

**CHARLES UNIVERSITY**  
**FACULTY OF SOCIAL SCIENCES**

Institute of Sociological Studies  
Department of Public and Social Policy

**Master's Thesis**

**2023**

**Asiegbunam Anthonate Chiamaka**

**CHARLES UNIVERSITY**  
**FACULTY OF SOCIAL SCIENCES**

Institute of Sociological Studies  
Department of Public and Social Policy

**Strategies for closing the gender pay gap Case of California,  
Luxembourg, and the Philippines.**

Master's thesis

**Author: Asiegbunam Anthonate Chiamaka**

Study programme: MA Public and Social Policy Studies

Supervisor: Ing. Mgr. Olga Angelovska

Year of the defence: 2023

## **Declaration**

1. I hereby declare that I have compiled this thesis using the listed literature and resources only.
2. I hereby declare that my thesis has not been used to gain any other academic title.
3. I fully agree to my work being used for study and scientific purposes.

In Prague on  
**31st July 2023**

Asiegbunam Anthonate Chiamaka

## References

ASIEGBUNAM, Anthonate Chiamaka. *Strategies for Closing the Gender Pay Gap Case of California, Luxembourg, and the Philippines*. 2023. 81 pages. Master's thesis (Mgr.). Charles University, Faculty of Social Sciences, Department of Public and Social Policies. Supervisor Ing. Mgr. Olga Angelovska.

**Length of the thesis: 158,907 characters with spaces**

## **Abstract**

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.

## **Keywords**

Gender pay gap, Strategies, Policy design and implementation, Actors, Advocacy Coalition Framework, Stakeholders, Best practices, Policy instruments.

## **Acknowledgement**

I want to begin by expressing my sincere gratitude to God Almighty, the source of all knowledge and wisdom, for assisting and supporting me during my academic career. I am appreciative of the blessings you have bestowed upon me since I have always had Your courage and grace at my side.

My parents' and my siblings' unfailing encouragement and support have been the foundation of my academic ambitions, and for that, I am immensely grateful. Without your encouragement and belief in me, I would not have attained this accomplishment.

I wish to sincerely thank my dedicated supervisor, Ing. Mgr. Olga Angelovska, whose guidance, expertise, and helpful suggestions were crucial in shaping this thesis. I consider myself very fortunate to have had you as my mentor because of your steadfast commitment to my academic growth.

Gideon Okorie, my dear friend, your companionship, and unwavering moral support have given me strength during tough times. Your belief in me and your support have inspired me to strive for excellence. In addition, I want to thank my friends and classmates, whose companionship and common interests have made my scholastic journey memorable and enjoyable. Your help and encouragement have been essential in overcoming obstacles along the way.

I want to sincerely thank all the women fighting for gender equality around the world. Your perseverance, grit, and dedication to upholding the law inspire me every day. For the sake of upcoming generations, may we continue the good battle by bringing down barriers and glass ceilings.

In conclusion, this thesis would not have been possible without the assistance, love, and inspiration of everyone stated above and the countless more who have assisted me in some small manner during my scholastic path. I am deeply indebted to each of you, and as I start the next chapter of my life, I will never forget your influence. Your contributions to this incredible experience are much appreciated.

# Table of Contents

<b>Abstract.....</b>	<b>i</b>
<b>Acknowledgment.....</b>	<b>ii</b>
<b>CHAPTER 1.....</b>	<b>9</b>
1.1 Background of study.....	9
1.2. Purpose of Study .....	10
1.3 The Necessity for Gender Pay Gap Policies. ....	11
1.4 Objective of the study.....	14
1.5 Research questions.....	15
1.6 Significance of the Study.....	15
1.7 Organization of Work.....	16
1.8 Definition of Terms .....	17
<b>CHAPTER 2.....</b>	<b>18</b>
2.1 Justification of the framework.....	18
2.2 Advocacy Coalition Framework.....	19
2.3 Analysis of Gender Pay Policies Using the Advocacy Coalition Framework (ACF).....	21
<b>CHAPTER 3.....</b>	<b>27</b>
3.1 Introduction.....	27
3.2 Research Design.....	27
3.3 Population of Study.....	27
3.4 Sample and Sampling Technique.....	28
3.5 Research Instrument.....	28
3.6 Validity and Reliability of Research Instrument.....	30
3.7 Source of Data.....	30
3.8 Data Analysis.....	32
3.9 Limitations of study.....	32
<b>CHAPTER 4.....</b>	<b>34</b>
4.1 Introduction.....	34
4.2 Measurement of the Gender Pay Gap.....	34
4.3 Historical Context.....	35
4.3.1 California, United States of America.....	35
4.3.2 Luxembourg, North-western Europe.....	39
4.3.3 Philippines, South- East Asia.....	43
4.4 Causes of the Gender Pay Gap.....	47
4.5 Consequences of the Gender Pay Gap.....	49
4.6 Stakeholder Collaboration and Conflict in gender pay gap policies in California, Philippines, and Luxembourg.....	49
4.7 Policy Implementation and Challenges in gender pay gap policies in California, Philippines, and Luxemburg.....	53
<b>CHAPTER 5.....</b>	<b>59</b>

5.1 Introduction:.....	59
5.2 Closing the gender pay gap in California, supporting and opposing factors.....	59
5.3 Closing the gender pay gap in Luxemburg, Supporting and opposing factors.....	63
5.4 Closing the gender pay gap in The Philippines, supporting and opposing Factors.....	65
5.5 Discussion of findings.....	67
<b>CHAPTER 6.....</b>	<b>74</b>
6.1 Introduction.....	74
6.2 Conclusion of findings.....	75
6.3 Policy Recommendation.....	75
<b>CHAPTER 7.....</b>	<b>79</b>
<b>REFERENCES.....</b>	<b>81</b>
<b>APPENDICES.....</b>	<b>88</b>



# Chapter 1

## Introduction

*“Women are told that their labour isn't as valuable when they are paid less than men. All of us are equally precious. We also deserve equal compensation.”*

**-Maria Shriver**

### 1.1 Background of study

The wage disparity between men and women continues to be a major issue on the worldwide stage, obstructing the advancement of gender equality and inclusive economic growth (United Nations News, 2022). For establishing successful solutions, it is essential to understand the policies and strategies used in various locations to address this issue. This study examines the gender wage disparity in three different geographic areas—California in the United States, Luxembourg in Western Europe, and the Philippines in Southeast Asia—to throw insight on their distinctive approaches.

California has a long history of policies aiming at advancing gender equality and is one of the biggest and most powerful states in the US (Weber, 2016). The state of California makes for an interesting case study due to its diversified population, strong economy, and wide-ranging political system. Insights regarding the efficacy of legislative measures and efforts focusing on pay equity, pay transparency, and workplace gender equality may be gained from analysing the laws and methods put into place in California.

Luxembourg, a small but rich country in Western Europe, offers an intriguing viewpoint. Due to its strong dedication to social welfare and compliance with European Union (EU) directives on gender equality (European Union Commission, 2020). Luxembourg is a perfect region for investigation because of its established legal system and gender wage gap legislation (EIGE, 2022).

Southeast Asian nation of the Philippines is known for its long history of women's activism and ongoing initiatives to combat gender inequality (Hega, Aloha, & Evangelista, 2017). Despite great advancements in gender equality, there are still discrepancies in wages across the nation (Amido, 2023). Examining the techniques and policies used in the Philippines, especially through the

perspective of the Magna Carta of Women, provides important insights on the influence of legislative actions and the function of advocacy coalitions in influencing policy results. A thorough grasp of the variables impacting the gender wage gap in Southeast Asia benefits from an understanding of the difficulties and opportunities the Philippines has to offer.

