



Equal Pay Day 2016

A Compilation of Events across Europe

Business and Professional Women (BPW) Europe is a women's organisation representing 20,000 business women across Europe, advocating for Gender Equality and Equal Opportunities worldwide since 1930.

BPW Europe is part of the **International Federation of Business and Professional Women**, which was founded in 1930 in Geneva by Dr Lena Madelin Phillips. Until today, the federation has grown to an international network of 30,000 members on five continents in 100 countries. BPW International has consultative status at the ECOSOC/United Nations.

Furthermore, BPW International develops the professional, leadership and business potential of women on all levels through our mentoring, networking, skill building and economic empowerment programs and projects around the world.

The Equal Pay Day has been initiated by the American BPW sisters in 1988 as the Red Purse Campaign underlining the red numbers in women's purses and calling attention to the persisting gender pay gap. The idea behind this campaign already originates in the early 1960s when various women's organisations, including the Business and Professional Women, fought for an Equal Pay Act in the US, which President Kennedy finally signed in 1963.

The actual campaign around the Equal Pay Day has been brought to Europe by BPW Germany in 2008. In 2009, the International Federation of Business and Professional Women launched the global Equal Pay Day campaign in New York. Since then, more countries join the campaign every year.

1. KEY FIGURES ON THE GENDER PAY GAP

The following graph shows the data for the gender pay gap across Europe. What cannot be seen but is still under discussion: the pay gap does not show significant variation over time, but stays at a persistently high level over time and across Europe.

Gender pay gap in unadjusted form
% - NACE Rev. 2 (Structure of Earnings Survey methodology)

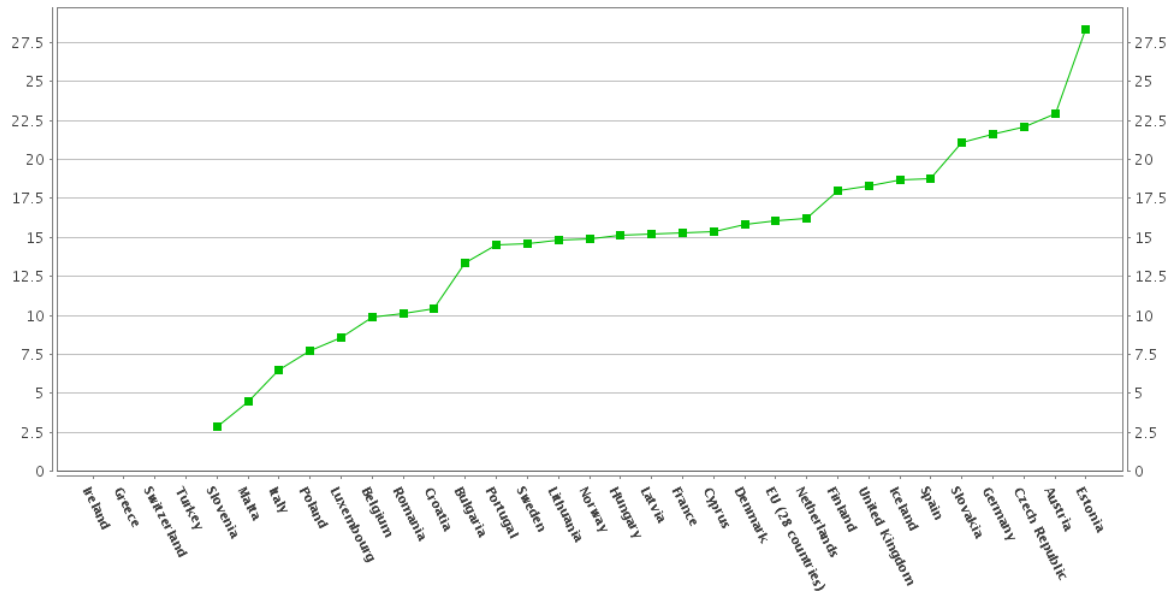


Table 1: Gender Pay Gap in Unadjusted Form, 2014, Source: Eurostat

The countries with a low gender pay gap do not necessarily perform much better than countries with a higher gap because these countries tend to have also a low female labour market participation rate, thus, the research basis of women comparing to men and their respective incomes is much smaller. Neither country in Europe or across the globe has managed so far to ensure equal pay for women and men.

