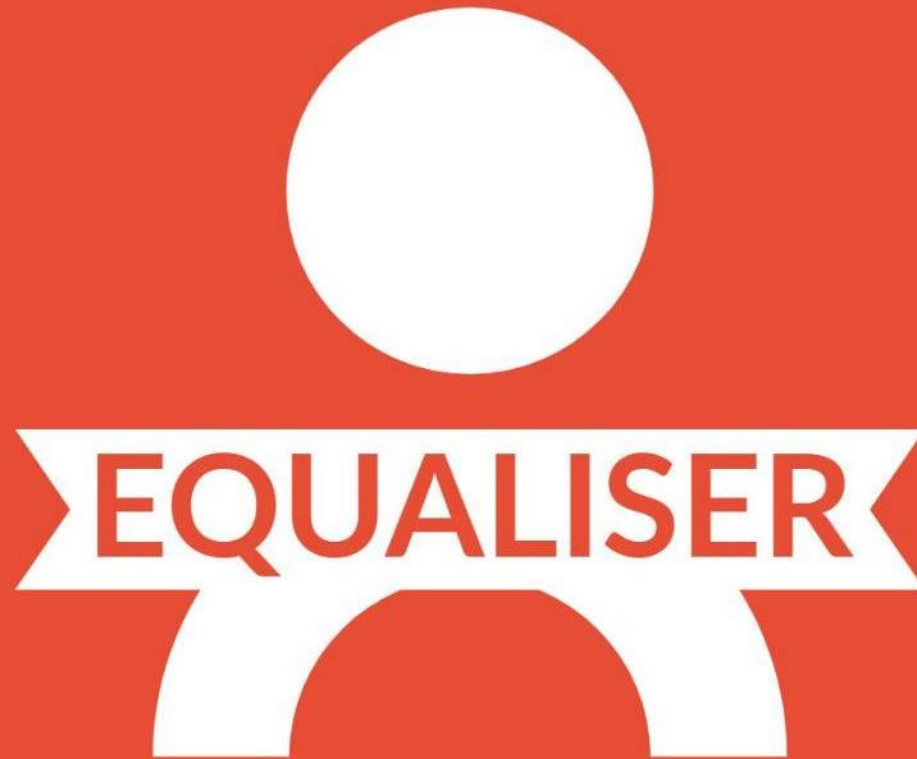


CLOSING THE GENDER GAP IN THE MODERN WORKPLACE



BRIDGING THE
DIVIDE:
UNDERSTANDING
AND
ADDRESSING THE
GENDER PAY GAP



Co-funded by
the European Union

EQUALISER PROJECT



Co-funded by
the European Union

ABOUT THE PROJECT

The EQUALISER project strives to promote **gender equality** in the modern **workplace** by assisting private firms in implementing gender mainstreaming strategies.



ABOUT THE PROJECT

EQUALISER aims to:

1. Raise awareness about workplace gender inequalities
2. Inform about the needs and gaps in organizational structure, processes, and practices contributing to this issue
3. Encourage decision-makers to make gender mainstreaming a continuous organizational process
4. Integrate a long-term change in the business culture, with fewer stereotypes and discriminatory behaviors
5. Create a safe and secure environment in which all employees can thrive and grow



THIS PRESENTATION

The material presented is part of **EQUALISER project** and seeks to support the employees of an enterprise in their working context.

The material is developed in order to help the target group overcoming **gender knowledge gaps and stereotypes** in order to transform the working environment and change the relationship dynamics in the workspace.



