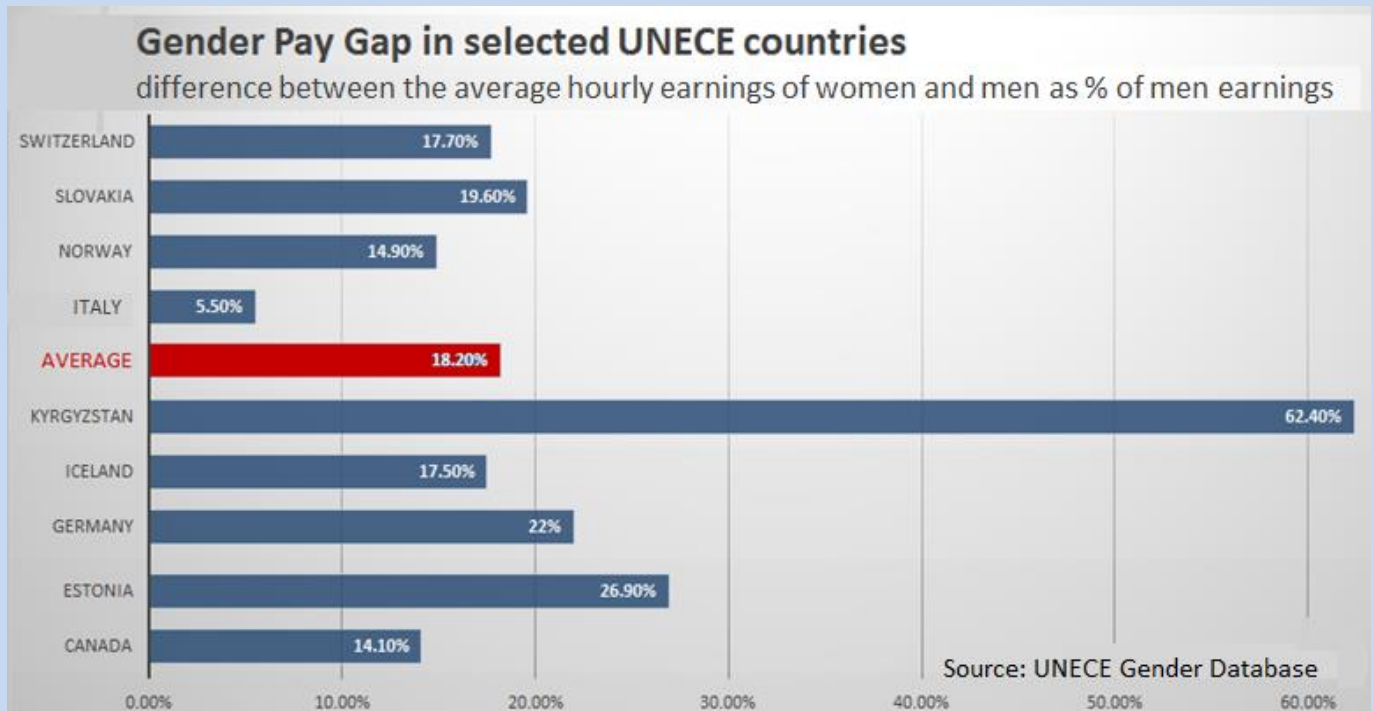


# The Gender Pay Gap across the UNECE region





## Did you know?

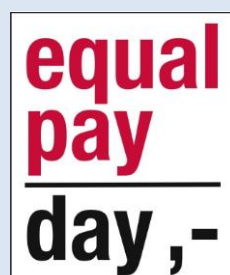
In the UNECE region, the average difference between the hourly earnings of women and men is 18,2 per cent. The gender pay gap varies widely by countries: from 62.4 per cent in Kyrgyzstan to 5.5 per cent in Italy and Luxemburg. The gender wage gap translates into a wider gender pension gap, exceeding 40 per cent.



## What is the Equal Pay Day?

The Equal Pay Day shows how far into the year women must work to earn what men earned in the previous year. It is a symbolic day to raise awareness of unequal pay; a call to accelerate efforts of all parties and stakeholders to close the pay gap. The date of the Equal Pay Day varies in each country, as the gender pay gap differs from country to country.

Country	Equal Pay Day
 Germany	18 March 2018
 France	26 March 2018
 Switzerland	24 February 2018
 USA	10 April 2018



Country	Equal Pay Day
 Canada	10 April 2018
 Belgium	14 March 2018
 Spain	22 February 2018
 Austria	27 February 2018

The Equal Pay Day was organised for the first time by the National Committee on Pay Equity (NCPE) in the USA in 1996 as a public awareness event to illustrate the gap between women's and men's wages. The first campaign on the pay gap took place in 1988, the 'Red Purse Campaign' organised by Business and Professional Women (BPW) in the USA.

