



The Equaliser News

In today's newsletter, we will take a deeper look at the gender pay gap, its measures and causes. The European Institute for Gender Equality has published its latest Gender Equality Index and LEGO also came out with a new and very interesting research on the impact of gender stereotypes among children and you can find out what the term 'stealthling' means, which has already been banned in California.

Recent International World Days related to our mission:

- 11 October: International Day of the Girl Child
- 18 October: Menopause
- 24 October 1974: [The Icelandic Women's Strike](#), when 90 percent of Icelandic women went on strike to protest gender inequality.
- 25-28 October: European Gender Equality Week
- October: Breast Cancer Awareness Month

Upcoming International World Days in November you should be aware of:

- 10 November: EU's Equal Pay Day
- 25 November: International Day to End Violence Against Women
- 25 November to 28 November: European Gender Equality Week
- 25 November to 10 December: 16 Days of Activism Against Gender Violence. You can find out more about the events organized during the 16 Days of Action in Hungary on this [website](#) and on [Facebook](#).

International outlook on gender equality issues and developments

- The European Institute for Gender Equality (EIGE) has published the [Gender Equality Index 2021](#). The EU scores 68 points out of 100 in the Gender Equality Index, which is a microscopic increase of just 0.6 points since last year's edition, but Hungary came second to last on the list. "Europe has made fragile gains in gender equality. But big losses are emerging as a result of the COVID-19 pandemic. The economic fallout is lasting longer for women, while life expectancy for men has dropped, said [Carlien Scheele, EIGE's Director](#).
- [Dame Cindy Kiro became New Zealand's first female Māori governor-general](#). For the first time in the country's history, the Queen has appointed a governor-general from the indigenous Maori community. Dame Cindy was the first in her family to graduate from university, and rose to become a pro-vice chancellor at the University of Auckland. She is a professor, has a background in public health, and is a former Children's Commissioner.
- [A new LEGO survey by the Geena Davis Institute on Gender in Media](#) involving nearly 7,000 parents and children aged 6-14 reveals that girls are becoming more confident in engaging in all kinds of play and creative activities at the early ages, but over time they are increasingly held back by gender stereotypes built into society. Many parents, despite seeing LEGO as something for everyone, still see it as more relevant for boys than girls. When it comes to asking the children, 82 percent of girls think they can play football and boys can do ballet, while only 72 percent of boys think the same. Moreover, parents in the survey were almost five times more likely to encourage girls to do something dance-related or fashion-related, and almost three times

more likely to think that cooking and baking is a girl's activity. In contrast, boys are almost four times more likely than girls to be encouraged to participate in programming games and sports, and more than twice as likely to do the same when it comes to coding games. Should you read more details in English, just click [here](#).

- [Goran Hansson, the head of the Royal Swedish Academy of Sciences - that awards the Nobel Prizes - has said it will not introduce gender quotas](#). Since the inception of the Nobel Prizes in 1901, only 59 have been awarded to women, including the Philippine journalist, Maria Ressa this year. Hansson says they want people to win because they made the most important discovery - which is in line with the spirit of Alfred Nobel's last will. The scientist added: "we will make sure that we have an increasing portion of women scientists being invited to nominate, and we will continue to make sure we have women on our committees - but we need help, and society needs to help here".
- [A statue of a young indigenous woman replaces the removed statue of Christopher Columbus in Mexico City](#). With the monument, the city pays tribute to indigenous women, who have been the victims of racism and discrimination on a regular basis. The so-called Young Woman of Amajac statue is about two metres tall and was discovered in January in Varcruz. Archaeologists believe it was made around the time of Columbus' arrival to the Americas, sometime between 1450 and 1521. The sculpture is believed to depict a female ruler.
- [China's state council published its latest 10-year outline for women's development](#). The document contains guidelines for China's gender-based policy as well as a pledge to "reduce abortions conducted for non-medical reasons". State media framed the proposal as "the government's attempt to form a more gender equal society", but feminists and academics point out the government's history of control over women's reproductive rights. A feminist activist says that China's government has far greater concern for the demographic crisis than it does for gender inequality and discrimination against women. They argue that the government is only worried about the birth rate, but if they really want [to increase it](#), they need to have systemic overall measures to eliminate those workplace discriminations, uneven gender roles, and provide more public services.
- California bans non-consensual condom removal, known as '[stealthing](#)'. The new legislation adds the act to the state's civil definition of sexual battery, making California the first US state to render stealthing illegal. The law gives victims a clear legal remedy for the assault. A 2019 paper published in the National Library of Medicine found that [12% of women aged 21 to 30 reported experience with stealthing](#). That same year, researchers with Monash University in Australia, found that [one in three women and one in five men who have sex with men had been subjected to the practice](#). And another 2019 study found that almost [10% of men reported removing a condom during sex without consent](#). Stealthing has previously been deemed as sexual assault in the UK, New Zealand and Germany.

