

第一個歐洲同工同酬日(Equal Pay Day)

- 2011 年 3 月 5 日

歐洲婦女目前所賺薪資平均較男性少約 17.5%。這種不平等處處影響著婦女的生活，尤其是婦女在較低薪資情況下退休，導致退休金較低，其高齡之際也有較高之貧窮風險。

為提升對性別薪資差距存在之認知，歐盟執委會創設了「歐洲同工同酬日 (European Equal Pay Day, EEPD)」，將成為歐洲每年的年度活動，提供聚焦於提升體認性別薪資差距之相關活動，及以行動終止此種差距。

每年歐洲的同工同酬日將會不同，日期係依據歐盟統計局所提供之歐盟性別薪資差距，標記的日子取決於婦女必須賺取和男性相同年薪所需增加之工作日數——當一位男性在 12 月 31 日所賺取之年薪，一位婦女需要再持續工作至隔年之 3 月 5 日才能賺到與男性相同之薪資。

這個歐盟紀念日是從歐盟數個會員國推動全國同工同酬日(national equal pay days)發展而來。西班牙訂於本(2011)年 2 月 22 日作為該國之同工同酬日，希臘訂在 3 月 16 日，德國與比利時規劃之同工同酬日於 3 月 25 日，波蘭與愛沙尼亞訂於 4 月 12 日，奧地利訂於 4 月 13 日，法國訂於 4 月 15 日，再下一個同工同酬日是英國所訂的 11 月 4 日，另外荷蘭近年亦訂有此紀念日。

(資料來源:歐盟執委會 <http://ec.europa.eu/social/main.jsp?langId=en&catId=21>)

First European Equal Pay Day

5 March 2011



Women in Europe currently earn on average 17.5% less than men.

This inequality has an impact throughout women's lives and especially when they retire as lower salaries lead to lower pensions and a higher risk of poverty in older age.

To raise awareness of the existence of the gender pay gap, the European Commission is launching a European Equal Pay Day (EPPD) which will become an annual event across Europe. As it develops the EPPD will provide a focus for activities to raise awareness of the gender pay gap and the need to take action to close it.

Its date, which will vary every year depending on the average EU gender pay gap provided by Eurostat, marks the day up to which women need to work in order to earn the same salary as men during a full year of work. While a man would receive his salary on 31 December, because of the gender pay gap a woman in Europe in 2011 would be required to work until 5 March the following year to earn the same.

This European day builds on the success of national equal pay days which take place in a number of EU Member States.

Spain organised an equal pay day on 22 February this year and Greece will host its inaugural day on 16 March. Equal pay days are planned in Germany and Belgium on 25 March, in Poland and Estonia on 12 April, in Austria on 13 April and in France on 15 April. The next equal pay day in the UK will take place on 4 November. Equal pay days have also been organised in the Netherlands in recent years.

(<http://ec.europa.eu/social/main.jsp?langId=en&catId=21>)