

## EQUAL PAY DAY

The issue of equal pay for equal work or work of equal value has been internationally acknowledged in the Beijing Declaration and Platform for Action.

On 15 April 2008, Business and Professional Women (BPW) Germany organised the first Equal Pay Day in Germany. The campaign was endorsed by the German National Council of Women and numerous women's associations. Its aim was to disseminate information on the Gender Pay Gap and to encourage women to take the initiative and address the issue of unequal pay in a proactive way.

In 2009, BPW International launched the worldwide EPD campaign in New York.

Since 2009, the date of the Equal Pay Day is calculated according to current figures of the Federal Office for Statistics. **The Equal Pay Day symbolises the pay gap through a period of time – following the theme: money is time – time is money.**



Kick-off event for the Equal Pay Day Campaign on November 3, 2015, in Berlin with Henrike von Platen, President BPW Germany; Manuela Schwesig, Federal

Minister for Family Affairs, Senior Citizens, Women and Youth; and Emanuela Heyninck, Pay Equity Commission, Ontario, Canada.

## EQUAL PAY DAY OFFICE

The BPW Germany Equal Pay Day Office, funded by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, opened its doors in September 2011.

The Office has a variety of tasks:

- ↳ keeping Equal Pay on the political agenda;
- ↳ handing out campaigning material;
- ↳ offering guidance for events;
- ↳ advertising;
- ↳ providing information about the annual focus of the EPD; and
- ↳ collecting and providing best practices in policies and companies for Europe and internationally.

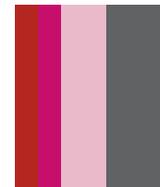
## FORUM EQUAL PAY DAY

The Forum Equal Pay Day is a congress series for opinion leaders with the aim to spread the major EPD topic of the year nationwide. In particular, action groups and women's organisations are addressed throughout Germany, to facilitate the needed information for their street actions and to raise awareness on this issue.

Furthermore, we believe it is necessary to explain the different reasons and their proportions of the pay gap piece by piece, which we carry out with the help of priority themes.



Equal Pay Day 2015, Brandenburg Gate, Berlin



## PRIORITY THEMES

The priority theme of the year addresses one of the sources of the gender pay gap in a special way and shows the combined effect of multiple causes.

The priority themes of the past years are:

- 2011:** Role models and stereotypes
- 2012:** Wage determination
- 2013:** Wage determination in the health professions – too much service, too little merit
- 2014:** Mini-Job and part-time after employment break
- 2015:** Transparency in wage setting and job evaluation
- 2016:** Jobs with future – what is the value of my work?
- 2017:** 10<sup>th</sup> anniversary of the Equal Pay Day in Germany

This year's priority topic covers the value of work

- ↳ sensitizing for gender stereotypes in career choices;
- ↳ increasing appreciation of female-dominated jobs, such as in care sectors;
- ↳ underlining the need for transparent wage structures;
- ↳ stressing the fact that wage inequalities cause negative effects for both society and economy; and
- ↳ calling attention to the gender pay gap in the life course.



## THE GENDER PAY GAP IN GERMANY

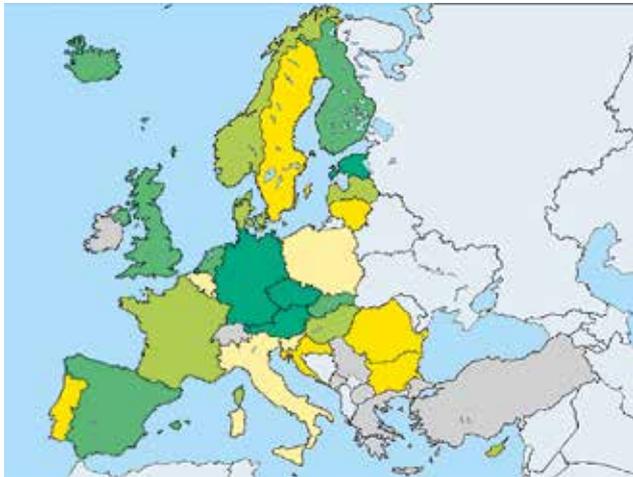
Women in Germany earn on average 22 per cent less than their male colleagues. In terms of an EU-wide comparison, this puts Germany fourth from the bottom. There is still a clear divide between Western (24 per cent) and Eastern Germany (6 per cent).

### The main underlying causes for the Gender Pay Gap are:

- ↳ Women are underrepresented in certain professions, sectors and on the upper end of the career ladder: Both horizontal and vertical segregation of the labour market along gender lines continues to be a reality;
- ↳ Women interrupt their careers and reduce their working time for family reasons more frequently and for longer periods than men; and
- ↳ Individual and collective pay negotiations have not yet succeeded in effectively overcoming the traditionally low evaluation of female-dominated professions.

### Gender pay gap in unadjusted form

%-NACE Rev. 2 (Structure of Earnings Survey methodology) – 2014



Eurostat, 2016

Legend  
 Minimum value: 2,9  
 Maximum value: 28,3

## IMPRINT

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## BPW Germany

Business and Professional Women – Germany e.V.



## Equal Pay Day Germany March 19, 2016

Since 2008, BPW Germany initiates the Equal Pay Day in Germany, and in 2009, BPW International launched the worldwide Equal Pay Day campaign



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