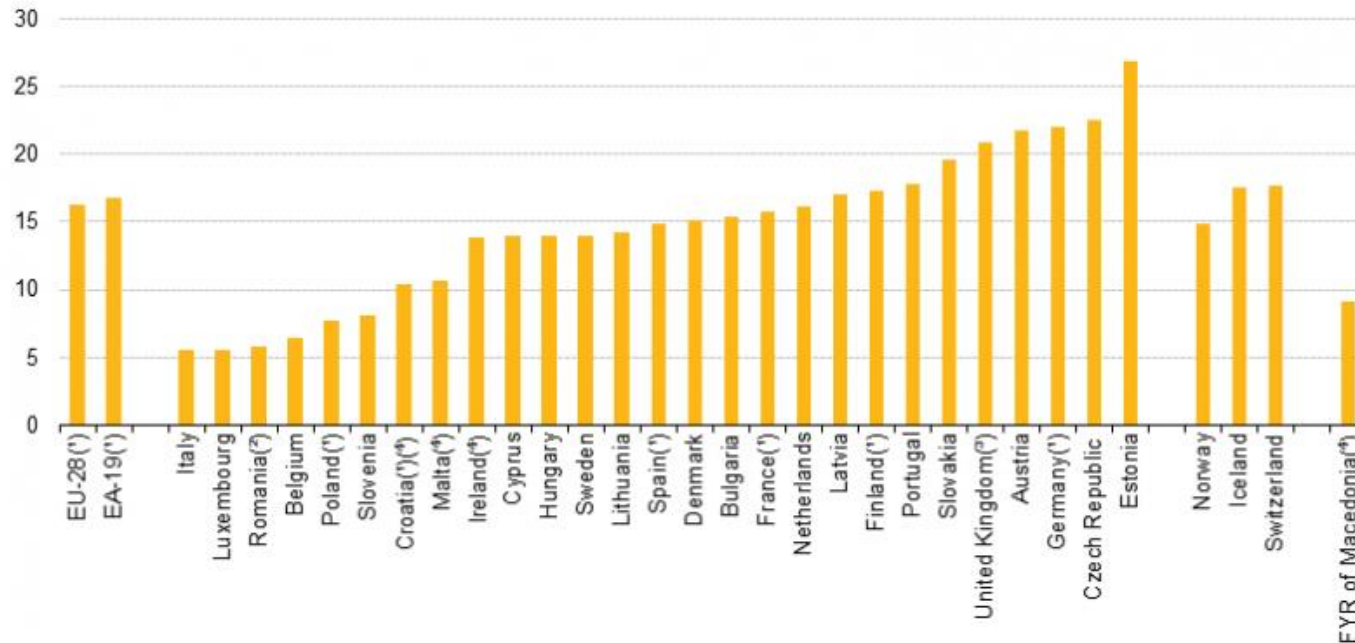


ITUC/PERC Women's School

Jahorina (Sarajevo)
Bosnia-Herzegovina
25-27 September 2018
Montserrat Mir, Confederal Secretary
ETUC

Unadjusted gender pay gap, 2015 (difference between average gross hourly earnings of male and female employees as % of male gross earnings)



Note: For all the countries except the Czech Republic: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O); Czech Republic: data for enterprises employing 1 or more employees, NACE Rev. B to S; no data for Greece.

(*) Estimated

(*) Estimated by Eurostat

(*) 2014 data

Gender Pay Gap by Age

	< 25 years	25 - 34	35 - 44	45 - 54	55 - 64	65 years +
Belgium	-2.3	1.0	5.6	7.5	15.7	14.4
Bulgaria	7.9	14.9	21.0	18.6	7.2	3.1
Czech Republic	12.0	13.3	28.1	24.5	15.9	23.6
Denmark	6.0	11.1	16.5	18.3	16.3	11.3
Spain(*)	5.7	6.6	11.5	19.0	21.1	45.3
France(*)	-3.2	8.7	13.2	19.2	21.7	30.1
Italy	10.7	4.8	5.6	7.4	6.3	:
Cyprus	4.9	-0.8	10.1	24.3	27.1	54.2
Latvia	13.0	15.8	22.8	15.9	14.8	16.8
Lithuania	13.9	16.7	20.3	11.4	11.4	14.2
Hungary	3.3	9.1	19.2	16.2	9.4	19.2
Netherlands	2.9	1.2	10.5	20.9	21.6	17.8
Poland(*)	8.8	9.8	13.1	5.3	6.0	-4.9
Portugal	9.1	8.5	15.1	23.9	23.3	43.4
Romania(°)	-1.1	1.1	6.6	4.9	2.8	17.5
Slovenia	7.8	7.1	10.1	11.8	5.9	0.3
Slovakia	12.1	14.1	24.6	22.1	17.7	21.2
Finland(*)	3.4	11.0	18.6	19.9	22.0	23.4
Sweden	6.1	9.4	15.6	17.2	16.1	16.3
Iceland	2.8	9.8	18.6	26.9	23.0	22.1
Norway	4.1	9.0	14.8	18.0	21.1	17.7
Switzerland	4.1	7.8	16.7	22.8	23.7	31.8

Note: For all the countries except the Czech Republic: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O); for the Czech Republic: enterprises employing 1 or more employees, NACE Rev. B to S; data not available for DE, EE, IE, EL, HR, LU, MT, AT and UK.

