

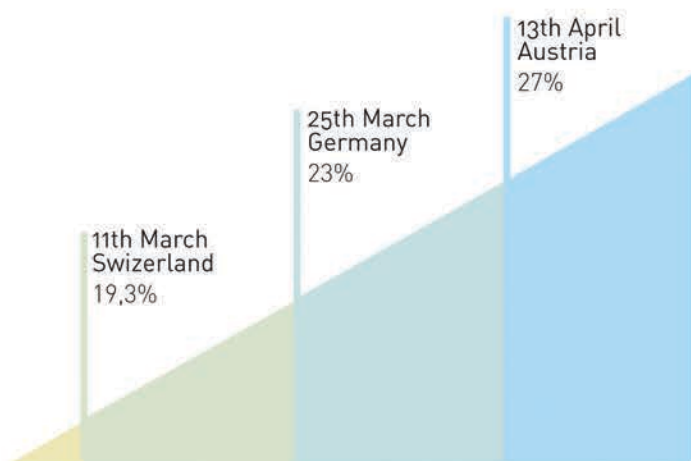
Equal Pay Day

Building a Global Awareness Campaign and Taking Action

The fact remains that across the world, in countries at all stages of economic development and prosperity, women are still paid less to do the same work as a man. Regardless of a nation's history, economic position or its efforts to address other areas of gender inequality...there is NO country in the world where women receive equal pay for equal work. An Equal Pay Day marks how far into the next financial year a woman would need to work before she would earn the same amount as a man earns in the previous financial year alone. Because the Pay Gap differs according to the country, the Equal Pay Day for that country also differs. BPW International aims to promote existing Equal Pay Days in the countries where they exist, and, through our network of members and clubs, also support and advocate for the introduction of Equal Pay Days in our member nations where the day is not already marked. The changes show that this initiative is already having an impact...but we need to do more!

How to calculate the Equal Pay Day

$$\text{Pay gap (e.g. 19,3\%)} \times \text{Working days per year (225)} = \text{Additional working days (49) = 11th March}$$



Symbol: Red bag
Red=Minus
Bag=Money that we miss in our pockets

Dates of the first EPD countries in 2011

Initiated by BPW Business and Professional Women - www.bpw-international.org