

Gender wage Watchers Network – March-April 2017 newsletter

Note from Editor:

Hello everyone! I contacted you all earlier this month to introduce myself but in case you missed it, I am Amy Kordiak and work for an organisation called Chwarae Teg (Fair Play) which works tirelessly to remove the Gender Pay Gap in Wales. I am pleased to be involved in this thriving network and get to share updates from around Europe on all things related to gender and pay and women's progression in the workplace. I would welcome your feedback on this newsletter as it is my first also, any questions you have for me or information which you feel would benefit the network, please get in touch and let me know: amy@genderpaygap.eu.

Europe-wide

- Equal Pay day 2017
Equal Pay Day took place on 04 April this year and it seemed that it had less of a media and social media presence than in previous years. The Belgian organisation **Zij-Kant** however launched a very powerful campaign to mark the day. For further info, read below under 'Members' contributions'.
- International Women's Day
On 08 March this year, International Women's Day celebrations took place across the world to mark women's achievements and to raise awareness of gender equality issues.

The European Commission marked the occasion by the publication of a new report on equality between men and women, which highlighted that whilst significant progress is being made in the EU, there are notable gaps and differences between Member States. To read more, click here:

http://europa.eu/rapid/press-release_IP-17-489_en.htm

UK

A recent survey by Shutterstock has revealed that UK employers are not paying due diligence to gender pay issues; this was according to a survey decision makers carried out by NGA Human Resources. This is despite recent gender pay reporting which requires businesses with 250 or more employees to publish annual figures reporting what the gender pay gap is in their company. To read more, click here:

<https://www.forbes.com/sites/karenhigginbottom/2017/04/04/uk-employers-complacent-about-gender-pay-gap/#7be6daa31620>



Italy

There are talks in Italy of introducing paid 'menstrual leave'. If this law is passed, companies in Italy will have to offer female staff 3 days off per month to deal with the discomfort of menstruation. Whilst many Italians welcome the move in terms of gender equality, some fear that it will further fuel the tendency to recruit men over women. To read more, click here:

<http://lifestyle.one/grazia/news-real-life/real-life/paid-menstrual-leave-women-period-pain-italy-country-offer-policy/>

Ireland

Women managers in Ireland earn up to 16% less than than men doing the same job according to recent research by Eurostat.

The research also uncovered that women take up only two fifths of management roles. Although this is far from the ideal 50:50 split, Ireland comes before France, Sweden and the UK in terms of gender equality in management ranks. To read more, click here:

<https://www.rte.ie/news/business/2017/0308/857998-eurostat-statistical-agency/>

Poland

There has been widespread outrage this month after far-right Polish MEP Janusz Korwin-Mikke announced in the European Parliament that women were "weaker, shorter and less intelligent than men" and should therefore be paid less. As a consequence of his appalling public outcry, it is likely that his per diems will be docked for 30 days which will equate to roughly 9,180 euros. Furthermore, Janusz will be suspended from his parliamentary duties for 10 days but may not 'represent the parliament for up to a year'. To read more, click here:

<http://www.dw.com/en/polish-mep-who-justified-gender-pay-gap-gets-income-docked/a-37934252>

Iceland

Iceland will be the first State to outlaw the Gender Pay Gap. Politicians have wowed that by 2022, there will no longer be a GPG in the country and a bill to this effect is currently being drafted. To read more here:

<https://www.neweurope.eu/article/iceland-first-state-outlaw-gender-pay-gap/>



Hungary

The GPG in Hungary has reduced massively over the past 5 years according to Eurostat and most noticeably from 20% in 2012 to 14% in 2015. One contributing factor to this dramatic decrease is a new career model for the teaching industry where many women are employed. An area of focus for the future will be to tackle vertical segregation and explore ways to encourage a better gender balance in management positions. To read more, click here:

<http://hungarytoday.hu/news/gender-wage-gap-narrows-hungary-room-improvement-86496>

Members' contributions and updates

As always, contributions from members of the network are encouraged. This month Belgian organisation Zij-Kant ran a very successful campaign on Equal Pay Day. The 'unorthodox' campaign featuring a young girl driving a bus suggested that either the Pay Gap is closed or women will need to start their careers 10 years earlier. To read more here:

<http://www.equalpayday.be/europa>