Gender equality in focus: Hungary

- [Kata Matics, the founder of Intima.hu and Egészségkommandó \(Health Commando\) websites, has launched a new advisory site called Hormonline.hu](#). With this new site, she aims to build a bridge between doctors and patients on gynaecological issues. She feels that what she does is a mission, but her projects are now also commercially profitable.
- [Judit Varga, Minister of Justice, recently proposed that in the case of divorce, the court could order joint custody of children](#), meaning that the child should spend the same amount of time in the care of both

parents, even if only one parent requests it. However, [women's rights organisations](#) have reminded her that courts in Hungary today are typically unable to recognise abusive relationships and make judgements in the interests of women and children, and institutional betrayal is rife. They believe that the new proposal would not be an improvement, but would only make the situation worse. In response, the Justice Minister called these concerns frivolous.

- In the opposition primaries, a total of 57 women stood among 253 individual candidates, which is 22.5 percent of the candidates. In the end, [22 women managed to become single-member district candidates](#). This means that 20.75 percent of the 106 candidates were women, or roughly one in five. There are now only 26 women among the 199 representatives in the Hungarian Parliament, representing 13% of the total representatives.

Gender Wage Gap: Measures and Causes

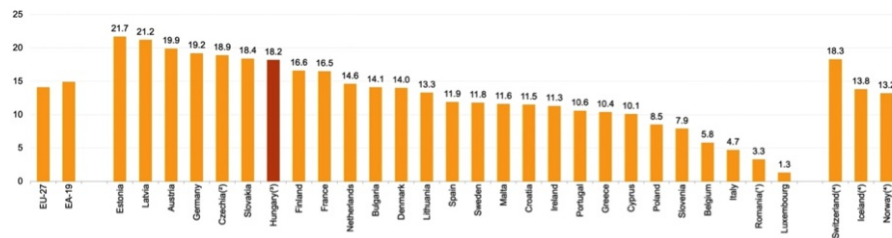
Gender equality has been among the UN's top five [Sustainable Development Goals \(SDGs\)](#) since 2015. In the European union equal pay for equal work was introduced decades before in the [Treaty of Rome](#) in 1957. Despite the ongoing efforts from the United Nations, European Commission, and the European Parliament to encourage and enforce gender equality, the gap remains very wide, and progress is being made very slowly. In the European Union, [the gender wage gap has only decreased 1.7 percentage points from 2010 to 2019](#). While consensus has been reached among experts on the existence of gender wage gap, the measurement and quantification of the statistics are an area of contention.

The controversy surrounding wage gap is partially owing to the fact that data sources and how they are measured can affect the exact figure. For example, [according to the European Commission](#) women's average hourly income in 2018 was 14.1% lower than men. However, the same report states that when average annual income is considered the gap is over 36%. One reason for this is that on average women spend fewer hours in paid work than men. On the one hand, while only 8% of men in the EU in 2019 worked part-time, almost a third of women across the EU (30.7 %) did so. On the other hand, [while women work fewer hours at their paid jobs, the total hours they spend working paid and unpaid work exceeds that of men by 9 hours per week](#). Moreover, even the hourly wage gap is not consistent across positions. The statistics show that not only do women occupy less than 10% of the CEO positions at top companies, but also those who do reach those positions are at the greatest disadvantage earning 23% less than their male counterparts per hour.

