



The Equaliser News

In today's newsletter you can learn more about equal pay, but also find out that while women's rights are being further eroded in Afghanistan, Iceland has almost become the first country in Europe to have a majority of women in parliament. Moreover, if you want to see women's rights addressed by political parties in Hungary, you should fill out NANE's questionnaire. We are strongly suggesting it!

International outlook on gender equality issues and developments

- The initial vote count suggested that female candidates won 33 seats in Iceland's 63-seat parliament. This result would have made Iceland the first country in Europe to have [more women than men in parliament](#). After recounting the votes, it turned out that women won 30 seats. However, the 48% proportion of women representatives in parliament is still one of the highest in the world.
- A recent McKinsey study looks at [how women's empowerment can benefit Central and Eastern Europe](#). The study focuses specifically on our region and offers not only data and conclusions but also suggestions on how we can close the gender gap in the labour market. Another recent McKinsey study shows that [women in corporate America are even more burned out than they were last year and increasingly more so than men](#). Despite this, women leaders are supporting employee well-being, diversity, equity and inclusive efforts, but that work is not getting recognized.
- Scotland is the first country in the world to [require LGBTQ+ history](#) to be taught in schools. Teachers and educators now have access to a [website](#) with an e-learning course that provides LGBTQ+ teaching topics, lesson plans, and inclusive educational materials.
- Despite all the promises regarding protecting women's rights in Afghanistan, the Taliban just announced that women, including the country's national women's cricket team, [will be banned from playing sports](#). The reason behind the decision is that during playing sports women might accidentally expose their face or body, which is considered inappropriate in Islam.
- India's Supreme Court has cleared the way for [more women to join the armed forces](#). Currently the proportion of women in India's military personnel constitutes only 0.56%, while their representation is somewhat better in the air-force (1.08%) and in the navy (6.5%). Previously women in India were not allowed to serve a full tenure due to a "regressive mindset" of the government that disallowed women to sit for the National Defence Academy examinations.
- The Australian government is currently drafting a [new national strategy for the next decade to reduce domestic, family, and sexual violence against women](#) and children. But Indigenous representatives in Australia declare that the "one size fits all" plan does not work for them. Women's Safety Minister, Anne Ruston agreed to develop a ["specific" plan](#) to protect indigenous women and children from severe violence.
- According to the [Executive Director of the WHO's Emergencies Programme](#), that men demonstrated higher Covid-19 death rates during pandemic in comparison with women. However, women and girls

experienced more social and economic consequences of the pandemic due to increased demand in care for children and sick family members, while not having a stable source of income.

Gender equality in focus: Hungary

- NANE (Women for Women Together Against Violence) is giving space to women to share their opinion about what women's rights agenda should Hungarian political parties take into consideration for the primaries and the 2022 parliamentary elections. If you wish to participate, you can fill in the form [here](#).
- In Hungary, the proportion of women in parliament is very low and has stagnated at around ten percent for the last thirty years. In recent weeks, opposition parties have held primaries. Looking at the gender distribution of candidates in the primaries, we can say that the [opposition parties are not nominating a much higher number of women in single-member districts compared to the past](#). However, the commitment of the parties to a stronger representation of women in parliament will only be demonstrated during the list-making process.
- A [Hungarian woman successfully won at court](#) against a government body that discriminated against her at the workplace because of the risk of "repetitive birth giving" While she was on maternity leave, her expiring contract was not prolonged, referring to non-existent and irrelevant rules. The Supreme Court of Hungary ruled for discrimination.
- It has been [125 years since women in Hungary were allowed to attend institutions of higher education](#) for the first time. From 1895 girls could also take graduation exams. [Vilma Glücklich](#) was the first woman admitted to a Hungarian university and she studied Mathematics and Physics at the Faculty of Humanities of the then University of Budapest (Eötvös Loránd University today). There was a time when female students could only apply to universities with the permission of the Minister of Culture. In 1927, more courses were made available for girls, but they could not study law and engineering yet.
- The [Hungarian anti-pedophile law](#) that triggered a huge wave of protests back in June, took effect as of September. The law prohibits advertising that contains any kind of portrayal of sexuality, promotion of homosexuality or gender change for minors.

Everything you need to know about equal pay. September 18 - the Equal Pay Day

Nowadays more and more women are participating in a modern economy and obtaining higher education, however, they are still significantly underpaid in comparison to their male coworkers. In order to address the gender wage gap issue and achieve equal pay, the UN General Assembly established the [International Equal Pay Day](#) in 2019 which is commemorated on 18 September every year, and raises awareness about the difficulties of women's economic empowerment and overcoming pay inequality.