: data not available

(*) Provisional data

(°) Estimated

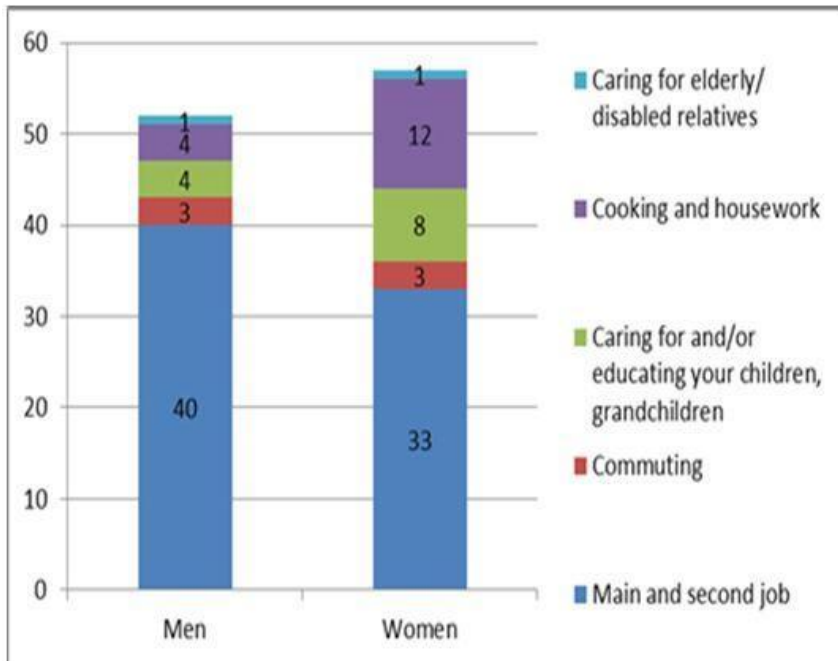
Why does the gender pay gap persist?

It is the result of ongoing discrimination and inequalities at home and in the labour market

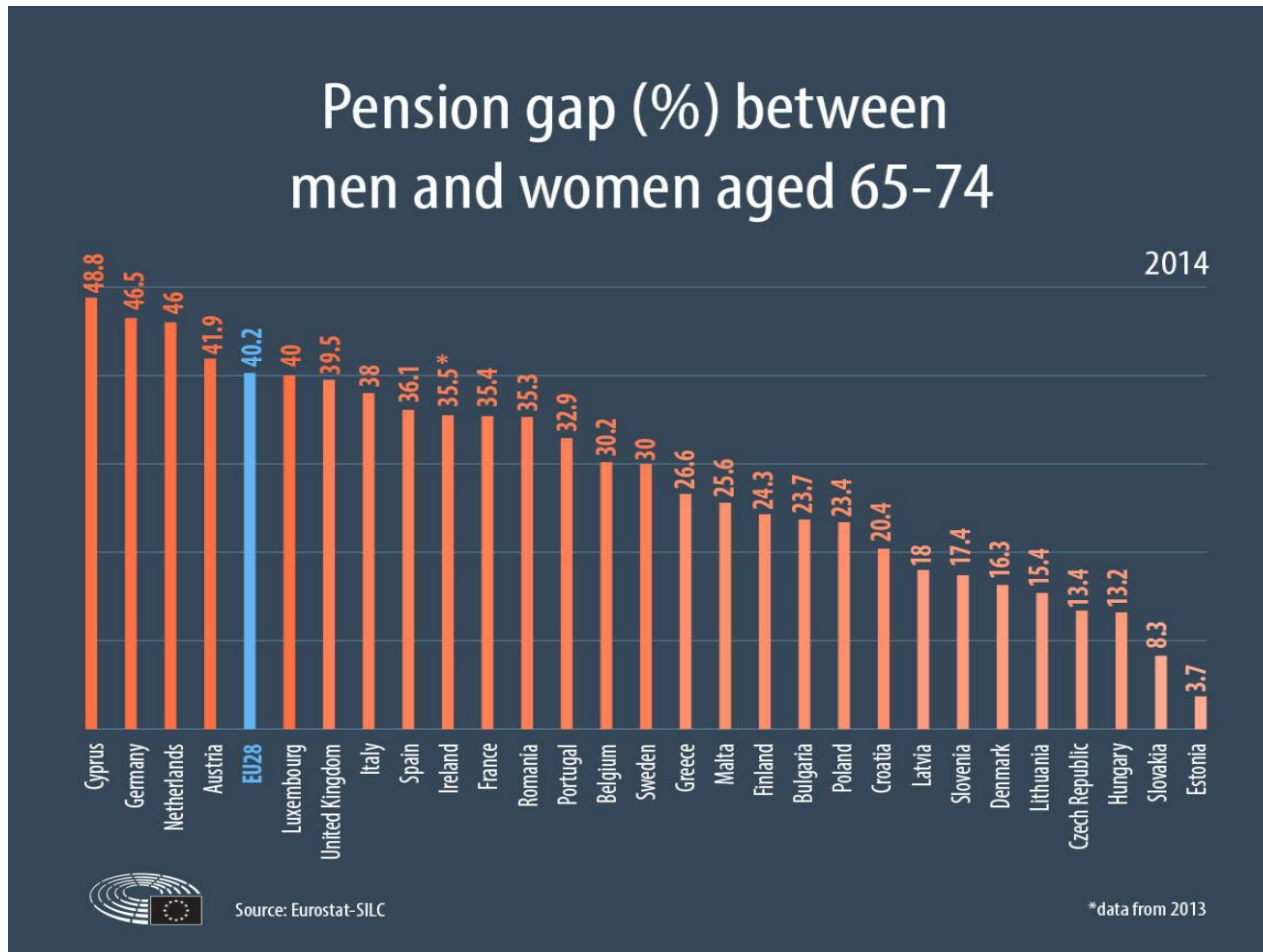
- The causes of the Gender Pay Gap are interrelated:
 - Direct and indirect discrimination
 - Segregation in the labour market
 - Women's work is under-valued
 - The Glass Ceiling
 - Career breaks for family reasons
 - Unequal Share of paid and un-paid work

