

ENSURING EQUAL PAY AND FAIR WAGES FOR WOMEN AND MEN

Across the globe, women earn on average 77 cents on every dollar earned by men for each hour worked. Women's lower pay – combined with their greater concentration in part-time, informal and precarious work– leads to women's lower social security entitlements and higher risk of poverty. In the EU alone, women's pensions tend to be 37 per cent lower than men's.

Gender discrimination in pay remains a pervasive problem and major factor behind pay differences in many countries. In addition, women's work tends to be valued less –jobs and sectors that are traditionally 'feminised' have lower wages than so-called 'male jobs'. Barriers to women's career progression exist – especially for women with caring responsibilities - as women tend to hold lower-level positions within enterprises. A 'child penalty' exists in many countries, as mothers tend to earn less than non-mothers, while men on the contrary tend to earn more after having children.

Unions are calling on their governments put in place and enforce robust equal pay and antidiscrimination legislation. Pay transparency measures can moreover help workers and their unions identify gender disparities in pay as well as make it easier for the government to identify violations of the law. Family-friendly policies, including adequate childcare and paid family leave for both women and men, are essential to reduce gender disparities in work and care, and thus in earnings. Measures to tackle occupational segregation and barriers to women's career progression

are crucial. Finally, minimum living wages and collective bargaining on wages are critical to ensure that women and men get a better, more equal deal.

- » Women earn 77 cents on every dollar earned by men for each hour worked (UN State of the World Population)
- » Worldwide estimates show that at current trends, gender differences in pay will not close until 2069 (UN State of the World Population)
- » A 'child penalty' contributes to keeping women's wages low, particularly affecting women ages 30 – 39.
- » Women undertake 75% of all unpaid care work and spend 2.5 times more time on these care tasks than men do (McKinsey Global Institute, 2015)
- » Women's lower pay contributes to lower social security benefits later on in life. In the EU alone, women's pensions tend to be 37% less than men's.