MODULES

Module 1 - Discovering Gender Equality Concepts & Principles

Module 2 - Beyond the Norm: Shattering Gender Stereotypes

Module 3 — Balancing Act: Women as Employees and Caregivers

Module 4 — From Glass Ceiling to Open Skies

Module 5 — Respect & Resilience: Tackling Sexual Harassment in the Workplace

MODULES

Module 6 - Bridging the Divide: Understanding and Addressing the Gender Pay Gap

Module 7 - Unleashing Women's Career Prospects

Module 8 - A Catalyst for Change: Exploring EU Policies for Workplace Gender Equality

Module 9 - Mindful Message: Gender-Sensitive Communicate

Module 10: A Practical Guide Addressing Gender Inequality Conflict & Promoting Respectful behavior



MODULE 6

Bridging the Divide: Understanding and Addressing the Gender Pay Gap



Introduction

The difference between the average hourly earnings of men and women is known as gender pay gap. A common way to describe it is as a percentage of men's earnings. In this module, we will discuss the causes and effects of the gender pay gap and suggest how to tackle this problem. This project aims to reduce this gap because of the significant differences between men and women at this level - the average gender pay gap in the European Union in 2019 was 14%, ranging from 5% in Italy, Luxembourg, and Romania to 20% in Austria, Estonia, Germany, and Latvia.



Source: [Image by pch.vector on Freepik](https://www.freepik.com/free-vector/illustration.html#from_view=1&from_query=gender+pay+gap&from_view=1&from_query=gender+pay+gap)

Introduction



Source: [Image by Freepik](#)

As a result, this module aims to:

- ✓ Help employers to identify the causes of the gender pay gap
- ✓ Help employers describe the consequences of the gender pay gap
- ✓ Help employers to provide a solution for the employer to close the gender pay gap

**The gender pay gap is not
about individual choices. It's
about systemic
discrimination**

- Malala Yousafzai, Nobel Peace -



MODULE 6- TOPICS OUTLINE

- 01** Causes
- 02** Consequences
- 03** Solutions
- 04** Activities
- 05** Conclusion - Summary
- 06** References

TOPIC 1: CAUSES



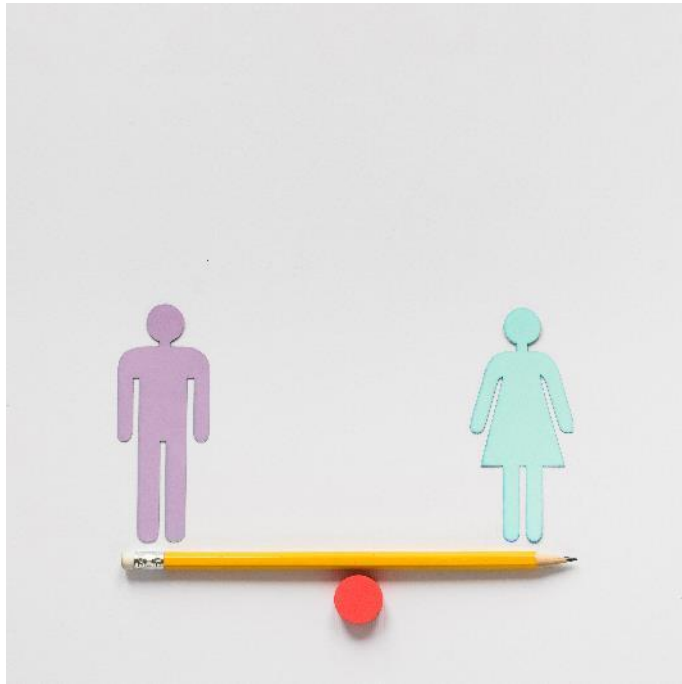
Source: [Image by Freepik](#)

Occupational segregation: Women are more likely than men to work in lower-paid occupations due to occupational segregation. For example, women predominate in service and caring occupations, which often pay less than male-dominated occupations such as STEM (Science, Technology, Engineering and Mathematics) and construction.

Unequal pay for equal work: Even when men and women do the same work, women often earn less than men. There are many reasons for this, including prejudice, lack of career opportunities and the "motherhood penalty" for frequent or prolonged absences.

"The ceiling's glass" -The glass ceiling is an imperceptible barrier that keeps women from advancing to the highest levels of their professions. This may result from prejudice, lack of sponsorship and mentoring, or unconscious bias.

