EuroMed Feminist Initiative
المبادرة النسوية الأورومتوسطية
Initiative Féministe EuroMed

INTERNATIONAL EQUAL PAY DAY: CLOSING PAY GAP BETWEEN WOMEN AND MEN IS A FIRST RANK ISSUE

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Pay gaps between women and men represent one of today's greatest social injustice rooted in longstanding disparities in labour markets. It's time to close this type of discrimination.

On average, women globally are paid about 20 per cent less than men, according to the International Labour Organisation (ILO). 'While individual characteristics such as education, working time, occupational segregation, skills, or experience explain part of the pay gap between women and men, ILO says that a large part is due to discrimination based on sex[i]'. The total gap in labour income is a consequence of the gap between women and men in average income per worker and the gap in employment.

A new indicator developed by the International Labour Organization finds that women's access to employment, working conditions and labour income gap have barely improved in the past two decades[ii]. *"This situation can no longer continue. Pay gap based on sex is also a form of violence against women"*, says Lilian Halls-French, EFI Co-President.

Facts are telling:

- Women are concentrated in lower-paid, lower-skill work.
- For every dollar men earn, women earn 51 cents[iii].
- Women are under-represented in decision-making roles.
- Women carry out at least 2.5 times more unpaid work than men.

These facts highlight extent of inequalities in the labour market, emphasizing the significance of improving women's comprehensive involvement in the workforce. This involves broadening their opportunities across various professions and tackling the evident issues in job quality that disproportionately affect women while ensuring equal treatment for work of equal value.

"We call upon decision-makers to engage in policy making towards equal pay for work of equal value and equal access to career opportunities and responsibilities. We ask them to provide control mechanisms and sanctions for employers that incur direct or indirect salary discrimination of women, and finally to provide permanent and structural access to information on women's socio-economic rights" Lilian Halls-French added.

EuroMed Feminist Initiative is a policy platform that provides expertise in the field of equality and its link with democracy building and citizenship and advocates for the right of peoples of self-determination.

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[i] https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_856203/lang--en/index.htm

[ii] Jobs and pay for women haven't changed in 20 years | World Economic Forum (weforum.org)

[iii] https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_870519.pdf