

Abstract

Strategies for Closing the Gender Pay Gap Case of California, Luxembourg, and the Philippines.

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Equal Pay for Equal Work. It's Common Sense. It's Also Overdue. Let's Close the Gap and Let's Do it Now!

- Joe Biden, President of the United States of America

The gender wage gap is a global economic issue that has an impact on women worldwide. The most recent statistics show that women earn 16% less than men do globally, while this disparity can be significantly higher in specific areas. Despite the progress made in gender equality, the wage gap still exists because it is a product of deeply rooted inequities in society and the economy (Action Aid, 2023).

This thesis conducts a thorough analysis of the strategies utilized to reduce the gender wage gap in three different geographic areas: California in the United States, Luxembourg in Western Europe, and the Philippines in South-East Asia. The goal of the study was to identify the key "actors" driving gender pay gap policies. It also examined the specific legislative measures taken to address the problem and compared regional variations in policy frameworks and implementation techniques. This is accomplished by employing the Advocacy Coalition Framework as a conceptual framework.

The interviews' thematic analysis identifies recurring topics for practical ways to reduce the gender pay gap in each region. Despite the geographical and cultural variations between California, Luxembourg, and the Philippines, the study uncovers shared challenges, triumphs, and techniques that have been used there.

Based on ongoing work in these areas, the thesis makes policy recommendations for policy makers as well as future research to close the gender wage gap. The study's findings encourage equity for all by guiding evidence-based policy reforms and supporting global efforts to achieve gender equality.