

Equal Pay?

Time to close the gap!



WHAT IS THE GENDER PAY GAP?

It is the difference between the gross hourly earnings between working men and working women.

Women earn over 16% less than men per hour in the EU.

IN OTHER WORDS

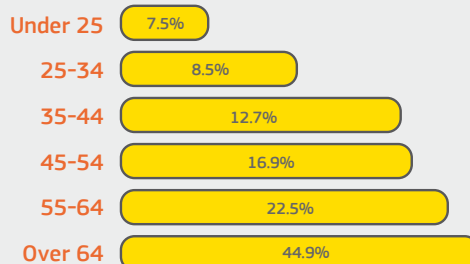
Women earn
84 euro cents
for every €1
men earn



Women work around
2 months for FREE
each year,
compared to men

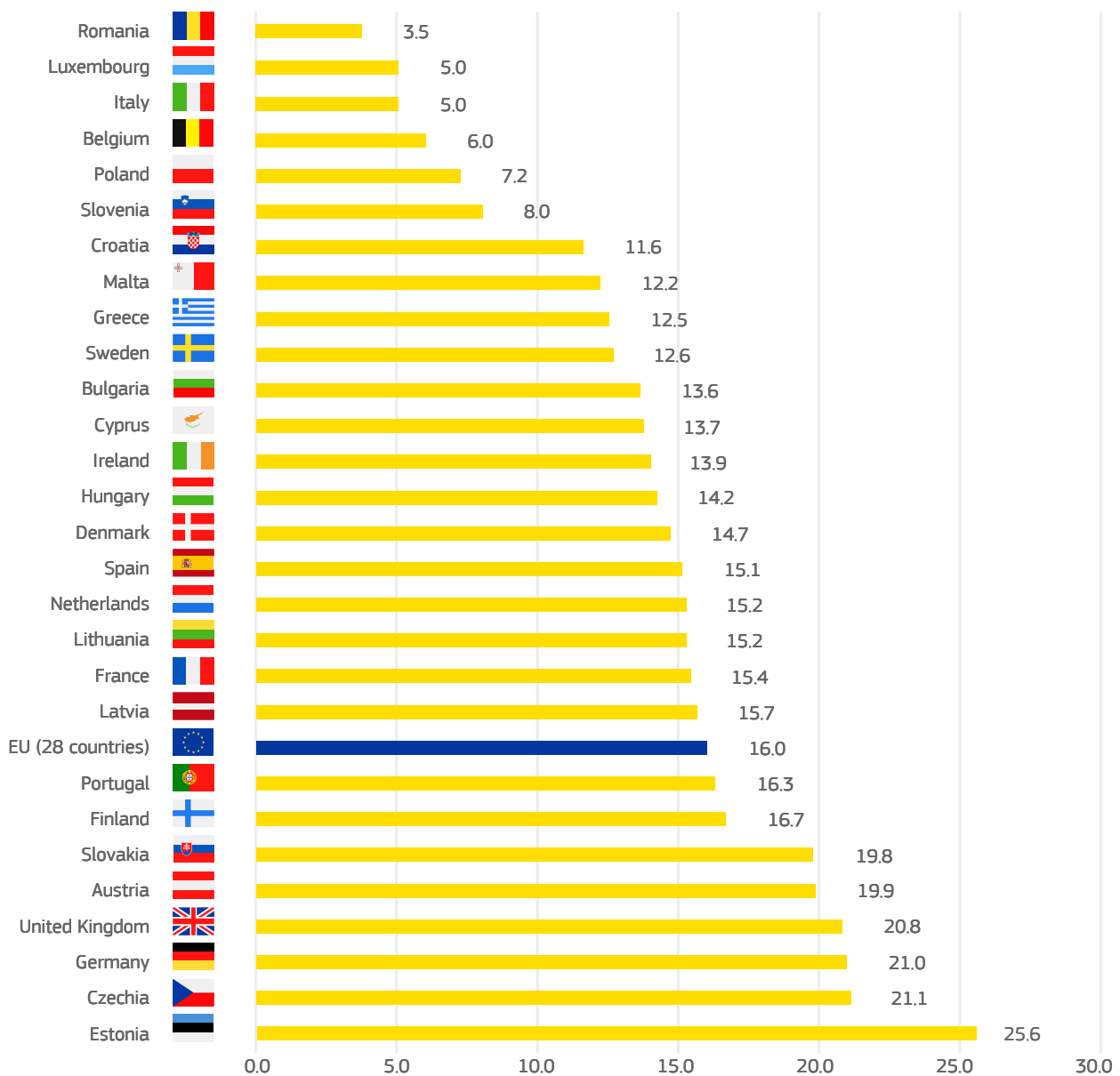
The older you are, the bigger the gap

For example: the gender pay gap in Spain by age



THE GENDER PAY GAP PER EU COUNTRY

Even though the situation is improving, progress is extremely slow in the European Union with the gap only decreasing by 1% over the last 7 years.