Main reasons behind the gap are – among others – that women tend to work in lower-paid industries or economic branches, work more often part-time and interrupt their careers more often and longer than men to raise their children. Furthermore, the lack of women at the top of the career ladder amplifies the problem of the gender pay gap. Interestingly, these challenges are shared among all European countries despite all their differences.

Main strategies to overcome the pay gap are manifold. Yet, it should be noted that the issue of unequal pay is highly complex in its nature, thus, a one-size-fits-all or a single strategy may not fetch the actual problem. In this regard, many interlinked strategies have to address the various aspects of the pay gap. These strategies to combat the wage gap include:

- > Transparency of wages, as *knowledge is power*;
- > Minimum wages;
- > Building and extending day care facilities, especially for children under the age of three;
- > Mixing industries and branches in the economy;
- > Facilitating a family-friendly culture in companies;
- > Promoting women on boards;
- > Reforming parental leave systems and promoting paternal leave;
- > Increasing the value of female-dominated branches in the labour market;
- > Reforming working times, i.e. the number of hours worked or flexibility arrangements.



2. THE EQUAL PAY DAY

The Equal Pay Day shows the period a man would not need to work, to achieve nevertheless the same annual income like a woman with the currently existing structures of income. Or stated differently, the EPD marks the day, on which women start to earn, whereas men start to earn their wage on January 1, if both women and men start to work on January 1 of a given year.

Other interpretations of the Equal Pay Day, such as the EPD marks the day until which women have to work longer to earn the same money as men the year before, are misleading. For this particular interpretation, one has to calculate the gender pay gap on the basis of the women's average hourly income. However, the gender pay gap is calculated, by e.g. Eurostat, on the basis of the men's average hourly income.

For the exact calculation and difference in the data of the Equal Pay Day see Annex 1.

3. ACTIVITIES ON THE EQUAL PAY DAY

In general terms, many activities both on federation and club level have taken place on the Equal Pay Days in approx. 20 countries all over Europe. On the EPD, large amounts of adapted materials, such as leaflets, brochure, red bags and flags have been distributed across the participating countries.

In most of the participating countries, the gender pay gap and its consequences has been focussed on during the discussion. Also strategies on how to combat the gender pay gap in companies, such as through transparency mechanisms, have been placed on the agenda. All activities and participants called for equal pay for equal work and work of equal value. Only a few countries have organised the EPD activities under a specific thematic frame. Here, BPW Malta has organised the EPD in collaboration with schools focussing on career choices for girls and labour market participation. BPW Germany asked 'What is the value of my work?' during its campaign.

This year's media focus has been wide-ranging and increasing in comparison to past years. So far, every year has experienced an increase in media coverage. In many of the countries, the theme of equal pay has reached the centre of debate in societies. Not only traditional media channels, such as newspapers, radio, TV broadcasting and interviews, have been used to spread the word on equal pay and the EPD. Social media channels, especially Facebook and Twitter, are increasingly used to spread the word on equal pay.

Complementary to the communication activities, numerous events have taken place in various European countries. These events range from demonstrations, conferences, seminars, discussion rounds, activities on the streets (distributing information and campaign materials) as well as events organised by BPW clubs in numerous cities. Approx. 1,000 activities have taken place in Germany alone creating an immense media interest.

HIGHLIGHTS OF THE EQUAL PAY DAY CAMPAIGN 2016:

(Selection of activities; all activities in the various countries are listed in the annex 2 of the report)

BPW AUSTRIA

In Vienna, BPW Austria participated at a national congress at the House of the European Union, which was held under the slogan "Equal pay: Right away!". Several members from various clubs in Austria were also present to support the team of BPW Austria in its effort to inspire people attending the venue to join the elaborate team of BPW. BPW Austria President Christa Kirchmair was able to present a lecture on the organisation and the work of BPW and specifically how BPW Austria brought the Equal Pay Day to Austria.

In the country, BPW clubs tried to familiarise especially adolescents on the issue of equal pay for equal work by a school lecture. To catch the attention of the public eye, a lot of members proudly wore the red equal pay day linen bags during the whole week around the Equal Pay Day. For the time in between this year's Equal Pay Day and next year's, BPW Austria is working on launching a think tank on the issues of equal pay, which should in the future provide the public with the information and statistics behind the Equal Pay Day. This in an effort to become the number one address in Austria to go to when information on the issue of equal pay is needed and also to be able to share the information gathered during the years.

