



## THE QUESTION OF GENDER PAY GAP

The Economic and Social Council

Multiple researches in the past decade show that there is still a major pay gap between male and female. In the US, women's average annual salary has been estimated as 78% to 82% of that of men's average salary. Here in the UK, it is believed that women are paid 8.6% less than men in general.

Having said that, the government has tried to actively tackle the problem. In October 2014, the then Prime Minister David Cameron announced plans to require large firms to disclose data on the gender pay gap among staff. Since April 2018, employers with over 250 employees are legally required to publish data relating to pay inequalities. Data published includes the pay and bonus figures between men and women.

A BBC analysis of the figures showed that more than three-quarters of UK companies still pay men more on average than women. Many activists are saying this needs to be changed. Civil society groups organize awareness campaigns that include activities such as Equal Pay Day or the equal pay for equal work movement to increase the public attention received by the gender pay gap.

On the other end of the political spectrum, many academics have questioned the reality behind the gender pay gap. It may be exaggerated, it is argued, as women participate more in part-time jobs and they may also have more long-term absences from work due to responsibilities etc.

What is the view of your country?

Points to consider:

- Is the pay gap just? Should the distribution of income be rewarding ability, merit, or effort? Or does it not matter?
- Is there discrimination in workplace? If so, what should be done to tackle it?
- What about the pay gap for the LGBTQ+ community?
- Should we be scared of positive-discrimination against men?
- Are there economical impacts of the gender pay gap?

Article on the gender pay gap in national football teams-  
<https://www.bbc.co.uk/news/world-48530498>



Global Gender Pay Gap Report 2020-  
[http://www3.weforum.org/docs/WEF\\_GGGR\\_2020.pdf](http://www3.weforum.org/docs/WEF_GGGR_2020.pdf)

The Independent: gender pay gap and equal pay-  
<https://www.independent.co.uk/life-style/women/gender-pay-gap-equal-pay-women-paid-less-motherhood-a8856121.html>