The gender pay gap is not an indicator of the overall labour inequalities between women and men. In countries where the female employment rate is low, the pay gap tends to be lower than average. A high pay gap is usually characteristic of a labour market in which women are more concentrated in a restricted number of sectors and/or professions, or in which a significant proportion of women work part-time.

**MEN EARN MORE THAN WOMEN,
THAT'S INEVITABLE ISN'T IT?
FACT CHECK**

“More women
work part-time,
so they should
earn less.”



WRONG

Working fewer hours a week
means you should take home
less pay per month, NOT less
pay per hour.



“Women earn less
because they choose
lower earning jobs.”



WRONG

Women tend to earn less per hour than men for the
same job whether it is a highly-skilled profession like
a doctor or nurse, or a lower-skilled job such as a
salesperson. The gender pay gap exists across our
economy and in all sectors and occupations.

“Men are
better educated,
so should earn more”.



WRONG

Today almost 60%
of graduates in the EU
are women.



“The gender pay gap
has been around for so long,
there is nothing
we can do about it”



WRONG

The European Commission has developed
an Action Plan which prioritises eight areas
for action to address the underlying causes
of the gender pay gap.

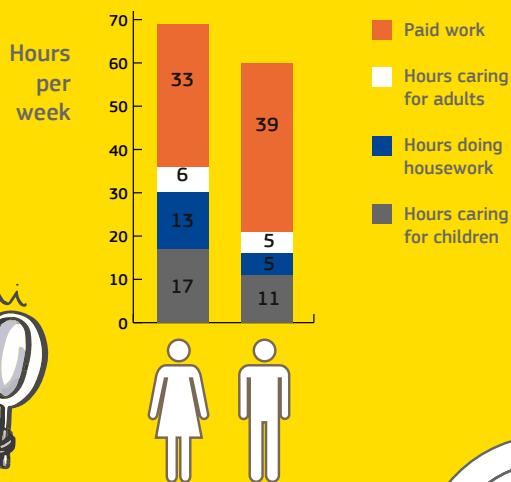
SO, WHAT'S REALLY BEHIND THE GENDER PAY GAP?

Less promotions

Fewer opportunities

EXTRA UNPAID WORK

Women do more unpaid work and men more paid work.



TAKING CAREER BREAKS TO CARE FOR OTHERS

Women take more time off from work to care for others. This is why the EU has adopted the Work-Life Balance Directive.

In this Directive we introduced 10 days paid paternity leave and 2 months paid, non-transferable parental leave for each of the parents, promoting a more equal sharing of childcare responsibilities.



DISCRIMINATION

Discrimination at work is illegal across the EU.

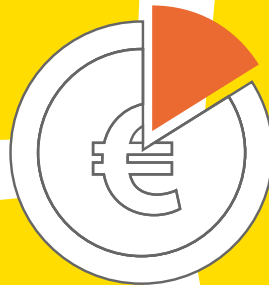
Being paid less than male colleagues just because you are a woman, or being demoted after returning from maternity leave, are forms of discrimination. European law protects you against them.

Know your rights, ask for pay transparency, and demand fairness.

FACING THE GLASS CEILING AND WORKING IN A SEGREGATED LABOUR MARKET

Women don't make it to the top.
Less than 6.9% of top companies' CEOs are women.

Also, in some sectors, women tend to be overrepresented, while in others men are overrepresented. In some countries, occupations predominantly carried out by women, such as teaching or sales, offer lower wages than occupations predominantly carried out by men, even when the same level of experience and education is needed.



Influenced
by gender
stereotypes
and social norms

WHAT DOES IT REALLY MEAN FOR WOMEN?



WHY SHOULD WE FIX IT?

1 Because equality is at the root of our values as Europeans and women have the right to be treated as equal to men in all areas of society.

2 Because reaching pay equality would send a positive message about the fairness and transparency of our labour market.

3 Because when a woman's work is valued less, simply due to her gender, it affects her motivation, her efficiency and ultimately our overall productivity.

4 Because women are part of our economy. Paying them fairly will have a positive economic impact.

5 Because tackling unequal pay also makes sure that we attract the best talents, whatever their gender is, in our organisations and companies.

