Gap : **16,4 %**

- <https://ec.europa.eu/eurostat/databrowser/view/tesem180/default/table?lang=en>
- https://www.equalpayday.cz/equal_pay/

→ Data origin : **11-12.04.24**

→ Date of EPD in the CR : [\(press release\)](#)

→ 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 Statistical 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 companies:** 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 Czech equal pay day falls on March 6 this year, as calculated by experts from the Rovná odměna (Equal Reward Project) of the Ministry of Labour and Social Affairs. The average gender pay gap in our country is currently 17.9 % unfavourable to women (according to Eurostat 2022). After years of decline, reaching an all-time low of 15% in 2021, the gender pay gap is on the rise again. The moves to reduce the gap have not been systemic. In recent years, extraordinary rewards during the covid, increases in the minimum wage and other factors have had an impact on women's average earnings. If you want to know more, read the press release.

The best performing country in Europe is Luxembourg, where the pay gap is 0.7 % in favour of women. Examples can also be taken from Italy, where the gap has been narrowed to 4.3 %, Romania with 4.5 % or Belgium with 5 %. We still have a lot of work to do to get closer to these countries.

Equal Pay Day has been selected as the flagship project of the Central European Initiative for 2024.

Thanks to this support and its exceptional evaluation, we will present more than 15 international speakers, also from Romania and Italy, on the stage and at the mentoring tables. Part of the Equal Pay Day conference going international! It will also be dedicated to supporting the career and training development of young Ukrainian female professionals.

[WEB Equal Pay Day Czech](#),
[FB Equal Pay Day Czech](#),
[Linked IN epd](#),
[Instagram bpwcr](#),

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



2/ 2-DAYS EVENT FOR 1000 WOMEN IN PRAGUE



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



Since 2010

85%
Women as Speakers

335
Conference Speakers

457
Female mentors

[PROJECT IMPACT →](#)

4. BPW FRANCE

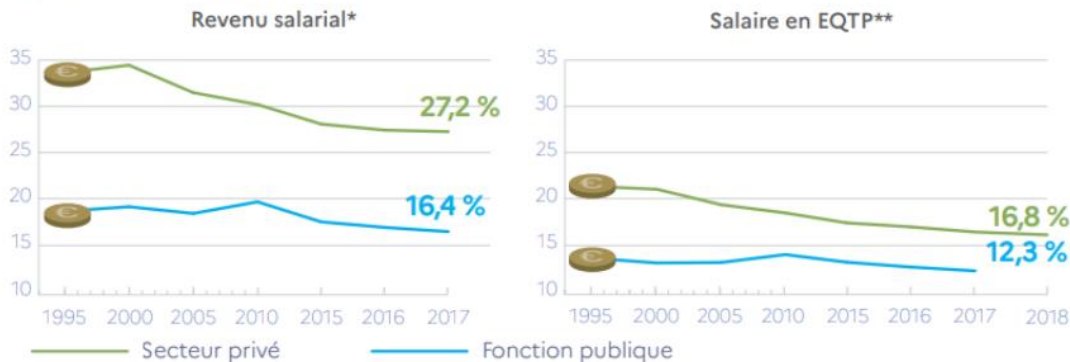


Link to the WebTV : <https://youtu.be/W2nOyGZcQ7M>

- **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. DGAFP, 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 28/03/2024**

- **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 – negociation each 4 years <https://travail-emploi.gouv.fr/dialogue-social/negotiation-collective/article/la-negotiation-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€).

5. BPW GERMANY



- **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)** : www.equalpayday.de
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 and still **6th March 2024**
- **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.

[Pflegerberufegesetz](#)

[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 :

March 6, 2024 is Equal Pay Day - not because the gender pay gap would have improved somewhat, but because 2024 is a leap year.

High time for equal pay! This year's EPD campaign focuses on the connection between time and money. How free are women and men in how they use their time? Women still work almost three times as often part-time as men, as most of the care work is done by women. This discrepancy in working time is partly responsible for the gender pay gap of 18 percent. What needs to change so that care work, gainful employment and leisure can be divided equally? Is the 4-day week a solution or shortened full-time? What can job sharing or digitization do? The Equal Pay Day campaign 2024 shows how the use of time is related to the gender pay gap and what solutions there are for a fair time distribution.



6. März 2024
ist Equal Pay Day

Höchste Zeit

equal
pay
day, -

für
equal pay!

www.equalpayday.de

Journal of the Equal Pay Day campaign

The time has come: The digital journal for the Equal Pay Day campaign is online! Together with our authors, we are on the way to finding solutions for a timely future and thus for a reduction of the gender pay gap.