TOPIC 2: CONSEQUENCES



Source: [Image by Freepik](#)

Women...

...have less money to save and invest: This can have a negative impact on their financial security in the long term.

...are more likely to live in poverty: The gender pay gap contributes to the feminisation of poverty, the tendency for women to be disproportionately represented among the poor.

...have less power at work: The gender pay gap gives men more power and influence in the workplace, which can make it difficult for women to progress in their careers.

...are less likely to be self-sufficient: The gender pay gap makes it harder for women to be financially independent, which can have a negative impact on their overall well-being.

TOPIC 3: SOLUTIONS



Source: [Image by Freepik](#)

The gender pay gap needs the collective action of governments, employers, workers and society at large. Some ways to close it are: 1) enacting and enforcing laws that prohibit discrimination and guarantee equal pay for equal work; 2) promoting transparency and accountability in paying practices and policies; 3) supporting women's education, training and career development; 4) addressing occupational segregation and stereotypes that limit women's choices and opportunities; 5) providing flexible work arrangements and family-friendly policies to enable work-life balance; 6) raising awareness and challenging norms and attitudes that perpetuate gender inequality.

ACTIVITIES

Why Women Are Paid Less | FULL EPISODE | Netflix

This activity aims to reflect on the gender gap pay



Source: [Image by Freepik](#)

Have employers see the video “Explained | Why Women Are Paid Less | FULL EPISODE | Netflix” (www.youtube.com/watch?v=hP8dLUxBfsU) and stimulate debate by creating small discussion groups.

ACTIVITIES

Activity 1 Guidelines

Why Women Are Paid Less | FULL EPISODE | Netflix

Topics Covered: Gender pay gap and gender equality continue to be important issues today. One factor that is known to contribute to the pay gap is motherhood, where there is an expectation that women have more responsibility for childcare and domestic work, leading to career interruptions and reduced earnings. It is important that employers recognise and address these inequalities to achieve true gender equality in the workplace.

Skills Gained: Critical thinking, Empathy, Communication

Duration: 45 min

Venue: training room scenario (face-to-face)

Requirements: Computer, Internet, chairs, flipcharts

ACTIVITIES

Activity 1 Content

Why Women Are Paid Less | FULL EPISODE | Netflix

Video (20 mins)

To tackle the gender pay disparity, gather the group of participants and have them watch the video "Why Women Are Paid Less | FULL EPISODE | Netflix, on YouTube.

Group discussion (15 mins)

Split the participants into small groups and appoint a facilitator. They should engage in discussions on the factors that lead to the gender pay gap, identifying obstacles and solutions. Allocate time for group discussions and for participants to present their findings to the entire team. Summarise the discussion and highlight key points.

Reflection Time (10 mins)

Participants should present their findings to the entire group, summarising the discussion and highlighting key points.

**Requirements

Computer, internet, chairs, flipcharts

ACTIVITIES

Activity 2 - Awareness Campaign

This activity aims to take action on the gender pay gap



Source: [Image by Freepik](#)

Have employers create an awareness campaign about the gender pay gap

ACTIVITIES

Activity 2 Guidelines

Awareness Campaign

Topics Covered: The aim of this activity is to increase awareness regarding the gender pay gap within an organisation by stimulating conversation on the topic. Urging employers to act upon closing the gender pay gap, raising awareness and challenging norms and attitudes that perpetuate gender inequality is one of the ways to close the gender pay gap.

Skills Gained: Critical thinking, Empathy, Communication, Teamwork, Creativity

Duration: 45 min

Venue: training room scenario (face-to-face) or videoconference (online)

Requirements: Computer, Internet

ACTIVITIES

Activity 2 Content

Awareness Campaign

Infographic (20 mins)

Participants should reflect on 2-3 main topics about the gender pay gap they would like to raise awareness among their employees and create an infographic using a free design online tool (e.g., Canva, Piktochart).