The Advocacy Coalition Framework (ACF), which can analyse the complicated problem of closing the gender pay gap, is justified for use in the thesis. It emphasises the importance of advocacy activism in attaining goals, particularly in terms of policies, together with the beliefs and principles of these advocacy groups, which have a big influence on the laws governing the gender pay gap. Additionally, the ACF enables a comparison of the policy subsystems in other locations, offering insights regarding policy stability and change about this important problem (Sabatier & Jenkins-smith, 1993).

## **1.2. Purpose of Study**

This study aims to advance worldwide understanding of successful policies and initiatives to reduce the gender pay gap by examining these three locations with their distinct socio-cultural contexts and policy environments. The comparison which relates to finding the similarities that exist in how the three countries—California, Luxembourg, and the Philippines— have framed their policies in a bid to close this gap. The study will be beneficial for cross-regional learning for researchers and finding best practices for policy makers informing upcoming policy choices and advances global efforts to advance gender equality.

The study will explore strategies from the three regions, it will examine the actors- advocacy coalitions involved in shaping these policies through the lenses on the advocacy coalition framework, along with touching on other elements of the framework like the core and secondary beliefs, policy subsystems, external events, and shocks amongst others. It sheds light on the underlying causes that influence gender pay gap and the policies to close it in each region.

By focusing on the distinct contexts of California, Luxembourg, and the Philippines, this study also aims to add to the corpus of knowledge in public and social policy studies. Researchers can better understand the interactions between socio-cultural, economic, and political elements that affect the creation, execution, and results of policies intended to close the gender pay gap by examining these various locations.

### **1.3 The Necessity for Gender Pay Gap Policies.**

An important area of attention in campaigns to advance gender equality in the workplace has been gender pay gap policies. Understanding the background and present-day policy environment in these geographic regions areas offers insightful information on the strategies can be used to solve this issue globally.

Women's financial security is negatively impacted by the gender wage gap overtime in form of lower lifetime earnings, smaller retirement savings and greater poverty rates (Klaven, Landais, & Sogaard, 2019). Additionally, it mirrors a larger issue of gender inequality in the job market, where women frequently face impediments to progression and leadership positions and are concentrated in lower-paying industries (Francine & Kahn, 2017).

In California, gender wage gap has long been an issue which has led to legislative action to address this inequity. The California Fair Pay Act (CFPA), passed in 2015 (Assembly Bill No. 1509), sought to strengthen pay fairness by extending the standards for comparing substantially similar work, outlawing retaliation against workers who discuss wages, and boosting pay scale transparency. This policy acknowledges the pervasive gender-based pay inequalities and aims to promote pay parity through statutory means (State of California, Department of Industrial Relations, 2023).

The predominance of women in lower-paying industries and occupations is an issue that has also necessitated the need for gender pay gap policies in the US. In comparison to male-dominated industries like finance, engineering, and technology, women are more likely than males to work in the sectors of education, healthcare, and retail, which often pay less (Francine & Kahn, 2017).

Gender-based discrimination, which has historically restricted women's access to education and training in higher-paying areas, is frequently the cause of the concentration of women in these fields (Hegewisch & Hartmann, 2014).

However, Tucker & Patrick (2017) argue that Women have steadily increased their levels of education and job experience over the past few decades, yet despite this dramatic rise in credentials, women are still much more likely than men to work for low pay. While making up slightly under 50% of the workforce overall, women account for approximately 60% of those employed in low-wage occupations (those that normally pay less than \$11 per hour). Yet the wider the gender wage

gap, the more women are employed in jobs that pay less than \$10 per hour on average. Nearly 7 out of 10 workers in these positions are female.

figure. 1; - NWLC estimates are based on 2016 Current Population Survey (CPS) data from the U.S. Census Bureau that has IPUMS enabled (Tucker & Patrick, 2017).



Table description:

- With about ten in 58% of more than 26 million workers in low earning jobs made up of women, the earning is typically less than 11\$ per hour (Tucker & Patrick, 2017).
- Women also make up 47% of the general workforce at the remaining 53% are men.
- Nearly 7 in 10 (69%) of the roughly 7 million workers in the lowest-paying professions, which typically pay less than \$10 per hour, are women.

Figure 2- Female employment in low-paying jobs in the US, 2013 (Ortiz-Ospina & Roser, 2018)



Chart description:

- It turns out that women are overrepresented in low-paying jobs in many nations. This is depicted in the following graphic (figure 2), where "low-pay" workers are those who make less than two-thirds of the median (i.e., the middle) of the earnings distribution. A percentage above 50% indicates that women are "overrepresented," meaning that there are more women than males among those who earn low earnings. Along with the fact that working women are overrepresented in low-paying occupations in wealthy nations, women are overrepresented in the bottom of the income distribution in these nations. For the US, this is shown on the chart (Ortiz-Ospina & Rosser, 2018).

The Gender Pay Gap Reporting Act (2019) also made pay data reporting mandatory in California. By requiring larger firms to provide the state with pay and demographic information, this law makes it possible to analyze wage discrepancies and facilitate targeted actions. To further encourage pay transparency, the state has passed legislation that forbids companies from using past compensation histories as justification for pay disparities (Arthur Cox, 2023).

On the other side of things, Luxembourg understands how important equal pay is as a fundamental right to this end, the Law of February 23, 1973, which outlaws both direct and indirect gender-based wage discrimination was part of the nation's legal system (Official Journal of the Grand Duchy of Luxembourg, 2010) created due to this necessity. The National Institute for Equal Opportunities between Women and Men, which is one of Luxembourg's key initiatives for furthering gender equality, was also created to achieve this. The institute works to address gender gaps, particularly the gender wage gap, by conducting research, offering support services, and launching awareness initiatives. To remove obstacles that contribute to salary inequalities, Luxembourg has also concentrated on encouraging work-life balance through policies including flexible working schedules, maternity leave, and inexpensive childcare (EIGE, 2023).

In the Philippines where in terms of academic, professional, political, and legal advancement, women may be among the most advanced compared to women in other nations. However, they also experience displacement brought on by sporadic wars in conflict-affected areas, interpersonal violence, economic difficulties, job discrimination, exploitation as migrant workers, and sexual exploitation as prostitutes (JICA, 2022). The need to ensure that women are protected in labour

laws has been important as it has been identified as a critical issue. The Philippines came number eight on the Global Gender Gap Index 2018 as the only nation from ASEAN to attempt to eliminate gaps in its political, economic, educational, and health sectors, as well as the clear desire for gender equality (Investing in Women, 2019).

The Philippines strives to end discrimination against women in all spheres, including the job market, in 2009 to support these initiatives. Equal opportunities for employment, development, and salary are required by law. Through business encouragement, skill development, and loan access, the government has also placed a strong emphasis on boosting women's economic empowerment (Equal Rights Trust, 2019).

#### **1.4 Objective of the study**

I. To point out the major Actors influencing policies of gender pay gap:

- a. List and evaluate the governmental organizations and departments in California, Luxembourg, and the Philippines that oversee implementation gender pay gap policies.
- b. Evaluate the influence of non-governmental organisations (NGOs), advocacy groups, and civil society organizations on policy formulation and implementation.
- c. Examine how employers' organizations, labour unions, and corporate executives are influencing efforts and policies related to the gender wage gap.