Clara Schäper from DIW provides facts and figures. The author Teresa Bücker, Karsten Kassner from the Bundesforum Männer and Lilly Schön from the Zukunftsforum Familie examine the social aspect. Three employers from crafts, municipal administration and non-profit organization present their individual approaches to the 4-day week for these different industries. Dorothea Winter, who conducts research at the interface of philosophy, ethics and AI, answers what digitalization can contribute to fair pay. Katrin Terwiel and Ayse Semiz-Ewald, who share a leading position at Deutsche Telekom AG, demonstrate the opportunities and challenges of job sharing. Prof. Dr. Isabell Hensel proposes working hours as a solution, and satirist Ella Carina Werner looks at the campaign topic in a glosse.

You can find the journal here.



**equal
pay**
day , -

HÖCHSTE

ZEIT

FÜR

DAS JOURNAL
ZUR KAMPAGNE
2024

EQUAL

PAY

6. BPW SPAIN



→ Equal pay Gap : **18,36%**

→ Data origin :

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

→ Date of EPD : **06/02/2024**

→ 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**

Equal Pay Day has its origins in the 1960s. It is currently a global initiative of the International Federation of Business and Professional Women (IBPW) to which Bpw Spain belongs.

This day arises with the aim of fighting for equal pay between men and women and its date varies depending on whether the gap increases or decreases. The day of its celebration coincides with the working days that women "work for free". Thus, some years the gap is celebrated at the beginning of March, other years in April depending on how wide the wage gap between men and women is. Since 2009, the Federation of Businesswomen, Directors and Professionals BPW Spain has led the demand for this day in our country. In Spain, the Council of Ministers of the Government of Spain approved the Agreement of 26/2/2010 which established the celebration of the Equal Pay Day on 22 February. From the different associations integrated in BPW Spain we make visible, every year, through various vindicative actions the need to end this discrimination.

The European Commission defines the wage gap as "the difference between the wages received by workers of both sexes, calculated on the basis of the average difference between the gross hourly earnings of all workers".

Every year, the INE (National Statistics Institute) publishes the Wage Structure Survey (EAES). An observatory providing summary measures on the gross earnings of employees and allowing the calculation of total gross earnings.

In order to compare women's and men's wages, it is necessary to consider similar situations with respect to work variables such as the type of working day, occupation and type of contract, since these are factors that have an important impact on remuneration.

Contact : Felicia Guerra coordinadora@bpwspain.org

DÍA POR LA IGUALDAD SALARIAL 2024

22 DE FEBRERO



[INFORME-BRECHA-2024](#)

[Descarga](#)



7. 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 : **13,8 %** meridian salary in the private sector

- Data origin :
- <https://www.bfs.admin.ch/bfs/en/home/news/whats-new.gnpdetail.2022-0666.html>
- 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 **17.02.2024**

→ Legal situation :

- Equal pay gap law :

<https://www.ebg.admin.ch/ebg/de/home/themen/recht/gleichstellungsgesetz.html>

Equal pay analysis

The revision of the Gender Equality Act came into force on July 1, 2020.

As a result, employers with 100 or more employees are required to conduct a pay equity analysis within one year, have it reviewed by an independent body by June 30, 2022, and inform employees and shareholders of the results by June 30, 2023 at the latest.

- Professional equality negotiation :



In Switzerland, there are no explicit negotiations on equal pay conducted by trade unions, for example. Negotiations in this regard are a matter for each individual.

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

<https://www.bfs.admin.ch/bfs/en/home/statistics/economic-social-situation-population/gender-equality/paid-employment.html>

<https://www.bfs.admin.ch/bfs/en/home/statistics/work-income/employment-working-hours/age-generations-retirement-health.html>

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

→ *Guide to gender mainstreaming in German, French and Italian :*

<https://www.ebg.admin.ch/ebg/fr/home/documentation/publications-en-general.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>

In Switzerland, in 2024, for equivalent work, women work for free until 17 February, Equal Pay Day. Every year, Business and Professional Women organizes this event to raise awareness of this persistent inequality. Indeed, despite equivalent performance, women earn on average 14% less than men for the same job.

BPW Switzerland addresses each Equal Pay Day with a specific theme. This year the focus is on the gender pension gap. Women are disadvantaged by lower wages, coordination deductions in the second pillar and unfavourable general structural conditions, resulting in lower pensions and often financial precariousness in retirement. To change this situation, it is necessary to educate, in particular, the young generation.