Awareness campaign (20 mins)

Afterwards, they should reflect on 2-3 ways they could disseminate the infographic within their organisation, i.e., create an awareness campaign. They should define the goals, identify the target audience, select the message, and choose the channels of such a campaign.

Presentation (5 mins)

Participants should present the infographic and the awareness campaign proposal and discuss the subject with the group.

**Requirements

Computer, internet

CONCLUSION

Addressing the gender pay gap requires adopting an approach that encompasses policy changes, workplace reforms, and cultural transitions. It is vital to promote pay transparency, encourage women's leadership, and aid in their representation in decision-making positions, while simultaneously offering equal opportunities for career growth. Introducing just and inclusive hiring practices can help dismantle obstacles and enable women to have equitable access to higher-paid job roles.



Source: [Image by Freepik](#)

SUMMARY

You have learned:

- ❖ CAUSES of the gender pay gap include occupational segregation, discrimination, and caregiving responsibilities.
- ❖ CONSEQUENCES of the gender pay gap encompass wealth disparities, career advancement barriers, and perpetuation of gender inequality.
- ❖ SOLUTIONS for the gender pay gap involve implementing pay transparency, promoting diversity and inclusion in the workplace, and offering equal pay for equal work initiatives.
- ❖ Employers play a pivotal role on bridging the gender pay gap by fostering equitable work policies, addressing bias in hiring and promotions, and offering opportunities for women to advance and thrive in their careers.

REFERENCES

Introduction

Understanding the gender pay gap: What role do sector and occupation. (n.d.). Eurofound.
www.eurofound.europa.eu/publications/policy-brief/2021/understanding-the-gender-pay-gap-what-role-do-sector-and-occupation-play

Topic 1

Ortiz-Ospina, E. (2018). Why is there a gender pay gap? Our World in Data.
www.ourworldindata.org/what-drives-the-gender-pay-gap

Haan, K. (2023, February 27). 52 Gender Pay Gap Statistics In 2023 – Forbes Advisor.
Www.forbes.com. www.forbes.com/advisor/business/gender-pay-gap-statistics/

McCarthy, J. (2021, March 11). What Is the Gender Pay Gap and How Do We Close It? Global Citizen.
www.globalcitizen.org/en/content/what-is-the-gender-pay-gap/

REFERENCES

Topic 2

SelectOne. (2019, March 1). The Negative Consequences of Unfair Gender Pay Gaps. Wwww.selectonellc.com. www.selectonellc.com/blog/the-negative-consequences-of-unfair-gender-pay-gaps

This is why you should care about the gender pay gap | WGEA. (2020, July 30). Wwww.wgea.gov.au. www.wgea.gov.au/newsroom/this-is-why-you-should-care-about-the-gender-pay-gap

Rose, C. (2021, September 13). Here's How The Gender Pay Gap Really Affects Women - The List. TheList.com. www.thelist.com/603214/heres-how-the-gender-pay-gap-really-affects-women/

REFERENCES

Topic 3

SelectOne. (2019, March 1). The Negative Consequences of Unfair Gender Pay Gaps. Wwww.selectonellc.com. www.selectonellc.com/blog/the-negative-consequences-of-unfair-gender-pay-gaps

This is why you should care about the gender pay gap | WGEA. (2020, July 30). Wwww.wgea.gov.au. www.wgea.gov.au/newsroom/this-is-why-you-should-care-about-the-gender-pay-gap

Rose, C. (2021, September 13). Here's How The Gender Pay Gap Really Affects Women - The List. TheList.com. www.thelist.com/603214/heres-how-the-gender-pay-gap-really-affects-women/

Activities

Netflix. (2020, April 17). Explained | Why women are paid less | FULL EPISODE | Netflix [Video]. YouTube. www.youtube.com/watch?v=hP8dLUxBfsU

PARTNERSHIP



Follow us on:



[Closing the gender gap in the modern workplace](#)

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.
PROJECT NUMBER 2022-1-ES01-KA220-ADU-000086221



Co-funded by
the European Union