BPW CYPRUS

Under the theme '16 % Pay Gap in Cyprus – Equal Pay for Men and Women', BPW Cyprus held various events in all cities of Cyprus, namely Nicosia, Limassol, Larnaca and Paphos. Here, leaflets were distributed by our members and people informed about the pay gap in Cyprus at prime locations TV spot was created and aired at the main TV channel where the President of BPW Cyprus and other members were interviewed. Meetings with officials were held at the Cyprus Chamber of Commerce, Ministry of Labour and the Cyprus Industrialists Federation alerting them on the pay gap.



Photo 2: Equal Pay Day in Cyprus

BPW ESTONIA

Around 80 restaurants, cafes, pubs served meals with dill 28.3 per cent pricier than meals without dill. The Estonian word for dill is used as word game to call attention to the pay gap. The campaign has been extended to shoe and leather stores where red bags have been placed in the windows on the EPD and if possible the shops gave some discount for women. The campaign has been extended to five days instead of one day as in previous years. There also has been a debate and several meetings organised.

BPW FINLAND

Besides the dissemination of information material on equal pay, BPW Finland initiated that, on EPD, Equal Pay Postcards have been send to the members of the Parliament and the Prime Minister claiming equal pay for equal work and work of equal value.

BPW FRANCE

BPW France held conferences and distributed flyers and red bags on the Equal Pay Day in each BPW clubs. Under the theme 'Even with Glasses, the 24% Pay Gap Remains', BPW France issued a Tumblr campaign. Using the hashtag #egalisemoi, especially young women were motivated to post their photos and statements on gender equality and equal pay.

BPW GERMANY

The Equal Pay Day in Germany was held on March 19, 2016. Under the theme JOBS WITH A FUTURE. WHAT IS THE VALUE OF MY WORK?, the value and remuneration of female-dominate care work and the effects of career choices in the life course have been debated. The red EPD flags could be found across Germany and around the Victory Column in Berlin. From there, BPW Germany has started the 'triumphal march of equal pay'. The Equal Pay Day has been celebrated across Germany with more than 1,000 events and steadily expanding media coverage. In Germany, the gender pay gap stays at a rather high level of 21 per cent (2015) – Germany ranking among the poorest performers in the EU.



Photo 3: Equal Pay Day Forum with Manuela Schwesig, Minister for Family Affairs, and Henrike von Platen, President BPW Germany



Photo 4: Equal Pay Day Flags around the Victory Column in Berlin

BPW ITALY

Events on the Equal Pay Day have been held across the whole country. Conventions have been organised with the participation of political authorities in Genova, Milano, Catania and Potenza. Red bags have been distributed at the Genova exchange stock market. School have also been engaged to start rising awareness as early as possible.



Photo 5: Equal Pay Day in Italy - The Power of Red Bags



**Giornata europea
per l'eliminazione del divario salariale**

**equal
pay
day , -**



**Incontro di sensibilizzazione
sul divario retributivo di genere
Venerdì 15 aprile 2016 - ore 11.30**

Incontro rivolto alle classi IV e V del Liceo Linguistico
COLLEGIO BIANCONI
Via Torneamento, 5 - Monza (MB)

Photo 6: Invitation to one of the Equal Pay Day Events in Monza, Italy

BPW PRAHA II

BPW Praha II organised a two-day conference with 57 mentors, 23 speakers and special guests, 10 coaches and more than 1,000 participants. The conference is intended for women who are interested in affecting changes in their own lives as well as those who wish to contribute to improve the lives of other women and ultimately conduce to changes in society. "Happy" 7th edition of the eventful conference WOMEN TO THEMSELVES – the conference grew every year and is an attractive event not only for the media but also for women in general and for public sector as well.

BPW SWITZERLAND

Activities were organised in 26 Swiss cities. This year's theme covered a new law on equal pay. For this purpose, BPW Switzerland partnered with other interested bodies and published an argumentarium that explains in detail the proposed law and its effects on the gender pay gap in Switzerland.

BPW SPAIN

In Spain, BPW clubs organised professional meeting on equal pay to discuss best practices and networking. Furthermore, press conferences were held, and in seminars, participants learned on how to enforce equal pay as entrepreneurs and in companies.