II. To investigate the policy mechanisms and strategies used by policymakers to address the gender wage gap:

- a. Identify and evaluate the specific policy measures that have been enacted in each region, such as work-life balance provisions, pay transparency initiatives, and equal pay laws.
- b. Study the strategies used to advance gender equality in the workplace, such as targeted interventions, affirmative action, and awareness campaigns.
- d. Explore the opinions and experiences of important parties, including government representatives, business owners, staff members, and civil society organizations, regarding the success and effects of gender pay gap policies.

III. To Compare and identify the similarities in the policy frameworks, legal requirements, and implementation methods of California, Luxembourg, and the Philippines:

- a. Look at the context-dependent influences on policy methods and results, such as prevailing economic conditions, cultural norms, and labor market dynamics.
- b. To inform prospective policy improvements and replication in other contexts, and analyze best practices and lessons gained from each region's gender pay gap policies.

IV. To provide recommendations for viable policy changes to narrow the gender wage gap for further studies and for policymakers:

- a. Compile the study's findings into a synthesis to come up with broad policy suggestions for eradicating gender wage inequalities in California, Luxembourg, and the Philippines.
- b. When recommending specific policy initiatives, consider the special difficulties and opportunities in each location.
- c. Offer policymakers, activists, and stakeholders' advice on ways to improve the application, supervision, and assessment of gender pay gap policies, promoting more wage equity.

## **1.5 Research questions**

Following the research aims, the study tries to address these research questions:

1. Who are the primary actors influencing the gender pay gap laws in the Philippines, Luxembourg, and California?
2. What specific legislative initiatives, pay transparency programs, and work-life balance rules have been put into place in each region to combat the gender pay gap?
3. What are the similarities in the policy frameworks, legal requirements, and implementation methods of California, Luxembourg, and the Philippines?
4. What are the recommended viable policy changes to narrow the gender wage gap for further studies and for policymakers?

## **1.6 Significance of the Study**

The study's potential to advance knowledge of international, national, and regional policy addressing the gender pay gap makes it significant. This study can shed light on the efficacy of gender pay gap policies and highlight best practices for policy formulation and execution by contrasting the laws and results of California, Luxembourg, and the Philippines.

Understanding the function of advocacy organizations and other stakeholders in influencing policy outcomes may also be gained from the study's analysis of the Advocacy Coalition Framework. The study can help to better understand the political dynamics underlying gender pay gap policies by looking at the beliefs, attitudes, and interests of different groups.

Finally, by analysing the effects of gender pay gap regulations on certain sectors or businesses in the three regions, this study can help us better understand the elements that go into making these policies effective. Researchers, advocacy organizations, and policymakers intending to create and put into place gender pay gap policies may find this information to be useful.

Overall, the importance of this study resides in its capacity to contribute to existing body of knowledge, educate and direct decision-makers, advocacy organizations, and other stakeholders in the ongoing fight against gender inequality in the workplace.

## **1.7 Organization of Work**

Chapter 1 presents the introduction, goals, research questions, problem statement, significance of the study, and study scope

Chapter 2 comprises the presentation of the theoretical framework which in this case is the Advocacy Coalition Framework, identifying key assumptions and elements of the framework while relating it the strategies gender pay gap policies.

Chapter 3 presents the methodology employed for carrying out the project work and the procedures used for data collection and analysis.

Chapter 4 contains the historical context of gender pay policies in the three regions. Identifying the measurement and causes and of the gender pay gap. This chapter also addresses empirical work, where various works that have been carried out on the topic are discussed in detail.

Chapter 5 presents the Procedures and strategies to close the gender wage gap conducting a thematic analysis for research methodology.

Chapter 6 deals with the summary of finding/discoveries and policy recommendation



## **1.8 Definition of Terms**

**Gender pay gap:** The difference in compensation between men and women in a certain profession or line of work.

**Policy design:** The process of creating policy remedies to a certain problem or situation.

**Policy implementation:** Actionable steps taken to implement policy solutions.

**Advocacy Coalition Framework:** A theoretical framework for evaluating the formulation and application of policy. It stresses the part advocacy organizations, political figures, and other stakeholders play in determining how policies are implemented.

**Actors:** The persons, institutions, or groups taking part in the policy-making process.

**Stakeholders:** The people, organizations, or groups who are involved with or affected by the policy issue.

**Policy instruments:** The tools, strategies, or laws used to put policy recommendations into practice.

**Outcomes:** The effects of a policy solution on the problem or issue it was intended to address.

**Impact:** The overall result of a policy solution on the problem or issue it is intended to address.

**Best practices:** The most successful and effective strategies or tactics for achieving objectives.

**Labour market:** The market where firms fight to hire workers and where job seekers compete for open positions.

## Chapter 2

### Theoretical Framework Advocacy Coalition Framework

*"Experts predict that it will take 40 years for the salary gap to close, making it a very critical issue.*

*We don't need to wait 40 years.*

*— Patricia Arquette*

#### 2.1 Justification of the framework

The Advocacy Coalition Framework, which highlights the influence of interest groups, policy entrepreneurs, and political institutions in determining policy outcomes, will be used in the study to support this approach (Sabatier & Jenkins-smith, 1993). Using this framework, California in the US, Luxembourg in Western Europe, and Philippines in South- East Asia the study will be able to identify key actors that are involved in the policy formulation and implementation process of gender pay policies in this region.

According to Cairney (2019), the advocacy coalition framework (ACF) tells a plain account of policy activity within a complicated context of policymaking. With the help of politics, individuals can turn their ideals into regulations. As policy players, they form advocacy coalitions with other actors who share their beliefs, and they frequently engage in confrontation with other coalitions. It is important to understand that in order for the gender pay policy to be established they are backbones that birth and shape the idea. This framework will be the best in identifying these backbones (actors), helping to understand what their intent is and giving an insight into seeing things they way they do and taking a step further by idenfying the steps that have been taken to bring their ideas to reality.

Additionally, the Advocacy Coalition Framework (ACF) emphasizes the critical importance of shared beliefs regarding a certain goal despite geographical and cultural diversity that exists in these three regions. What is prioritized in each location is largely shaped by these beliefs, which also have a big impact on viewpoints. These common viewpoints, as well as interactions and policy learning

between the coalitions, might impact policy strategies to close the gender gap. The ACF emphasizes the importance of belief systems in determining policy results and the possibilities for cross-regional cooperation in solving universal challenges like gender inequity (Weible, 2018).

## **2.2 Advocacy Coalition Framework**

Sabatier and Jenkins-Smith's policy process was created to address "wicked" situations, or those involving significant objective conflicts, significant technical disagreements, and several actors from different levels of government. These coalitions are made up of individuals working together to influence policy agendas and decision-making processes. They represent people who have similar beliefs, values, and policy preferences. It was born out of Sabatier's ten years of experience with the implementation literature and the desire of both authors to comprehend the function of technical knowledge in the policy-making process (Sabatier & Weible, *The Advocacy Coalition Framework Innovations and Clarifications*, 2027).

In the context of complicated, contentious topics like the gender pay gap, the Advocacy Coalition Framework (ACF) is a helpful tool for examining the policy-making process. The ACF offers a tool to evaluate the numerous actors and interests involved in a certain policy area, as well as the dynamics of coalition building and policy change through time, according to (Sabatier & Weible, 2014).