The F cashorcrash.ch alliance tool, which highlights the financial consequences of our life choices, is one of the possible ways to raise women's awareness of this issue.



Ton outil pour planifier intelligemment ta vie

Cela vaut-il la peine de faire carrière ? Ou une autre formation ? Souhaitons-nous nous marier ? Qui s'occupe des enfants ? Si on se séparait, quelle serait ma situation ?

Cash or Crash t'explique les conséquences financières de tes choix !

Calcule l'impact de tes décisions...

De façon ludique




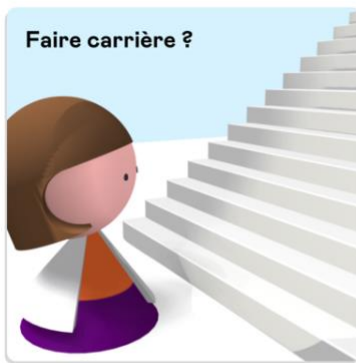
Avec ton personnage, tu peux jouer et imaginer toutes les décisions importantes de la vie. Tu peux concevoir ton propre personnage ou choisir un personnage et le personnaliser.

Dans le calculateur de détail



Le calculateur te permet d'obtenir des résultats détaillés grâce à des informations plus précises sur toi et tes projets.

 [au calculateur](#)



Faire carrière ?

Démarrer

Que t'apporte une promotion professionnelle ?



Ça roule mieux pour les hommes

Démarrer

Les hommes ont des salaires plus élevés, des professions mieux rémunérées et une plus grande probabilité de promotion.



Vivre ensemble ?

Démarrer

Qu'est-ce qui change dans la vie à deux ?



Se marier ou non ?

Démarrer

Les inconvénients en termes d'impôts ou les avantages en termes de couverture sont-ils plus importants pour toi ?



Des enfants ou pas ?

Démarrer

De nombreux couples vivent sur un pied d'égalité – jusqu'à l'arrivée des enfants. Et toi ?



Roulette du divorce

Démarrer

Qu'est-ce que cela signifie pour ta vie, si le grand amour ne dure pas éternellement ?



I. Annexe : Pay transparency

1. For which companies and which employees ?

- All **private and public employers with more than 100 workers** (art. 2 and 9).
- All **workers**, including in particular trainees, apprentices, intermittent workers and platform workers (art. 2 and 3).

2.

- **“Remuneration”** includes salary, but also **additional or variable components of remuneration**. (art. 3) like : *bonuses, overtime compensation, travel compensation, accommodation and meal allowances, compensation for participation in training, compensation in the event of dismissal, statutory sick pay, compensation legal compulsory, occupational pensions...*
- Remuneration levels should be expressed as **gross annual remuneration** and corresponding **gross hourly remuneration**.
- This Directive should apply to all workers, including **part-time workers** (recital 18).
- **“Work of equal value”** : “employers must have pay structures in place that ensure that there are no differences in pay based on sex for the same work or work of equal value or same value, which are not justified by objective, non-sexist criteria. These remuneration structures must make it possible to **“compare the value of different jobs within the same organizational structure”**. (art. 3 and 4)
- The value of work must be assessed and compared on the basis of **objective criteria**, regardless of differences in **“work regime”**. The objective criteria to be used must include in particular : **Skills, Efforts, Responsibilities, Working conditions**.
- Each of the 4 factors must be **weighed by the employer** according to their relevance to the position concerned. **Additional criteria** may also be taken into account, when relevant and justified.
- NB : The directive emphasizes that **“relevant non-technical skills are not undervalued”** (art.4). Indeed, “In predominantly female jobs, as is the case for care workers, the expected skills are insufficiently identified” (N. Moizard, professor of French social law).

3. What are the indicators, calculation methods and processes ?

- Employers must provide a report, stand-alone or integrated into their management report, specifying **7 pay gap indicators** (art.9):
 - the pay gap between women and men ;
 - the pay gap between women and men at the level of variable or complementary components ;
 - the median pay gap between women and men ;
 - the median pay gap between women and men in level of variable or complementary components ;
 - the proportion of female workers and male workers benefiting from variable or complementary components ;
 - the proportion of female workers and male workers in each quartile ;
 - the pay gap between women and men by categories of workers, broken down by salary or salary ordinary basic and by variable or complementary components.
- Member States may choose to collect and cross-reference the necessary data through their



national administrations to calculate the pay gap between men and women by employer (see obligations to transmit statistics to Eurostat (art. 31).