Photo 7: Equal Pay Day in Spain

All activities can also be found in Annex 2 of this document and the Equal Pay Wiki via <http://www.equalpay.wiki/Kategorie:L%C3%A4nder>

4. ACTIONS OF THE EUROPEAN COMMISSION

a. EUROPEAN EQUAL PAY DAY

The European Commission has moved the Equal Pay Day from spring to autumn in 2015. The European Equal Pay Day has been held on November 2, 2015, indicating that women stop earning on this day and work for free until the end of the year.

BPW Europe reacted timely to these plans and filed letters to the European Commission, Commissioner for Justice, Consumers and Gender Equality Věra Jourová, in order to ask for information on this matter. This is of particular importance, as BPW not only initiated the campaign around the EPD, but also calculates the different dates of the EPD in the European Countries. In moving the date of the Equal Pay Day, the European Commission breaks the campaign around the Equal Pay Day into two parts – the one being organised in autumn and the other in spring. Thereby, the campaign loses its symbolic value and coherence as well as forfeits its actual target.

b. STRATEGY FOR GENDER EQUALITY

By the end of 2015, the Strategy for Gender Equality expired, yet, no successor strategy has been decided upon. The Strategy for Gender Equality has given a clear framework for promoting gender equality within the European Union, which has been decided upon by the European Council.

In 2016, the European Commission published a strategic framework to foster gender equality¹; however, this paper presents an internal working document for the European Commission itself and has not been voted upon in the European Council. Hence, a full-fledged strategy on gender equality is currently not in place notwithstanding all the voices stating their favour for a new strategy.

Already in early 2015, the European Commission initiated a public consultation procedure, which has clearly shown that the majority of participants demand a successor strategy, as gender equality continues to stay high on the political agenda. In addition, experts have clearly spoken in favour of a new strategy despite all shortcomings the old strategy encompassed, such as the lacking sanctioning mechanisms in case of non-compliance.²

¹ European Commission (2015). Strategic Engagement for Gender Equality 2016-2019. http://ec.europa.eu/justice/gender-equality/document/files/strategic_engagement_en.pdf

² ENEGE (2015). Visions for Gender Equality. http://ec.europa.eu/justice/gender-equality/files/documents/vision_report_en.pdf



BPW Europe has also in this matter written letters to the European Commission emphasising that a new strategy for gender equality between women and men is crucial, as full gender equality could not be established in any of the European countries so far. By downgrading the strategy to an internal working document, the European Commission calls gender equality as one of the founding pillars of the European Community into question.

5. CONCLUDING REMARKS

Next year, the Equal Pay Day campaign in Europe turns ten years old. BPW Germany celebrated the first Equal Pay Day on European grounds in 2008 and will organise a jubilee congress for the 10th anniversary. However, the reason for celebrating remains ambivalent. The gender pay gap has been stagnating across Europe. No country has made significant advancements. The actions to decrease the pay gap are manifold, yet, fragmented. The gender pay gap has a large number of causes that are complex and interrelated. Thus, tackling the causes may only affect parts of the gap. In contrast to that, eliminating the gender pay gap as such basically solves all challenges that arise with enforcing gender equality. Therefore, continuing to claim equal pay for equal work and work of equal value is essential for gender equality, despite the slow progress in closing the gender pay gap.

Still, the campaign around the Equal Pay Day in Europe is growing every year. The awareness for interlinked issues on gender equality is constantly rising. The topic of equal pay and gender equality has reached the centre of societal debates. Therefore, we have to keep the pace of our activities and further expand our reach. We have to keep asking on how to turn equal pay into practice, on how to motivate men to take action and on how to transform rigid company cultures into open spaces. Equal pay is not a topic that only targets women – equal pay is beneficial for the economy and society across Europe.

Let us close with a quote by Barack Obama, President of the United States of America, on the need to enforce equal pay.

“It’s 2015. It’s time!”