Examining the various coalitions and actors involved in creating gender pay policies in various states or at the federal level is one possible use of the ACF in the context of the gender pay gap. For instance, Schlager's (1995) study, which utilized the ACF to examine policy-making and collective action explains how coalitions come to be and remain over time, as well as the many tactics coalitions are expected to use to attain their policy objectives which are incorporated into the AC framework; and their research determines that including theories of collective action inside the AC framework represents a positive, as opposed to a degenerative, expansion of the AC framework. This is done by deriving falsifiable collective action hypotheses that can be empirically evaluated.

According to Zobel (2019), *on the Role of Advocacy Organizations in Promoting the Adoption of Paid Sick Leave Laws in New Jersey* presents concerns regarding the link between advocacy groups and elected politicians as well as the function that they play in the dissemination of the policy. This study opens a space to look at the coalitions that advocacy groups construct to collaborate. The

Advocacy Coalition Framework and research on policy entrepreneurship are used to better understand how coalitions affect the policymaking process and how advocacy coalitions function as a facilitator of policy diffusion. The findings of the report agree with the fundamental principles of the ACF, emphasizing that despite the inherent variations in the strategies, they all have connections to decision-makers and their in-depth understanding of topics (Zobel, 2019).

According to Sabatier & Weible (2014), ACF posits the interplay between three groups of actors—advocacy coalitions, policymakers, and the political environment—leads to the development of public policy. Advocacy coalitions are associations of people or organizations who work together in concert to change public policy. They all hold similar opinions and ideals on a given issue. The individuals who have the authority to formulate and carry out policy are known as policymakers. Finally, the political context describes broader social, economic, and cultural elements that influence the policy environment (Sabatier & Weible, 2014). The ACF asserts that when there is a change in the political context or when external events or coalitional power dynamics upset the status quo, policy change occurs. It is significant that the ACF acknowledges that policymaking is a difficult, iterative process with several steps, including agenda setting, policy formulation, implementation, and evaluation (Sabatier & Weible, 2014).

The ACF's emphasis on the significance of beliefs and values in determining policy outcomes is one of its advantages. The ACF offers an advanced comprehension of the political processes underlying policy change by acknowledging that conflicting belief systems and values drive policy change (Weible, Ingold, Nohrstedt, Henry, & Jenkins-Smith, 2019). In the case of gender pay gap policies, where the underlying ideas and values of various advocacy coalitions can significantly influence legislative outcomes, this is especially pertinent.

However, as a theoretical framework, the ACF also has certain drawbacks. For instance, it does not clearly outline how to determine which actors are most crucial in influencing policy outcomes or how to assess the relative influence of various advocacy coalitions. Additionally, the ACF does not fully consider how outside variables, such as economic or social trends, can affect how policies are implemented (Coeurdray, Muñoz, Poupeau, & O'Neill, 2015). Despite these drawbacks, the ACF continues to be a useful theoretical framework for exploring the Policies/Strategies to Close the Gender Pay Gap in Three Regions; California in the US, Luxembourg in Western Europe and Philippines in South- East Asia, we can better understand the elements that motivate policy change

as well as the difficulties and opportunities for successful policy implementation by utilizing the ACF to investigate the interplay between advocacy coalitions, policymakers, and the political environment. One advocacy group might claim, for instance, that discrimination is the main cause of the gender wage gap and that the best course of action is to increase anti-discrimination laws and enforcement.

Another advocacy group might contend that the gender pay gap is mostly caused by differences in vocational preferences and that the best course of action is to expand the chances for women to receive education and training in higher-paying sectors (Schieder & Gould, 2016). Different advocacy coalitions may struggle for influence over legislators and the policy agenda because of these conflicting attitudes and values. The ACF aids in our comprehension of the elements that determine the relative influence of various advocacy coalitions, such as their financial resources, involvement with policymakers and the larger political environment.

### **2.3 Analysis of Gender Pay Policies Using the Advocacy Coalition Framework (ACF)**

ACF is based on several fundamental assumptions and fundamental ideas. Discussing the framework's assumptions on the policy subsystem as the primary unit of analysis and the idea of advocacy coalitions based on a hierarchical belief system will help to better understand the analytical method and explanatory power of the framework (Academic Library, 2023).

Weible (2018) identify's the seven funadmental assumtioms of the framework as;

- The main analytical level used to comprehend policy processes is called a policy subsystem. These subsystems are distinguished by a region, a problem, and policy actors.
- People who make efforts to influence policy are included among the subsystem actors. Government representatives, private or non-profit organizations, specialists, academics, consultancy companies, think tanks, and the media are a few examples of this.
- The ACF assumes that decision-makers are cognitively constrained and boundedly reasonable.
- Actors are gathered by subsystems into multiple coalitions. The ACF offers a prism through which to view the coalition's participants as policy actors. These coalitions are built because of shared and divergent core policy beliefs.
- Policies frequently represent and amplify the beliefs of a coalition or coalitions.

- Understanding subsystem operations necessitates knowledge of scientific and technological information. The causal patterns that the Belief systems use are supported by technological and scientific data as well as the policy actors' daily experiences.
- The researcher must take a long-term view to comprehend the policy making process or a change in policy. Understanding the political process is difficult because today's successes could turn out to be tomorrow's losses. Since coalition disputes can last for years or even decades, it is important to comprehend all previous occurrences to comprehend coalitions, learning, and policy change (Weible, 2018).

In addition to its assumption, ACF underscores several elements that fundamental to its analytical methodology for examining policy outcomes and procedures. Sabatier & Jenkins-Smith (1994) highlight them as, the core components or building parts that collectively make up the framework's structure. These components include policy learning, external events and shocks, advocacy coalitions, policy core beliefs, secondary aspects, belief systems, causal beliefs, policy learning, and policy change and stability. These elements aid researchers and analysts in organising and analysing the numerous policy formation aspects as well as the interactions between various players who share a belief. Applications of the ACF typically concentrate on one of three theoretical emphases: advocacy coalitions, learning, or policy change while taking into account the larger context. These research topics can be looked at separately or in combination with one another (Pierce & Weible, 2009).

The table below considers the fundamental assumptions and essential elements of the Advocacy Coalition Framework (ACF) while focusing on theoretical domains of advocacy coalitions in order to provide a thorough understanding of the implementation of gender pay policy in California, Luxembourg and the Philippines.