To quantify the imbalance in pay between genders Eurostat presents the average gross hourly income of women as a percentage of average gross hourly income of men. The so-called "unadjusted gender pay gap indicator" does not take qualification, experience, sector, age, or hours into consideration in order to provide a concept broader than equal pay for equal work. Conversely, OECD uses the median (the number in the middle) instead of the average as an indicator.

The wage gap also varies greatly across the European Union. In 2019 the highest wage gap was 21.7% in Estonia and the lowest was 1.3% in Luxemburg. However, the confusion surrounding the statistics is further fuelled when it comes to misinterpretation of these figures. [According to the European Parliament](#), lower pay gap is not necessarily a result of higher equality. On the contrary, lower wage gap in a certain country might be due to women's lower participation in the labour force. Correspondingly, higher wage gap can be a result of more women working part-time jobs.

The unadjusted gender pay gap, 2019
(difference between average gross hourly earnings of male and female employees as % of male gross earnings)



Note: For all the countries except Czechia and Iceland: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O); Czechia: data for enterprises employing 1 or more employees, NACE Rev. 2 B to S; Iceland: NACE Rev. 2 sections C to H, J, K, P, Q. Gender pay gap data for 2019 are provisional until benchmark figures, taken from the Structure of Earnings survey, become available in December 2024.
 (*) Estimated data.
 (*) Definition differs (see metadata)
 (*) Break in series
 (*) 2018 data.
 Source: Eurostat (online data code: sdg_05_20)

The discrepancy in income is not only due to women working fewer hours. Even today, female dominated jobs are generally less lucrative than male dominated ones. [According to Eurostat](#), female dominated careers are cleaners (84%), office clerks (80%), health technicians (78%), and teachers (71%) while men dominate high paying occupations such as science and engineering technicians (83%) and science and engineering professionals (74%). One can argue that the wage gap could be bridged if only women would stop choosing traditionally female dominated industries. However, this argument is not valid because women are brought up to embody the sorts of traits that lead to jobs centered on nursing, service, and supporting others.

Gender wage gap should not be viewed as an isolated matter. It should be considered that many women work most of their lives without being able to shatter the glass ceiling. Across the globe only 28.2% of managerial positions are occupied by women. Additionally, in some occupations, such as business and law, working fewer hours disproportionately decreases income. One can argue that because of these factors the median of gender wage gap would show a higher difference as well as highlighting the role of discrimination, glass ceiling, and inequal distribution of household responsibilities.

Upcoming activities and events by Equaliser Foundation

- 3 November - Entrepreneurs' workgroup meeting:** First, **Zsófi Laposa** winemaker and marketing leader of Laposa property talks about her exciting career milestones. This is followed by an interesting discussion with **Andrea Juhos** (PhD), career counsellor with whom we will explore whether there are real entrepreneurial characters. The event will take place in the exclusive studio of our wonderful member Lucia S. Hegyi. Venue: Luan by Lucia Studio. Time: 17:00-19:00. More details [here](#).
- 8 November - Sustainability workgroup meeting:** Even the smallest step counts: principles and advice for sustainable nutrition. Speaker: **Réka Szöllősi**, food policy advisor and writer. Venue: International Business Schools. More details [here](#).
- 30 November - Equaliser Hard Talks and year end Networking event:** The long awaited Hard Talks is back, discussing a real taboo topic that is menopause with the help of **Orsi Iványi**, menopause expert and activist. The event will be followed by the year end Networking event, all at the beautiful Parisi Passage Hotel.
- 2 December - Family and Career event series - Sponsored by the Nordic Council of Ministers.** The third and last event in the series will be focusing on Women in leadership.



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