6. FURTHER LINKS

European Commission (2016). Gender Pay Gap. http://ec.europa.eu/justice/gender-equality/gender-pay-gap/index_en.htm

European Commission (2015). Equal Pay? It's Time to Close the Gap. http://ec.europa.eu/justice/newsroom/gender-equality/infographs/equal-pay-day-2015/equal-pay-day/index_en.html

European Commission (2016). Magnitude and Impact Factors of the Gender Pay Gap in EU Countries. http://ec.europa.eu/justice/gender-equality/files/gender_pay_gap/2016_factors_gpg_en.pdf

European Institute for Gender Equality (2015). Gender Equality Index. <http://eige.europa.eu/gender-statistics/gender-equality-index>

Glassdoor (2016). Global Gender Gap Survey. https://press-content.glassdoor.com/app/uploads/sites/2/2016/02/GD_Survey_GlobalGenderPayGap.pdf?_ga=1.144100989.990027125.1456910992

World Economic Forum (2015). Global Gender Gap Report 2015. <http://reports.weforum.org/global-gender-gap-report-2015/>

McKinsey (2016). Women Matter. <http://www.mckinsey.com/global-themes/women-matter>

BPW Europe: <http://bpw-europe.org/>

Equal Pay Wiki: <http://www.equalpay.wiki/Hauptseite>

All included countries can be found via <http://www.equalpay.wiki/Kategorie:L%C3%A4nder>

All articles in English can be found here http://www.equalpay.wiki/Kategorie:Articles_in_English

7. ANNEX**a. ANNEX 1: CALCULATION OF THE GENDER PAY GAP**

The Equal Pay Day shows the period a man would not need to work, to achieve nevertheless the same annual income like a woman with the currently existing structures of income. Or stated differently, the EPD marks the day, on which women start to earn, whereas men start to earn their wage on January 1, if both women and men start to work on January 1 of a given year.

Other interpretations of the Equal Pay Day, such as the EPD marks the day, until which women have to work longer to earn the same money as men the year before, are misleading. For this particular interpretation, one has to calculate the gender pay gap on the basis of the women's average hourly income. However, the gender pay gap is calculated, by e.g. Eurostat, on the basis of the men's average hourly income.

Example for Germany:

- Gender Pay Gap based on men's average hourly income:

$$GPG_{m_unadjusted} = \frac{\emptyset \text{ Income Men} - \emptyset \text{ Income Women}}{\emptyset \text{ Income Men}} \times 100$$

In Germany, the Gender Pay Gap is 21% (2015). 21% of 365 days are 77 days. The EPD in 2017 will take place on March 18.

- Gender Pay Gap based on women's average hourly income:

$$GPG_{w_unadjusted} = \left| \frac{\emptyset \text{ Income Women} - \emptyset \text{ Income Men}}{\emptyset \text{ Income Women}} \times 100 \right|$$

In Germany, the Gender Pay Gap based on women's income is 27%. Calculating the day until women have to work to earn the same wage as men the year before is based on the gap of 27% and translated accordingly into 99 days. Using this calculation, the EPD would be on April 9, 2017.

The calculation of the EPD based on the women's average hourly income provides an explanation easy to communicate; however, mathematically, this interpretation of the Equal Pay Day can be misleading. In addition, communicating just another number or index to measure the inequality of women and men may be both complicated and contested.

b. LIST OF EPD ACTIVITIES IN EUROPEAN COUNTRIES

Federation / Associated club	Date of your EPD	Actions planned (cities, activities, ...)	Digital communication	Do you have a specific topic?	Contact person (name and email)
BPW Finland	March 8, 2016	Equal Pay Postcards to the members of the Parliament and Prime Minister	http://www.bpw-finland.fi/#		Ritva Kattelus office@bpw-finland.fi
	Autumn 2016	Dissemination of Equal Pay material in the centre of Helsinki			
BPW Tampere (Finland)	March 11, 2016	Dissemination of Equal Pay bags in a shopping centre in Tampere			liisa.flinck@gmail.com
BPW Praha II	March 18 & 19, 2016	Prague, two days conference with 57 mentors, 23 speakers and special guests, 10 coaches, more than 1,000 participants	http://www.equalpayday.cz/ http://eurogender.eige.europa.eu/sites/default/files/Czech%20Rep_EPDPD%202016%20in%20EN.pdf	The conference is intended for women who are interested in affecting changes in their own lives as well as those who wish to contribute to improve the lives of other women and ultimately conduce to changes in society.	Helena Dreiseitlova Helena.Dreiseitlova@bpwcr.cz
BPW Estonia	April 13, 2016	8 towns, information leaflets, campaign info	Facebook, survey through FB	Salaries to be public	Angela Ventsel Aangela.ventsel@gmail.com
	April 11 – 15, 2016	Around 80 restaurants, cafes, pubs will serve meals with dill 28.3 % pricier than meals without dill. We have extended our campaign to shoe and leather stores and have asked to display red bags on the EPD and if possible make some discount for women. Our campaign is extended for 5 days instead of one day as on previous years. There is going to be a debate and several meetings also.	http://www.bpw-estonia.ee/tilliga-ja-tillita		