- When the difference in pay between women and men **is not justified by objective, non-sexist criteria, employers remedy the situation within a reasonable time, in close cooperation with worker representatives, the inspectorate of work and/or the equal treatment body.** (art.9-10)
 - No details on the precise calculation methods in the directive,
 - No deviation possible from the calculation of the stated indicators
- **Access to calculation methods:** The information is confirmed by management after consultation with worker representatives. The latter have **access to the methods applied** by the employer, and can, just like workers, labor inspectorates and equal treatment bodies, **request clarifications and details additional.** Employers respond to them within a **deadline reasonable.** (art. 9)
- **General public communication of indicators :** Employers must communicate publicly (website or other means of making public) and regularly data on remuneration, also published by monitoring organizations. Employers provide information regarding the 4 years previous if available, on request, to the labor inspectorate and the equal treatment body.
 - 250 workers or more : no later than June 7, 2027, then each year ;
 - 150 to 249 workers : no later than June 7, 2027, then every 3 years ;
 - 100 to 149 workers : no later than June 7, 2031, then every 3 years Member States may require employers with fewer than 100 workers to provide information on remuneration.
- **Joint remuneration assessment report between employers and worker representatives** (art. 10) : Terms :
 - if there is a pay gap of at least 5% in a category of workers,
 - AND that the employer has not justified it by objective, non-sexist criteria
 - AND that it has not been remedied within 6 months after the communication of the data within a reasonable time, elimination of the deviation with corrective measures
- The joint evaluation of remuneration (not distributed to the public) includes : an analysis of the proportion of workers in each category;
 - (b) information on average remuneration levels and variable or complementary components for each category;
 - (c) all differences in average remuneration levels for each category;
 - (d) the reasons for these differences based on objective, non-sexist criteria, insofar as exist;
 - e) the proportion of female workers and male workers who benefited from an increase in their remuneration following their return from maternity or paternity leave, parental leave or carer's leave, if such an increase has occurred in the category of workers concerned during the period in which the leave was taken;
 - f) measures to remedy differences in pay if they are not justified by objective, non-sexist criteria
 - (g) an assessment of the effectiveness of the measures resulting from previous joint pay assessments.

4.

- Member States must provide **technical assistance and training** to employers with **fewer than 250 workers** and to representatives of the workers concerned, in order to facilitate their compliance with the obligations set out in the Directive. (art 11)
- Member States must ensure that training and specific tools and methods are available to support



and guide all employers in assessing what constitutes work of equal value. They may choose to entrust the development of these specific tools and methods to social partners or to develop them in cooperation with them or after having consulted them. (art.33; recital 30).

- **Alleviate constraints** : When implementing the Directive, Member States must avoid imposing administrative, financial and legal constraints such as to hinder the creation and development of micro, small or medium-sized enterprises, by assessing the impacts of their transposition measures on these companies and by publishing the results of this evaluation. (recitals 35 and 65)
- **Monitoring body (articles 28-29)** : A specific monitoring body must be set up, with the following tasks in particular :
 - a) raising awareness among public and private companies and organizations, social partners and the public of the principle of equal pay, the right to transparency of pay and intersectional discrimination for work of equal value;
 - b) analysis of the causes of the pay gap between women and men and the implementation developing tools for assessing inequalities in remuneration;
 - c) the collection of data received from employers, their rapid publication, allowing comparison between employers, sectors and regions;
 - d) collection of joint remuneration assessment reports;
 - e) the aggregation of data on the number and types of complaints of pay discrimination brought before competent authorities, and appeals brought before national courts.
- Member States should be able to designate more than one body, provided that the functions of monitoring and analysis stated are carried out by a central body. "It is not clear whether it should be separate from the equal treatment body. However, it would be desirable for these two bodies not to be confused so that the equal treatment body can devote itself fully to its missions. The organization for equal treatment, the Defender of Rights in France, also sees its role strengthened in companies to support workers. » (N. Moizard)

5. What types of sanctions are put in place?

- **Sanctions (art. 23) : Obligation** : Member States must provide for sanctions effective, proportionate and dissuasive* in the event of rights violations, which must include fines (recital 55 : based on the employer's gross annual turnover or total payroll). Any other aggravating or mitigating circumstances must be taken into account, for example when discrimination in pay based on sex is combined with other prohibited grounds of discrimination**. Member States must apply specific sanctions in the event of repeated violations of any right or obligation relating to equal pay between women and men for the same work or work of equal value.

Example: financial dissuasive measures such as the revocation of public benefits or the exclusion, for a certain period, of any new allocation of financial incentives or any public call for tenders.