<b>Elements of Advocacy Coalition Framework (ACF)</b>	<b>California</b>	<b>Luxemburg</b>	<b>Philippines</b>
<b>Advocacy</b>	Policy makers, Advocates	Policy makers,	Governmental

<b>Coalitions and Actors</b>	<p>for women's rights, NGOs working for gender equality and Labour Unions:</p> <ul style="list-style-type: none"> <li>• California Department of Industrial Relations.</li> <li>• California Work &amp; Family Coalition.</li> <li>• California Women's Law Centre.</li> <li>• California Legislative Information.</li> <li>• California State Senate</li> <li>• California Pay Equity Task Force.</li> <li>• California Department of Human Resources.</li> <li>• California Department of Fair Employment and Housing.</li> <li>• California Commission on the Status of Women and Girls</li> <li>• Civil Rights Department, State of California.</li> </ul>	<p>International Organizations, Labour Unions and Groups for Women's Empowerment:</p> <ul style="list-style-type: none"> <li>• The Equal Pay International Coalition (EPIC)</li> <li>• Centre for Equal Treatment (Le Centre pour l'Égalité de traitement) (CET)</li> <li>• Ministry of Equality of Women and Men (MEGA)</li> <li>• Commission of Health, Equal Opportunities, and Sports (Commission de la Santé, de l'Égalité des chances et des Sports)</li> <li>• le Conseil National des Femmes du Luxembourg (CNFL)</li> </ul>	<p>Institutions, women's rights, NGOs working for gender equality, Labour Unions, and policymakers:</p> <ul style="list-style-type: none"> <li>• Philippine Commission on Women.</li> <li>• Philippine Business Coalition for Women Empowerment (PBCWE)</li> <li>• Gabriela's Women Union</li> <li>• The Asia Foundation</li> <li>• National Federation of Peasant Women in the Philippines (AMIHAN)</li> <li>• National Confederation of Cooperatives (NATCCO)</li> <li>• International Labour Organization Country Office for the Philippines (ILO CO-Manila)</li> </ul>
<b>Policy Subsystems</b>	<p>Gender Pay Policies</p>	<p>Gender Pay Policies</p>	<p>Gender Pay Policies</p>
<b>Policy Core Beliefs</b>	<p>Gender parity is crucial. Paid equally for equivalent labour</p>	<p>Fair pay for all workers Social justice tenets</p>	<p>Integrated economic growth. Gender equity and poverty reduction</p>
<b>Secondary</b>	<p>Pay transparency.</p>	<p>Rights to collective</p>	<p>Development and</p>

<b>Belief</b>	Laws against discrimination	bargaining Policies favouring families	training of skills Assistance for female entrepreneurs
<b>Policy Learning</b>	Taking note of effective policies Partnership with other states	International best practices Exchange initiatives with EU countries	International standards of conduct Assessing prior policy outcomes
<b>External Events and Shocks</b>	Economic instability A shift in political power	EU directives and regulations Globalisation of the economy	Emergencies and natural disasters Modifications to regional trade treaties
<b>Change in policy and stability</b>	Minor policy modifications Updates on legislation	Uniform wage practises Mechanisms for social dialogue	Regular revisions to labour laws Budgeting that considers gender

Based on the above depiction, there are numerous advocacy groups fighting for gender pay gap policies in each location. NGOs working for gender equality and women's rights oversee these initiatives in California. Labour unions and women's empowerment organizations are well-known in Luxembourg, and government organizations and business associations are important in the Philippines. While the backgrounds and aims of the advocacy coalitions developed for gender pay gap policies in California, Luxembourg, and the Philippines may be distinctive, parallels can be found:

There is the fact that across all three regions, government agencies remain central in the fight as key stakeholders, include bureaus in charge of social welfare, women's issues, and labour. These organizations are involved in developing, putting into practice, and upholding policies that aim to lessen gender-based wage discrepancies. This stresses one of the core tents of ACF that; ACF widens the scope of conventional government institutions (such as the legislature courts or the executive offices, and bureaucracies) to consider the myriad different types of organizations and organizations that vie for impact over public policies, eventually forming coalitions. These organizations could be representatives of the government (both of which elected and appointed), informal groups of engaged citizens, formally recognized organizations, significant international companies, educational institutions, research institutes, and news organizations. The ACF refers to those organizations that are actively involved in policy problems as “policy actors” (Gabehart, Aerang, & Weible, 2022).



Regarding the policy subsystem, which is the primary unit of analysis. According to Pierce & Weible (2009), The ACF instructs analysts to comprehend divisive policy processes within the framework of a policy subsystem that is embedded within a larger context delineated by two key categories. The core sociocultural traits, basic geographic conditions, and fundamental institutional structures . The second group includes external variables, such as shifts in political leadership, shifts in socioeconomic conditions, shifts in various subsystems, shifts in public opinion, and significant occurrences like crises.

In this case, across all three regions the emphasis on gender pay policies influenced by shared by similar factors across all regions even though geographically distinct. One of these factors is the global conversations on gender equality; according to United Nations (2015). Gender equality is not only a fundamental human right, but it is also essential for the development of peaceful societies, the fulfilment of all human potential, and sustainable growth. Furthermore, the Sustainable Development Goals (SDGs) of the United Nations recognize that empowering women increases economic growth and productivity. Because of this, countries like California, Luxembourg, and the Philippines are pushed to address gender wage disparities and progress toward equal compensation for equal work. Also, collaboration and knowledge exchange between areas: With the onset of globalisation and improvements in communication, policymakers and advocacy groups now have better access to data and research from other countries. Collaboration and knowledge sharing across regions also aid in the convergence of the many policy subsystems (IMF, 2000).

The ACF primarily aims to comprehend and clarify three conundrums. Advocacy coalitions, learning, and policy change are these. They are regarded as puzzles because research on the corresponding hypotheses has shown conflicting findings (Weible, 2018). The three locations (California, Luxembourg, and the Philippines) all share a fundamental element: policy learning in the context of gender pay legislation. In order to improve their strategies for reducing the gender pay gap, all three regions participate in policy learning activities. Each region aims to gain knowledge from gender pay policies that have been successfully implemented, either in its own jurisdiction or in other regions. They recognise efficient tactics and apply them to their own. Assessing Policy Outcomes; to gauge their efficacy and pinpoint areas for development, the regions regularly examine the results and impact of their gender pay policies. Evaluations assist them in modifying policies in light of empirical data and lessons learnt.

According to research, learning the process happens both within and between coalitions. It is unclear, however, whether this learning process entails altering the coalition's primary and secondary policy beliefs or whether the change in secondary beliefs can start to produce this learning (Weible, 2018). Finally, as long as the subsystem advocacy alliance that put the programme in place is in charge, it is doubtful that the core (fundamental characteristics) of the programme will be considerably changed (Sabatier & Jenkins-Smith, 1994).

In conclusion, the Advocacy Coalition Framework analysis of the elements of gender pay policy in California, Luxembourg, and the Philippines uncovers striking parallels. Despite the geographical and cultural variations between the regions, these commonalities highlight the universal commitment to tackling gender wage inequities, advancing social justice, and empowering women in the workforce. The framework emphasises the significance of belief systems, policy learning, and cooperative advocacy coalition activities in influencing gender pay policies and bringing about good change in each region.

## Chapter 3

### Research Methodology

*"This is not a money grab. It's all about acting morally and fairly. It involves treating everyone with the respect they are due, regardless of gender.*

*- Carli Lloyd*

#### 3.1 Introduction

This chapter outlines the methodology used in this study as well as the key steps used to identify a dependable solution to the problem at hand, identify the research questions being investigated, and support efficient data gathering and research. This chapter will cover the research design, study population, sample size, sampling process, sample selection, research instrument, and method of analysis and data collection.

#### 3.2 Research Design

The research design is the comprehensive strategy used to integrate the different study components rationally and cogently (De Vaus, 2006). This ensures that the research challenge is effectively addressed. The variables and techniques are evaluated and described as precisely as possible so that the research can be duplicated and consulted by future researchers, which is why this project will use an analytical research design (Aguinis & Solarino, 2019). Additionally, the design used identifies and explains the causes of the event (Emeritius, 2023). The research will base its conclusions on open-ended interviews with industry experts who will be able to express their ideas on the matter honestly, beginning with their perspective on the subject matter.