## What is the gender pay gap?

**Unadjusted pay gap:** The unadjusted pay gap is the primary indicator when comparing difference in pay between women and men. The national gender pay gaps are based on average earnings which are a symbol for the overall position of women in the workforce. It does not show 'like-for-like' pay gaps, which reflect employees working in the same or comparable roles.

**Adjusted pay gap:** The adjusted pay gap captures the concept of equal pay for equal work. It eliminates the structural factors that impact the gap's existence, including sectoral and occupational gender segregations, years of experience, level of education, size of business, etc. It shows what a female worker with the average characteristics would have earned if she had been treated in the same way as a typical male worker, and compares these earnings with what she actually earns. The adjusted pay gap is smaller than the unadjusted pay gap.

## Why does the unadjusted gender pay gap persist?

67%

of all workers in the health & social sector are female.

### Different jobs, different sectors

- Horizontal gender segregation: Women are over-represented in the social and health sectors. Men are concentrated in the manufacturing industry, wholesale, retail and construction. Society values sectors dominated by women less than male dominated sectors. The sector of employment is already determined at an early age: by educational choices.
- Compared to men, women are less represented in formal employment and more represented in the informal sector, increasing social insecurity and lower pay.

23%

of board members in publicly-listed companies are female.

### Few women in leadership positions

- Vertical gender segregation: Few women are on company boards and in leadership positions.

### Balancing work & family responsibilities

- Women do most of the unpaid care: when the first child is born into a family, the wages of women and men drift apart drastically; far more women take parental leave than men, and for longer periods as well.
- Unequal access to flexible working arrangements: unevenly spread across sectors and workplaces.

26%

of women in the UNECE region work part-time, compared to 10% men.

### Negotiation power & discrimination

- Negotiation power: women are less successful in negotiating their salaries.
- Discrimination of specific groups: migrant women, women with children, young women, ethnicity, etc.




## How to accelerate the closing of the gender pay gap?

# Iceland

became the first country in the world to legally enforce equal pay.

### Improve legislation and its implementation

- Setting minimum living wage (e.g. in FYR of Macedonia, Germany), collective bargaining, introducing quotas in corporate boards.
- Countries have introduced different legislation with the aim to close the gender pay gap:

Country	Legislation
<b>Iceland</b> 	The Equal Pay Standard, which took effect on 1 January 2018, compels companies with 25 full-time employees or more to analyse their salary structures every three years to ensure that men and women are being paid the same amount for doing the same jobs. Then they must report back to the government for certification or face penalties that include fines.
<b>Germany</b> 	The Transparency of Remuneration Act (2017) grants employees in companies with more than 200 workers the right to be informed about the remuneration received by other employees in the same comparison group.
<b>United Kingdom</b> 	Organisations with 250 employees or more must report on their gender pay gap by 30 March 2018. From then on, they must do so every year. This is the result of 2017 government legislation.

### Promote voluntary measures

- Employer-initiated voluntary actions (e.g. more generous parental leave arrangements and flexible working and/or childcare options, trainings).

### Data and research

- Collect data on the gender pay gap and make it transparent at all levels, monitoring and reporting on the gender pay gap by sectors, companies, occupation in the public and private fields.
- Research to reveal the pay gap factors, assess current trends and impact.

### Policies

- Provision of quality public childcare and elderly care services affordable to population of all regions.
- Family-friendly work-place policies, policy measures to encourage men to share responsibilities.
- Paternity leave.
- Child and other health care support, affordable and accessible in rural and urban areas.
- Adequate pensions (increasing the retirement age, adopting schemes that will account for the time of taking care for children and elderly).

## How does UNECE contribute to accelerating progress?

**5** GENDER  
EQUALITY



**8** DECENT WORK AND  
ECONOMIC GROWTH



“By 2030, achieve  
(...) equal pay for  
work of equal  
value.” (SDG 8.5)

### Capacity Building for Women Entrepreneurs

UNECE contributes to capacity building for women entrepreneurs in the countries of Eastern Europe and Central Asia (ECCA), in particular to improve their skills and knowledge in Information and Communication Technologies (ICTs).

### Gender Statistics Database

UNECE conducts methodological work to ensure appropriate measurement of gender issues in official statistics, building related capacities in national statistical systems, and exchanging experience through regular expert meetings. The data collected and published in the UNECE Gender Statistics Database highlights key issues and trends in gender equality in the region.

### Regional reviews of the Beijing Platform for Action

UNECE convenes Regional Review Meetings to review progress and challenges in the implementation of the Beijing Platform for Action in UNECE member States. This intergovernmental meeting takes place every five years; the next meeting is planned for 2019.

### Leading by example

UNECE offers its staff flexible working arrangements, paternity leave, and, most importantly, **equal pay**.

## “Equal pay for decent jobs”



*“We urgently need to take bold actions and reach out to women everywhere, expand their opportunities to join labour markets with equal pay for decent jobs, become successful entrepreneurs, participate together with men in decision making and lead in transport, energy, trade, or any other sectors and activities.”*

### Olga Algayerova

Executive Secretary, United Nations Economic Commission for Europe (UNECE)