And that in the context of
growing wage inequalities
wage setting institutions
work-life balance policies

The old division of paid and un-paid work persists and has consequences...



Impact of the Gender Pay Gap: The Gender Pension Gap



Models to fight the Gender Pay Gap

Equal Pay Standard -Iceland

- Iceland's new law, the Equal Pay Standard, came into effect on New Year's Day 2018:
- require that Icelandic employers with more than 25 employees must prove that they do not pay women less than men for the same work.
- must review their payment structures every three years and present these reviews to the government for certification;
- failure to do so will result in penalties and possible fines.

Belgium Law on the Gender Pay Gap

- In 2012 a law was voted on tackling the gender pay gap
- gender pay gap should be discussed on all levels of collective labour negotiation (national, sector, subsector, company).
- All job classification systems have to be analysed on their gender neutrality by the Federal Public Service Employment, Labour and Social Dialogue.
- All enterprises with at least 50 employees must make up a gender pay gap report every two years.
- A mediator for claims of unequal pay can be appointed in companies.

EU Action Plan 2017

- The Action Plan prioritizes 8 areas for action:
- Improving the application of the equal pay principle
- Combating segregation in occupations and sectors
- Breaking the ceiling: initiatives to combat vertical segregation
- Tackling the care penalty
- Better valorizing women's skills, efforts and responsibilities
- Fighting the fog: unveiling inequalities and stereotypes
- Alerting and informing about the gender pay gap
- Lending hands: enhancing partnerships to tackle the gender pay gap

ETUC Pay Rise Campaign

- Raising wages for cleaners, catering staff, carers, cashiers and clerks – jobs where the majority of workers are women. Women make up over 80% of the workforce workers in sectors such as personal care workers, cleaners and helpers, general and keyboard clerks, and health associate professionals;
- A flat-rate increase in wages (as opposed to an undifferentiated % increase which maintains existing pay inequalities);
- Job evaluations: to review the grading of jobs mainly carried out by women and upgrade them to the pay of similar jobs mainly carried out by men;
- Pay transparency: where pay is not collectively bargained, pay increases are not transparent and men usually negotiate higher increases than women;
- Women joining a trade union - the wage gap among union members is less than half of the wage gap among non-union workers.

Can pay transparency help?

- EU Recommendations on pay transparency
 - Employees should be entitled to request pay information
 - Company must report – at least large and medium companies
 - Pay audits of large companies
 - Include equal pay issues in collective bargaining
- ETUC pushes for a new EU law on pay transparency**

There is no silver bullet, but..

- **collective bargaining** can play a key role in closing the gap
- Why?
- The gender pay gap is lowest in countries where overall equality is higher and in countries where collective bargaining coverage is high and/or in companies that are bound to a collective agreement. Estimates suggest that 1% increase in social dialogue 'coverage' reduces the gender pay by 0.16% and the higher the degree of coordination in wage formation, the more equal the distribution of pay.

However...

- There are significant variations across Europe in the scope and level of collective bargaining, on the legal recognition and enforcement of bargaining rights, and collective bargaining coverage.
- Despite the differences between countries, one evidence is common for all: systems with a focus on centralised bargaining (sectoral and cross-sectoral) and high collective bargaining coverage tend to have been more successful in integrating gender equality issues into collective bargaining.
- At the same time the most successful gender equality outcomes are found where sectoral and company bargaining co-exist.

The ETUC addresses:

occupational segregation and the under-valuing of women's work;

time taken out of the workplace for parents taking family leave entitlements (maternity, paternity, parental, adoption, etc.) in the award of pay increases or pension entitlements;

the rights of part-time workers and women working in precarious jobs;
training and career development opportunities for women, particularly for part-time workers and workers with flexible working time arrangements;

how women's low pay can be addressed in female dominated sectors and through sector specific minimum wages;

the situation of young women;

gender based violence, sexual and moral harassment in the workplace.