#### 3.3 Population of Study

The study focuses on academics, policymakers and advocates who are knowledgeable about social and public policy, gender studies, advocacy, and policymaking in relation to the gender wage gap. It looks at their theoretical, methodological, and political comprehension of policies and strategies used in California (the United States), Luxembourg (Western Europe), and the Philippines (South-East Asia) to reduce the gender pay gap. Policy makers, advocates of gender equality, politicians, researchers, and practitioners make up the population of the study. It also includes those who have

actively shaped and carried out advocacy coalitions' policies and strategies in these areas, including government agencies, women's rights organizations, trade unions, and employers' groups.

### **3.4 Sample and Sampling Technique**

This research will make use of the purposive sampling method. Purposive sampling, sometimes referred to as subjective, judgmental, or selective sampling, is a sort of non-probability sampling in which researchers choose members of the general population to participate in their surveys based on their own assessment (Alchemer, 2021). Using the purposive sampling method, the sample for the hypothetical study was chosen from knowledgeable scholars of gender studies and policymaking, with respondents including the director of external affairs at the California Commission on the Status of Women a former member of the California state assembly, and the executive director of the California Women's Law Centre. A Philippine Commission on Women spokesperson and a representative from the women's rights movement Gabriela Women's Party participated in an online interview in the country. Two members from the Ministry of Equality in Luxembourg underwent a virtual interview there.

### **3.5 Research Instrument**

Interviews were used as the research tool in this study. The interview is the greatest research method for this thesis. In contrast to other research methods, they allow you to gather rich information and draw more accurate findings by considering nonverbal cues, spontaneous feelings, and emotional responses (Tegan, 2023). A total of ten interviews were conducted across the three regions. Four speakers from California, two from Luxembourg and two from the Philippines. The interview was designed to gather qualitative data from the respondents; they were free to voice their worries about the subject matter, to debate the advancements achieved in the field, and to offer suggestions for ways to lessen social irresponsibility. Open ended questions were used to structure the interview.

The table below shows the interview structure, including the respondents (names mentioned and names withheld along with their respective organizations and the duration of interview. All interviews were conducted online via Zoom:

*Figure 1: Interview structure breakdown*

<b>Respondent</b>	<b>Designation</b>	<b>Organization</b>	<b>Duration</b>
Betsy Butler	Policy maker, Ex member California State Assembly  Current, Executive Director California Women's Law Centre	California Women's Law Centre	45 minutes
Darcy Totten	Director of External Affairs	California Commission on the Status of Women and Girls	35 minutes
Brindle Clarke	Independent researcher policy making and gender studies	University of California, Los Angeles	40 Minutes
Sandra Okoro-Agu	Independent researcher policy making and gender studies	University of California, Los Angeles	40 Minutes
Dakila Korado (Pseudo name)	Employee	Gabriela's Women's party, Philippines	30 Minutes
Paula Bayani (Pseudo name)	Employee and gender studies researcher	Gabriela's Women's party, Philippines	30 Minutes
Alejandro	Professor of	University of	40 minutes

Diaz	Political Science	Philippines	
Mary Jason (Pseudo name)	Employee	Ministry of Equality between Women and Men, Luxemburg	45 minutes
Deborah Inès (Pseud o name)	Policy researcher and women's right advocate	Ministry of Equality between Women and Men, Luxemburg	35 minutes
Atel Cruz Pseudo name)	Employee	Ministry of Equality between Women and Men, Luxemburg	30 minutes

### 3.6 Validity and Reliability of Research Instrument

Validity and reliability evaluations in research simply serve to confirm that the results are correct, repeatable, and reliable (Haradhan, 2017). The research's validity will be evaluated using the technical expertise of the project supervisor and a professor who is knowledgeable about research methodologies. They will also be consulted to review the interview questions' level of coverage, compensability, logicality, and sustainability for respondents to make sure that they cover the necessary procedure and information that will be gathered.

### 3.7 Source of Data

The foundation of any data analysis work done during the research process is data. Data is an assortment of disorganized facts and figures from various sources. Depending on what the research requires, the sources of data may vary. Only collecting various types of data from their sources can be used for data analysis and interpretation. The task of gathering data is carried out by researchers or analysts (Villegas, June). Interviews with important stakeholders, policymakers, experts, activists of gender wage gap served as the primary source of information for this thesis. These interviews offer first-hand knowledge, experiences, and viewpoints on the topic at hand. The secondary data sources, in addition to interviews, include academic research conducted previously and ongoing in

the field of policymaking and gender studies alongside; policy documents, statistical data, organizational reports, and media sources, listed below.

#### California:

1. California Labour Code - State legislation that addresses a range of labour and employment issues, including pay equity.
2. The California Department of Fair Employment and Housing (DFEH) is the state agency in charge of upholding ethical hiring procedures.
3. The California Fair Wage Act (CFPA) is a state law that addresses wage parity for women.
4. California Open Data portal
5. Title VII of the Civil Rights Act of 1964 is the federal legislation that forbids sex-based job discrimination.
6. California court cases involving pay discrimination.

#### Luxembourg:

1. Supreme law of the Grand Duchy of Luxembourg 1868, present constitution
2. Luxembourg Ministry of Equality between Women and Men- The government agency in charge of advancing gender parity.
3. National Institute for Equal Opportunities between Women and Men- An organization that promotes pay justice and gender equality.
4. National Data Centre in Luxembourg
5. Luxembourg Labour Code- - Laws addressing different labour and employment issues, such as wage equity.
6. Cases of gender pay discrimination in Luxembourgian courts.

#### Philippines

1. Open Data Philippines portal- online archive of public data from different government departments.
2. 1987 Constitution of the Republic of the Philippines
3. Philippine Labour Code- - Laws managing labour and employment issues, including clauses addressing equal pay.
4. Philippine Commission on Women- - A government organization that promotes women's rights and gender equality.

5. Budgetary Policy for Gender and Development (GAD)
6. Magna Carta of Women- Law defending and advancing women's rights, including pay equality.

These sites provide insightful data on current laws, programmes, statistical patterns, and society viewpoints concerning the gender wage gap. The thesis will benefit from both qualitative and quantitative perspectives by combining secondary data with interviews, offering a thorough analysis of policies and measures to address the gender wage gap in California, Luxembourg, and the Philippines.

### **3.8 Data Analysis**

The Advocacy Coalition Framework (ACF) will be used in this study's data analysis to analyze the policies and initiatives to close the gender wage gap in California, Luxembourg, and the Philippines. Applying the ACF elements to analyze policy processes, stakeholder interactions, and policy results will be the primary data analytic technique. An analysis of the historical background of gender pay policies in the three regions will also be conducted, to give more context to the subject matter.

A qualitative data analysis method called thematic analysis will also be employed, which entails reading over a data collection (such the transcripts of in-depth interviews or focus groups) and searching for patterns in meaning to identify themes. The generated interview themes are consistent with the goal of the study.

To fully understand the data through thematic analysis, the researcher must actively reflect on their own experiences (Delve, 2023). A complete knowledge of the policies/strategies and the subjective aspects of the gender pay gap in each region will be possible thanks to the combination of the ACF and thematic analysis. To answer the study's research questions and objectives, the results from both data analysis methods will be combined.