BPW Cyprus	March 5, 2016	Events were held in all cities of Cyprus namely Nicosia, Limassol, Larnaca and Paphos at prime locations, leaflets were distributed by our members and people informed about the pay gap in Cyprus. TV spot was created and aired at the main TV channel and others, our President and other members of the Board were interviewed at 2 main TV channels. Meetings were held at the Cyprus Chamber of Commerce, Ministry of Labour and Cyprus Industrialists Federation alerting them on the pay gap and press releases were issued by all of them.	TV spot on main TV channels and also through BPW Cyprus Facebook pages http://bpwcyprus.org.cy/?p=645	16 % pay gap in Cyprus Equal pay for men and women	Mary Papadopoulou President BPW Cyprus president@bpwcyprus.org
					Rita Kotsapa info@bpwcyprus.org
BPW Belgium	March 13, 2016	visits to several enterprises to present the equalpacE web tool to HR managers	memory stick with logo BPW and EPD	Is there a pay gap in your company?	Christine Dujardin dujardin.christine@telenet.be
BPW Switzerland	February 24, 2016	actions in 26 cities	Website: www.equalpayday.ch	2016: supporting the project of a new law in consultation with interested bodies. Purpose is that enterprises check their pay politics and publish it. Read more on www.equalpayday.ch (in French, German, Italian)	Cathy Savioz Cathy.savioz@bpw.ch contact@cathysavioz.ch phone 0041 22 734 60 46
		At national level: publication of an argumentary on Equal Pay. Available online at www.equalpayday.ch			From May 2016: Annette Nimzik annette.nimzik@gmx.ch
BPW France	March 29, 2016	Conferences, EPD flyers and red bag distribution in each BPW club in France.	Tumblr campaign #egalisemoi and motivating young women to post photos with specific wordings	even with glasses, the 24% pay gap remains	celineporcel@gmail.com or alyxe.lofficial@madeinmarketing.fr
BPW Germany	March 19, 2016	Around 1.000 activities across Germany Large media interest	www.equalpayday.de Facebook and Twitter #EPD2016 www.equalpay.wiki	Jobs with Future. What is the Value of My Work?	info@equalpayday.de
BPW Ireland	February 22, 2016	BPW Galway: coffee morning, which was attended by Senator Fidelma Healy Eames and TD Hildegard Naughton.	Facebook and website Press releases		Jean F. Durkin presidentbpwireland@gmail.com

		BPW Tullamore: coffee meeting to inform members on equal pay and EPD			
BPW Spain	February 29, 2016	Age/BPW Girona: Professional meetings on equal pay and EPD	Facebook Bpw Spain Twitter @BpwSpain	Gender Pay Gap	Amparo Martinez Miró info@bpwspain.org
	February 22, 2016	FUNDE-BPW LLEIDA: Best Practices: Women's History and Success Women			
	February 22, 2016	BPW TARRAGONA: Impact activities, radio programme			
	February 22, 2016	evap/BPW Valencia: Information table, press conference, professional meeting, seminar on equality			
	February 22, 2016	asem/BPW Asturias: Impact media activities, professional meetings, seminar about the EPD in entrepreneurship organisations			
	February 28, 2016	Rem/Bpw Costa del Sol y campo de Gibraltar: Networking event			
BPW Italy	April 9, 2016	BPW Italy – North West District: Convention in Genova, large participation and engagement of political authorities	Website, Facebook, twitter, google+ online web pages and press release	Our Italian government did not declare a specific date for Italy's EDP – BPW presented a design for a change in law	Leda Mantovani (District North West President) Rosaria Bono (Club Genova President) and Marinella Accinelli (Club Genova President)
		BPW Italy – North West District: Flash mob at the Genova exchange stock market with Red Bags	Large local coverage with photos and Italian communication team support for digital communication services	RED BAGS impact is great	



