



## Note from Editor

Hello Gender Wage Watchers! I hope you are all enjoying the hot weather

This month, I am sharing with you:

-the news around the globe relating to the gender pay gap

-a short piece on Chwarae Teg's Womenspire awards

-information on two new projects Chwarae Teg is leading in Wales. If you have worked on these areas in your own country, I would be interested in hearing from you

I hope it is interesting to you. As always, if you have anything to share, please get in touch: [amy@genderpaygap.eu](mailto:amy@genderpaygap.eu).

### In the news...



#### Germany

A law in Germany is to go into effect shortly to ensure pay transparency. The article reports that "If a female employee believes she's being paid unfairly, or wants to be sure she isn't, she can either submit a request anonymously to employee representatives or go directly to HR. The company is then required to provide the

average salary for employees with similar work and responsibilities". There is a concern in Germany however, that businesses are not ready for the change and that the law does not take into account any other forms of pay inequality.

<http://www.care2.com/causes/german-pay-inequality-law-goes-into-effect-but-businesses-still-arent-ready.html>

#### UK

In the UK, the Department for Education was the first governmental department to publish its wage gap data which is 5.9%, however, this has demonstrated problems when publishing the percentage as the Department calculates using a different methodology to the Office of National Statistics.

<http://www.bbc.co.uk/news/education-40429257>

#### France

A new French Minister, Marlene Schiappa, wants to introduce sexual harassment fines of up to 5000 Euros and that the Government offers free consultations to big businesses on how they can close their GPG.

<https://www.theguardian.com/world/2017/jun/24/marlene-schiappa-french-minister-sexual-harassment-fines>

## Italy

A draft bill on menstrual leave is currently being discussed in the Italian Government which proposes that some women employees can have up to 3 days paid leave off each month if they experience painful periods.

<http://www2.cipd.co.uk/pm/peoplemanagement/b/weblog/archive/2017/06/19/holistic-approach-to-menstruation-leave-could-have-big-benefits-for-employers.aspx>

## Global news

### Australia

The Australian Government has published a report with 9 recommendations on how to close the GPG. Stark occupational segregation has been cited as the main contributing factor with up to 60% of people never experiencing what it is like to work in a gender-balanced sector.

<http://blogs.lse.ac.uk/businessreview/2017/07/14/glass-walls-australias-highly-gender-segregated-workforce/>

### USA

According to an article in Marie Claire, the [gender pay gap in the White House](#) “has more than tripled in the first year of his administration, with female members of staff reportedly earning 63 cents for every dollar male staffers make”.

Read more at

<http://www.marieclaire.co.uk/entertainment/people/gender-pay-gap-tripled-523179#EoAhEL1l0xmolypp.99>

### India

In the manufacturing sector in India, it has been reported that the GPG is touching 30% and the median hourly salary has declined according to a report by The online recruitment agency's Monster Salary Index (MSI) and the International Labour Organisation in the Global Wage Report 2016/17 has also reported that the GPG in India is of 'huge' concern.

<http://www.zeebiz.com/india/news-gender-pay-gap-in-indias-manufacturing-sector-touches-30-19003>

## Womenspire Awards

Chwarae Teg's Annual Womenspire awards sponsored by CGI have just taken place, celebrating the achievements of women in Wales. The Awards took place in the Wales Millenium Centre in Cardiff and 400 guests attended.

Over 300 women were nominated over 12 categories recognising excellence in various sectors including STEM and education.

One of the youngest women, Rising Star Award winner Chelbie Jones knows the challenges and perceptions of working in a male industry. She could have been a hairdresser like her mum but Chelbie, from Pembroke is now a carpenter and has been promoting women in her industry at talks and career fairs.

Winner of Learner of the Year, Student Midwife Sian Preddy had incredible determination to achieve her desired dream of training to be a midwife. Sian Preddy from Bridgend was told by a careers officer that she would not be suitable as a nurse as she was 'too deaf.' Several years later through determination she

returned to learning to do her CACHE Level 3 Award in Childcare and Education and is now a Student Midwife.

Alongside the inspirational women who won awards, an award was also given out to a man. The 'Man of the Year' award went to Paul Chaney, Professor and Co-director of WISERD, Cardiff University. Paul was recognised as a true advocate for gender equality for how he has influenced policy change, which has had an impact on the lives of women in Wales and beyond.

For further information on the awards, the sponsors and the nominees, click on the following link:  
<http://www.walesonline.co.uk/business/business-news/officially-11-most-inspiring-women-13219999>

around the world so that we can best learn from one another and celebrate our work.

Maybe there's an article you have read or a tweet you thought was interesting on the topic? Why not share that with the network and get in touch with us. We need your input and interest to keep our network alive and to showcase the brilliant work that is going on to support women and men to realise their full potential.

### New Projects at Chwarae Teg

**Chwarae Teg is currently undertaking two new projects relating to barriers to women's progression in the workplace.**  
**Decent Work for Women**



This project seeks to explore what decent work means for women in Wales. We are carrying out a focused study with women in domiciliary care and in the food and drink (including hospitality) sectors to understand what barriers they feel are preventing them from progressing and accessing decent work.

#### Missing voices

This project aims to understand why people in Wales don't vote. We are working with Electoral Reform Society (ERS) Cymru to help understand the obstacles that need to be addressed so that people feel able to make their voices heard.

The findings from these reports will be shared with the network when Chwarae Teg is in a position to do so.

### Your input



The Gender Wage Watchers' network is for anyone out there working on the Gender Pay Gap or any issues related to this topic.

What we would really love is to have more country specific information about the amazing projects you are running and initiatives from