*These could be "administrative sanctions" but at "dissuasive" levels (unlike what exists with the index). Criminal actions exist in French law but are not implemented.

6. Transparency for job candidates :

- **Transparency for job candidates** : Job applicants must receive information about the initial salary or its range before the job interview or the conclusion of an employment contract.
- Employers are prohibited from seeking information about current remuneration or the salary history of a job candidate.



- **Employer transparency:** Employers must make available to workers the criteria used to determine pay levels and pay progression.
 - States must be able to provide ready-made templates to help micro/small businesses comply. They can exempt micro or small businesses from the obligation linked to salary progression.
 - Every year, employers must inform workers of this right, as well as the measures to take to exercise it. They may also choose to provide this information without being asked by staff.
 - All workers have the right to obtain information on their individual level of remuneration and on the average levels of remuneration, disaggregated by sex, for the category of workers performing work of equal value to theirs.
 - They must have the possibility of receiving the information through their staff representatives or an equal treatment body. Employers may require workers who have obtained information other than their own pay not to use it for purposes other than exercising their right to equal pay.
 - if incomplete, workers have the right to request, personally or through their representatives, reasonable clarifications and additional details and to receive a detailed response within a reasonable time (two months to from the date of the request).
- NB : The directive does not provide for information to the candidate on the right to receive information, nor for possible recourse by the candidate if the employer refuses to provide the requested information. (N. Moizard)
- **Worker transparency / Disclosure of information:** Workers are not prevented from disclosing their remuneration. In particular, the contractual clauses which prevent workers from disclosing information about their remuneration are prohibited.

7.

- **Establishment of individual and collective means to resort to justice :** All workers must be able to access the necessary procedures and be represented, even after the end of the employment relationship in which the discrimination is alleged to have occurred, individually or collectively
- Member States must provide adequate administrative and judicial protection against any unfavorable treatment in response to an attempt by workers to exercise this right
- An intersectional approach is important to understanding the pay gap between women and men and remedy them
- In situations where there is no reference person in real life, it is appropriate to allow the use of a hypothetical reference person.
- Possibility of using other facts to presume the existence of alleged discrimination (e.g. statistics)
- The burden of proof must be transferred to the defendant
- The competent authorities or national courts must be able to order the defendant to produce any relevant evidence, including containing confidential information, in their possession. They must have effective means to protect this information.
- **Compensation :** Compensation must fully cover losses and damages suffered: recovery of salary arrears and bonuses or related payments in kind and compensation for missed opportunities and moral damage.
- Prohibition on previously setting a ceiling for this compensation
- In addition to compensation, provide other corrective measures (e.g. mandatory training for HR on equal pay and on non-sexist job evaluation and classification)

8. Sanctions relating to public procurement



- **Public market or concession contract** : economic operators must have, in the execution of a public contract or a concession contract, mechanisms for setting remuneration which do not result in a pay gap between women and men for the same work or work of equal value cannot be justified by non-sexist criteria.
- Furthermore, Member States should examine the possibility of requiring contracting authorities to introduce, where appropriate, sanctions and termination conditions ensuring compliance with the principle of equal pay within the framework of the contract. execution of public procurement or contracts concession. Contracting authorities must also be able to take into account non-compliance with the principle of equal pay by the tenderer or one of its subcontractors when examining the application of the grounds for exclusion or when the decision is taken not to award a contract to the tenderer having submitted the most economically advantageous offer.



II. Links

EUROFOUND

- [Podcast - Tackling the gender pay and employment gaps](#) (4 March 2024) ;

EUROSTAT

- [Gender gap statistics \(2022\)](#) ;
- [Gender overall earnings gap EUROSTAT \(2020\)](#) ;
- [The inadjusted gender pay gap \(2022\)](#)

European commission

- [The gender pay gap situation in the EU](#)
- [European Commission. Report on Equality between Women and Men in the EU.](#)
- [European Commission. Equal Pay ;](#)
- [Gender Equality Strategy: Striving for a Union of equality ;](#)

EIGE

- [European Institute for Gender Equality \(2023\). Gender Equality Index. ;](#)
- [Gender Equality Index : Digitalisation and the future of work \(EIGE\) ;](#)

OIT-ILO

- [International Labour Organisation: Equal Pay International Coalition.;](#)

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)
- [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 favorisee - de Gisèle Halimi](#) (ouvrage)
- [Proposition de résolution européenne \(assemblée nationale\)](#)

[Dossier législatif \(assemblée nationale\)](#)

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

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View the Report at www.bpw-europe.org

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



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