	April 12 and 15, 2015	BPW Monza & Brianza: 3 rd year awareness presentations in high schools	Italian communication team support for digital communication services and press release	How students perceive this issue is quite different than adults. They tend to associate it with the risk not to find appropriate jobs, for which they are ready to give up the right salary value.	Cairoli Paola (Monza and Brianza President)
	April 23, 2016	BPW Italy – South East District: Convention in Potenza with the presence of authorities of the region and equal opportunities national reference.	Italian communication team support for digital communication services and press release	In south Italy, the lack of jobs is distracting from any other issue. Atypical work is creating a parallel job market which will create an unpredictable salary impact.	Fiammetta Perrone (South East District President) and Moliterni Lucia Potenza (Club President)
	April 28, 2016	BPW Corona Ferrera – Milano: Official meeting to launch the convention that will be held in May	no digital communication, but creating awareness on club members	engage all club members to discuss and support the convention and create awareness	Schiaffelli Paola (Club President) - Leda Mantovani (District President)
	May 25, 2016	BPW Corona Ferrera – Milano: Convention			
	May 2016 – tbd	BPW Catania, Sicily: Convention			
BPW Poland	March 19, 2016		http://bpw-poland.org/programy/7		
BPW Follo – Norway	March 8, 2016	BPW Follo organised a dinner for women who received an 18.8 % discount on their meals symbolising the pay gap.	http://www.follonettverk.no/equal-pay-day-2016/		

BPW Sweden			http://bpw.se/ekonomi/		
BPW Valletta – Malta		Conference with attendance of the Prime Minister on career choices for young girls	https://www.facebook.com/BPW Malta		
BPW Austria	March 10, 2016	<p>In Vienna BPW Austria participated at a national congress at the House of the European Union in Austria (Haus der Europäischen Union) which was held under the slogan “Equal pay: Right away!”. Several members from various clubs in Austria were also present to support the team of BPW Austria in its effort to inspire people attending the venue to join the elaborate team of BPW. BPW was also proud that BPW Austria President Christa Kirchmair was able to present a lecture on the organisation of BPW and the work of BPW and specifically of course how BPW Austria brought the equal pay day to Austria.</p> <p>In the country BPW clubs tried to familiarise especially adolescents on the issue of equal pay for equal work by a school lecture. To catch the attention of the public eye on the issue behind the equal pay day a lot of members proudly wore the red equal pay day linen bags during the whole week around the equal pay day. For the time in between this year’s equal pay day and next years, BPW Austria is working on the launch of a think tank on the issues of the equal pay day which should in the future provide the public with the information and statistics behind the equal pay day. This in an effort to become the number one address in Austria to go to when information on the issue of equal pay is needed and also to be able to share the information gathered during the years.</p>	<p>http://www.equalpayday.at/equal-pay-day https://de-de.facebook.com/equalpaydayaustria</p>		<p>Christa Kirchmair: christa.kirchmair@bpw.at</p> <p>Hannah Heibl: hannah.heibl@bpw.at</p>

No data are available for the following BPW Federations and Affiliate Clubs:

The absence of data does not necessarily indicate that now activities have been organised. In this regard, it shall be also noted that organising activities on the Equal Pay Day does not only depend on available resources, but also on a supportive political climate that may not be present in parts of Europe for the clubs and federations mentioned below.

BPW Federations

BPW United Kingdom

BPW Netherlands

BPW Turkey

BPW Affiliate Clubs

BPW Arad, Romania

BPW Athens, Greece

BPW Bratislava, Slovakia

BPW Bucharest, Romania

BPW Budapest, Hungary

BPW Chernihiv, Ukraine

BPW Chisinau, Moldova

BPW Donetsk, Ukraine

BPW Kiev, Ukraine

BPW Moscow 2, Russia

BPW Mykolaiv, Ukraine

BPW Nis, Serbia

BPW Pula, Croatia

BPW Reykjavik, Iceland

BPW Riga, Latvia

BPW Sofia, Bulgaria

BPW St. Petersburg, Russia

BPW St. Petersburg Neva, Russia

BPW Tel Aviv, Israel

BPW Tomsk, Russia