For some people payday brings a sense of relief or gratification, however, for others it is a constant reminder of unjust systems and inequalities between women and men in the workplace. Numerous studies came to the conclusion that women earn much less than men, despite having the same job. The [latest data](#) demonstrates that the global wage gap between women and men amounts to almost 23%, while average numbers are notably higher for women with children, women of color, women refugees and migrants, and women with disabilities. A [woman globally earns 77 cents every time a man makes a dollar](#), in the European Union a woman gets 84 cents every time a man is paid an euro, and in the US, [women of all races get approximately](#)

[0.82 cents](#), while [Hispanic or Latino women receive only 0.54 cents](#) for every \$1 earned by men of all races. [The gender wage gap in Hungary was approximately 18.5%](#) in 2019, which is significantly higher than the EU average of 14%. Additionally, Statista Poll showed that in 2020 almost 70% of respondents believe that men and women are not paid equally for doing the same job in Hungary.

Such drastic divergences in wages have significant negative impacts on everyday life of women and their families. It is important to highlight that Covid-19 pandemic further deteriorated the situation with uneven distribution of financial resources among genders. According to latest estimations, at current pace [it will take 250 years to close the gender pay gap](#), meaning that gender equality won't materialise in the foreseeable future.

What is Equal Pay?

Equal pay implies that employees who perform similar or equal work are entitled to the same wage. Equal work involves performance of identical tasks and requires similar knowledge and skills. Equal work can also be determined as equivalent in terms of how demanding it is. In addition, [equal pay applies not only to a basic salary, but also covers bonuses, overtime rates, performance-related bonuses, sick pays, travel allowances](#) etc. Several countries proposed Equality Acts to protect people from discrimination in the workplace and provide them with equal remuneration. Furthermore, International Labor Organisation's Equal Remuneration Convention back in 1951 inferred that Equal pay for Work of Equal Value is a [basic human right](#) and it has also been one of the European Union's [founding principles](#) since the Treaty of Rome in 1957.

The reason the gender wage gap persists

The gender wage gap originates in systematic inequalities, as women participate in informal sectors around the world much more than men do. The problem is that informal jobs are usually not covered by labor laws, thus facilitating unsafe and unfair working environments and conditions. Besides, women are more likely to experience frequent career breaks, as they tend to be burdened with care responsibilities. [The participation rate of women in unpaid work is three times higher than men](#). Consequently women's participation in paid work is comparatively lower than that of men. Moreover, women tend to work in certain sectors and jobs that are low-paid due to gender-based division of labour.

The reason we need Equal Pay Day

Equal Pay Day was initially started by the [National Committee on Pay Equity](#), a coalition of women's and civil rights organizations alongside with labor unions and individuals, back in 1996 with the purpose of raising awareness about the wage gap and reminding people to act to eliminate gender and race discrimination.

In a nutshell, the gender wage gap is a very stubborn and persistent issue that millions of women are facing nowadays. However, it is crucial to understand that solving problems of this scale requires time and effort. The world needs to shift from traditional and restrictive gender roles. The Equal Pay Day is the chance to raise awareness about ongoing discrimination against hard-working women.

[Check out](#) what the gender pay gap is and how we can close it.

Equaliser just accomplished

We just launched our new partnership and donor structure. Should you wish to support our goals we work for, you can choose a variety of options we offer

for both companies and individuals. Click [here](#) for more details (currently only available in Hungarian).

Let us introduce our newest team member, Anita Boros, communication strategist, communication and partnerships lead for Equaliser Foundation, co-owner of Café Mundo. Anita worked for Procter&Gamble nearly 17 years where she gained expertise in various communication areas and geographical regions (brand, corporate, social, influencer and crisis communication). In her last assignment she was leading the Fabric&Home Care communication efforts for Central Europe. In 2018, she established her coffee shop with a business partner, and in 2021 she joined the Equaliser Foundation. She graduated in Business Communication from the Budapest Metropolitan University. Welcome on board Anita!



Upcoming activities and events by Equaliser Foundation

- **NORDIC event:** Sponsored by and in cooperation with the Nordic Council of Ministers, Equaliser Foundation is organizing its 2nd educational, inspirational event about individual choices that helps maintain a balanced family life and a meaningful career for both women and men. The Nordic approach proves that gender equality plays an important role on multiple levels: female workers can build careers, fathers can engage more in family activities for a fulfilling life, companies with gender-balanced management reach better results and finally, in these countries the economy prospers better. Date: **7th October, 2021, 5 pm**. The event will be held online in English and in Hungarian, with simultaneous interpretation. The event is free, but registration is required.
- **Equaliser Foundation - KPMG Business Breakfast** on employee experience. The event will be held as a breakfast reception in Kiosk on the **8th of October**.

Introducing the lead article's contributor

Nigar Gadirova is an ambitious and driven student, who is currently pursuing her Master's studies in the field of Strategic International Management at International Business School in Budapest. The goal of her Master's dissertation is to observe whether national culture has an



impact on the level of corruption and bribery in a country. Prior to that, Nigar graduated from University of Debrecen with academic excellence with a Bachelors of Business Administration and Management. Her Bachelor's thesis elucidated the topic of Pollution Haven Hypothesis and Foreign Direct Investment in BRICS countries. Alongside the studies, Nigar is also a Peer Mentor at IBS, where she is responsible for mentoring and supporting younger peers. In the future, Nigar endeavors to become a Marketing Manager or a Copywriter. She can be reached [here](#).

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