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Gender equality at work space

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Introduction

Gender equality is not about awareness or Eradicting general in different but providing equal fundamental rights and benefits to all genders.

As Emma Watson once said, 'It is time that we all see gender as a spectrum instead of two sets of opposing ideals.'

This quotes serves as a reminder that the corporate world needs to band together and speak out against gender in equality in the workplace.

Gender in equalities have always pretend empowered women and underrepresented groups from climbing the success ladder and obtaining equal education and workplace equity.

Gender equality at work persists across Europe despite the long-standing attention paid and efforts more to tackle it. This Euro pound report presents a closer look at women's and men's working conditions, using data form Euro pound's European working conditions survey (EWCS) and complementing previous Euro pound research on, among other things, working time patterns work life balance and workers health beyond the general differences in the labour market, it highlights many important gaps in men's and women's working conditions and jobs qualities which require specific attention. According to the EWCS data, the reduction of gender gaps in this area showing improvement over the last 5 to 10 years remains limited. European and national strategies aimed at achieving job quality for all, that seek to mainstream gender equality, could help address present inequalities between men and women to work in administrative jobs in offices and are, therefore, Less exposed to physical risks, in any case, the scores for women in agriculture, industry (but not construction) and health are below the overall EU average.

Overall, there seems to be great stability in exposure to physical hazards, with women less exposed to all risks than men. If anything, there was a slight reduction in the gap between men and women between 2005 and 2015 due to a small improvement in physical environment reported by men.

Workplace gender equality Index

Pay gap between women and men (based on SCOR - Salary Grades rather than on socio-professional categories) – maximum score 40 points => SCOR index: 35 Points (indicator: 4, 20% different):

Gap in the distribution of pay rises between women and men (excluding promotion) – maximum score 20 points =>

SCOR index: 20 Points (indicator: 0, 9% difference);

Gap in the distribution of promotions between women and men – maximum Score 15 Points => SCORE index: 15 points (indicator: 0, 20% difference);

Pay rises on returning from maternity leave- maximum score: 15 Points (indicator: 100%);

Number of Employees among the top ten earners whose gender is under – represented in that group max. Score 10 points =>

SCOR index: 5 Points (indicator: 2 Women)

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