The Gender Pay Gap:
Can We Make Equal Pay a Reality?

Opening Remarks:

Olga Algayerova
UNECE Executive Secretary and Under-Secretary-General
Unequal pay through the eyes of children

Finansforbundet
6 March at 06:07 · ©

What do these kids understand that your boss doesn’t?
The Finance Sector Union of Norway

26M Views
Equal Pay Day

- France: 26 March 2018
- Germany: 18 March 2018
- Switzerland: 24 February 2018
- USA: 10 April 2018
- Canada: 10 April 2018
- Belgium: 14 March 2018
- Spain: 22 February 2018
The Gender Pay Gap in the UNECE region

GENDER PAY GAP IN SELECTED UNECE COUNTRIES

DIFFERENCE BETWEEN THE AVERAGE HOURLY EARNINGS OF WOMEN AND MEN AS % OF MEN EARNINGS

- Canada: 14.10%
- Estonia: 26.90%
- Germany: 22%
- Iceland: 17.50%
- Kyrgyzstan: 62.40%
- Average: 18.20%
- Italy: 5.50%
- Norway: 14.90%
- Slovakia: 19.60%
- Switzerland: 17.70%

Source: UNECE Gender Database
Why does the Gender Pay Gap persist?

- Different jobs, different sectors
- Few women in leadership positions
- Balancing work & family responsibilities
- Negotiation power & discrimination

67% of all workers in the health & social sector are female
23% of board members in publicly listed companies are female
26% of women in the UNECE region work part-time, compared to 10% men
How to close the Gender Pay Gap?

UNECE in partnership with member States, private sector, civil society, academia

- Improve legislation and its implementation
- Data and research
- Promote voluntary measures
- Transformative policies

GENDER PAY GAP

EQUAL PAY
Thank you