### **3.9 Limitations of study**

is important to recognize essential limitations that could affect the applicability and depth of our findings. First off, California, Luxembourg, and the Philippines were the three regions on which our research was concentrated. Despite the insightful information these locations supplied, the policies and strategies chosen could not adequately reflect the variety of techniques used in other parts of the world. The cultural, economic, and political conditions of different locations may have an impact on



the efficacy and applicability of the tactics presented. Bias and subjectivity in data collection and analysis are possibilities in any qualitative investigation. We might have been impacted by our own viewpoints and biases while interpreting interview replies and policy papers. Although we took steps to reduce bias, it is important to understand that qualitative research has this drawback (Lynn Institute, 2023).

Furthermore, it's possible that not all circumstances can easily use the study's conclusions and suggestions. Our interviewees' viewpoints and experiences are representative of demographic groups, and unique situations may vary. Therefore, caution must be exercised when projecting the findings to broader groups. The results should not be extrapolated to bigger populations without caution as a result. Time restrictions also influenced the breadth and depth of the study. To carry out in-depth interviews, look over policy documents, and compile results requires a lot of time and money. Even though we tried to go into detail on every pertinent topic, time limits might have stopped us from giving some topics more attention than others. The policy environment is also continually changing. The policy priorities, execution, and results may have changed since the time covered by our analysis. Further study would be needed to evaluate developments across time to reflect the dynamic character of policymaking and its impacts on the gender wage gap.

## Chapter 4

### The Historical Context of Policy for the Gender Pay Gap

*"Experts predict that it will take 40 years for the salary gap to close, making it a very critical issue.*

*We don't need to wait 40 years.*

*— Patricia Arquette*

#### 4.1 Introduction

The wage disparity between men and women continues to be a widespread problem around the world, preventing advancements in economic empowerment and gender equality. Men and women still earn differently, despite great advancements in other areas. The 2022 Gender difference Report estimates that it will take 151 years to eliminate the economic gender difference (World Economic Forum, 2022). This chapter, historical review, aims to present a thorough analysis of the historical background of the policies and programs that address the gender wage gap in California, Luxembourg, and the Philippines. It chronicles the evolution of gender pay policies over time, examines the effects of earlier laws and efforts, and investigates the historical context of gender pay inequities. The chapter also analyses patterns and persistent problems that have slowed down efforts to achieve gender pay fairness. The chapter prepares the ground for the examination of current gender pay gap policies and tactics in the three areas by understanding the historical context.

#### 4.2 Measurement of the Gender Pay Gap

According to an article by Gould, Schiefer, & Geier (2016), a measurement of how much less women earn than men is called the gender wage gap. To calculate this ratio, which is frequently expressed as a percentage or in monetary terms, women's incomes are typically divided by men's salaries. This reveals how much is paid to a woman for every dollar made available to a male. This gender pay ratio is typically estimated for year-round, full-time employees and compares the median "typical" yearly wages of men and women (for hourly wage and salaried workers); when calculated in this way, the current gender pay ratio is 0.796, or, given as a percentage, it is 79.6%. So, for every dollar a man makes, a woman makes about 80 cents.

Benjamin & McNichols (2020), notes that there is an approximate 16% gender pay gap in California, meaning that women make on average 84 cents for every \$1 made by males. However, California is still one of the few states in the United States leading with regards to gender pay gap. The only EU member state where equal pay has been achieved so far is Luxembourg. According to the Eurostat report for 2021, women's gross hourly wages in the EU were, on average, 13% lower in 2020 than men. Luxembourg has the narrowest pay differences (0.7%) (Research Luxembourg, 2022). The Philippines is ranked 19th out of 146 nations in the Global Gender Gap Index according to the World Economic Forum's Global Gender Report 2022.

### **4.3 Historical Context**

#### **4.3.1 California, United States of America.**

To understand the Policy interplay in California it is inherent to look through the evolution of gender pay policies in the United States.

The social and economic variables that have affected women's participation in the workforce overtime are at the heart of the historical backdrop of gender pay gap legislation in the United States. Women were mainly barred from the formal labour market before World War II, and those who did work frequently did so in low-paying jobs that were referred to as "women's work" (Newton, 2019). Although there has probably been a gender wage disparity since the beginning of civilization, it wasn't until the 1860s that it was raised as a political issue in the United States under the slogan "Equal Pay for Equal Labour." Among the movement's most enthusiastic supporters were women's rights activists Susan B. Anthony and Elizabeth Cady Stanton. They made arguments for reducing the pay gap in their publication *The Revolution* and other writings. In the end, women in the United States were granted the right to vote with the ratification of the 19th Amendment to the Constitution in 1920. However, the salaries were still different (Daugherty & Rasure, 2023).

#### **i) A Misguided Effort to Close the Gap in the 1940s**

More women than ever before entered the American workforce during World War II. As a result, when the war was over, equal pay for female workers became a new priority. Congresswoman Winifred Stanley introduced the first bill in 1944 to guarantee equal pay for women. House Resolution 5056 was introduced with the goal is to "make it an unfair labour practise to discriminate against any employee, in the rate of salary provided, on the basis of se. Even though

her bill was rejected, equal pay legislation was offered every year. But those bills were unsuccessful in the passing year after year. Local newspapers continued to publish help-wanted ads that distinguished between "Male Help" and "Female Help" notwithstanding Congresswoman Stanley's early advocacy until 1958 (Watkins, 2020). The landmark "Prohibiting Discrimination in Pay on Account of Sex" law introduced by Winifred Claire Stanley was an effort to close the gender pay gap in the United States. Although the bill was not passed into law, it was a significant early attempt to address the issue of pay discrimination and it paved the way for subsequent legislative initiatives.

### **ii) The 1960s: Significant Achievement for Equal Pay and Civil Rights**

The feminist movement raised awareness of gender disparity in the workplace during the 1960s and 1970s. and as a result, the Fair Pay Act of 1963, and the Civil Rights Act of 1964, which forbade sex-based job discrimination, were passed.

The Fair Pay Act of 1963, which made it illegal for employers to pay men and women differently for the same work, was one of the first pieces of legislation. Unfortunately, it has been challenging to execute this regulation, although the Fair Pay Act was a significant turning point in the struggle for pay equity and paved the stage for subsequent legislative initiatives to close the female wage gap. It wasn't the ideal solution, though, as it had a few flaws that allowed employers to pay men and women different amounts for presumably having different levels of responsibility or expertise (Reilley, 2021). Furthermore, no enforcement or monitoring mechanisms were established under the act, allowing businesses to break the rules without worrying about serious repercussions. Despite these drawbacks, the Fair Pay Act of 1963 was a crucial first step in the struggle for pay equality and paved the ground for subsequent legislative initiatives to close the female wage gap. The Pregnancy Discrimination Act of 1978, the Lilly Ledbetter Fair Pay Act of 2009, and Title VII of the Civil Rights Act of 1964 were among the laws that were created in the decades that followed to increase protections against wage discrimination (Equal Employment Opportunity Commission., 2023).

### **iii) The 1970s and the 1980s: An Argument for Comparable Worth**

In the 1970s and 1980s, the concept of comparable worth—also referred to as pay equity—became widely accepted. Supporters of the proposal called attention to pay inequalities between workers in jobs that, while not identical, may be compared in terms of duties, skills, and value to the business. They asserted that the differences typically resulted from earlier prejudice because of those

inconsistencies. (Daugherty & Rasure, 2023). The idea was that traditionally female-held professions like nursing and teaching were devalued and underpaid in comparison to typically male-held professions like engineering and law. To avoid discrimination, salaries should be determined by a job's skills, responsibilities, and working conditions rather than by gendered preconceptions, according to supporters of similar worth. (Hartmann, 2016). When a group of female office workers in Minnesota launched a lawsuit, arguing that their positions were undervalued and underpaid in comparison to jobs generally held by men, the idea of similar worth gained traction. Even though the case was ultimately dismissed, it raised awareness of pay discrimination across the country and fuelled the movement for comparable worth policies (Orlay, 2020).

The Equal Employment Opportunity Commission (EEOC) chair during the Carter administration, Eleanor Holmes Norton, identified similar worth as "the issue of the 1980s." The following administration, that of Ronald Reagan, vehemently opposed it though. According to reports, Ronald Reagan, who was president at the time, referred to it as "Mickey Mouse, a cockamamie idea...[that] will destroy the basis of free business." Although making little progress at the federal level, pay equity and equivalent worth laws have been passed in several states (Daugherty & Rasure, 2023).

However, corporations and some politicians fiercely opposed it, claiming that it would be too challenging to execute and result in job losses. In the end, only a few governments adopted comparable worth regulations, and by the 1990s, the idea had lost momentum (Hartmann, 2016). The idea of equivalent worth brought attention to the necessity for remuneration to be determined by a job's duties and skills rather than by gender-based prejudices.

#### **iv) The Contemporary Gender Pay Gap Policies**

Despite improvements in the law over the past century, the pay gap has been challenging to close. In 1960, women who worked full-time made around 60 cents for every dollar earned by men, according to President Kennedy's statement when he signed the Fair Pay Act (Dowell, 2022). Even though the rates gradually rose over the ensuing 30 years, it wasn't until 1990 that they hit 70 cents (Daugherty & Rasure, 2023).

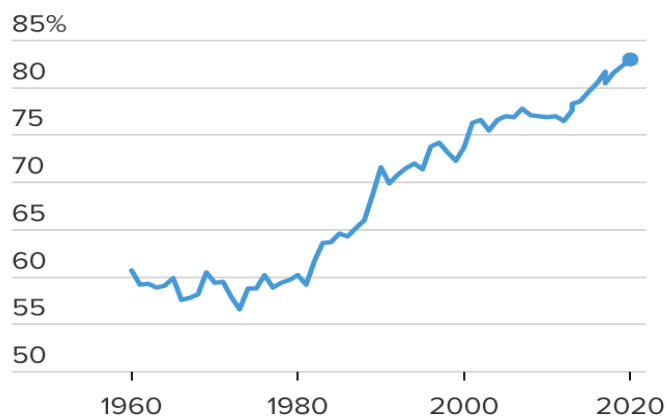
Positively, women's total salaries have increased since 2000. By 2021, full-time female employees earn \$51,226 annually on average compared to \$40,156 in 2000. The typical annual salary of male full-time employees rose from \$49,192 in 2000 to \$68,502 in 2021. (U.S. Bureau of Labour

Statistics, 2021). This suggests that during the previous 20 years, the gender pay gap has decreased. According to the (National Women's Law Centre, 2021), despite these advancements, women still only make 83 cents for every dollar earned by males. See table below.

*Figure. 1- Median pay for year-round, full-time employees who are 15 years old or older. Income and Poverty in the United States: 2020, U.S. Census Bureau (Iacurci, 2022).*

### Ratio of female vs. male wages

In 2020, women were paid 83 cents for every dollar in male wages



Note: Median earnings of full-time, year-round workers 15 years and older.

Source: U.S. Census Bureau, "Income and Poverty in the United States: 2020"



#### Description:

- The easiest way to quantify the difference is as follows: The U.S. Census Bureau estimates that in 2020, women earned 83 cents for every dollar earned by males. (The analysis calculates the median pay for full-time, year-round employees who are at least 15 years old) In other words, it would take about 40 more days of work for women to make a comparable salary (Iacurci, 2022).

States have recently started to enact their own legislation to narrow the gender pay gap. For instance, California enhanced its current equal pay law by passing the California Fair Pay Act in 2015, which mandates that companies pay men and women equally for "substantially equivalent" labour rather than merely "equal" work (Miller, 2022).

Organizations have also taken action to reduce the gender pay gap in addition to federal and state laws. According to (Institute for Women's Policy Research (IWPR), 2022) some businesses have established policies like parental leave and flexible work schedules to support women in the workforce, while others have conducted pay audits to identify and fix any pay inequities. More extensive regulations are now being recognized as being necessary to close the gender pay gap in recent years. A law mandating enterprises with more than 100 employees to submit salary information broken down by gender, colour, and ethnicity was introduced by the Obama administration in 2016. The Biden administration restored this rule in 2021 after the Trump administration had suspended it.

A task team to investigate the gender wage gap and recommend further measures has also been established in California (California Department of Industrial Relations, 2022). According to Governor Newsom, the policies of California are effective because they place a strong emphasis on pay equity, transparency, and protection against retaliation. These laws seek to address both the direct and indirect causes of the wage gap by ensuring equal compensation from companies and banning queries into salary histories. Additionally, they foster a fairer and more transparent atmosphere for salary negotiations and debates (Office of Governor Newsom, 2022). The National Women's Law Centre (2021) however highlighted that the efficient application and enforcement of these policies nevertheless face difficulties. Employers and employees need to be more aware of and knowledgeable about their legal rights and responsibilities. Additionally, the continued prevalence of implicit prejudices and occupational segregation may restrict the full impact of these regulations on reducing the gender wage gap.

#### **4.3.2 Luxembourg, North-western Europe**

The historical background of Luxembourg's gender pay gap policy is intimately related to wider European advances in gender equality. Luxembourg's dedication to gender equality is a result of its membership in the EU (European Commission, 2023). Directives and guidelines issued by supranational institutions with the goal of advancing gender equality have an impact on Luxembourg as an EU member state.

##### **i) The Equal Treatment Act of 1976**

A special place is reserved for the Equal Treatment Act of 1976 in Luxembourg's initiatives to close the gender wage gap and advance workplace gender equality. This important piece of legislation,

formally referred to as "Loi du 28 janvier 1976 sur l'égalité de traitement entre hommes et femmes" in French, was passed to prohibit gender-based discrimination in a variety of employment-related contexts (Thorn, 1976).

The Act strongly opposes both overt and covert gender discrimination in areas including recruiting procedures, compensation, promotions, and training opportunities. With a focus on the idea of equal pay for equal labour, its main goal is to create a legal framework that promotes equality of treatment between men and women in the workplace. Luxembourg made a significant advancement in addressing salary inequalities and establishing a just and equitable workplace by enshrining these provisions in law (EIGE, 2022).

Luxembourg established the Centre for Equal Treatment (Centre pour l'égalité de traitement, CET), an independent public entity, to ensure the proper execution of the Equal Treatment Act (Portail du Ministère de L'Egalite entre les femmes et les hommes, 2021). The CET is essential in observing and upholding the Act's obligations and provides invaluable tools, knowledge, and assistance to those who have experienced discrimination (CET – The Centre for Equal Treatment, 2006).

**ii) The Convention on the Elimination of All Forms of Discrimination against Women 1988.**

The Act of 15 December 1988 in Luxembourg adopted the Convention on the Elimination of All Forms of Discrimination Against Women, and it was ratified on 2 February 1989. The Convention became effective for Luxembourg on March 4, 1989, in accordance with article 27, paragraph 2. The United Nations set out a new course in 1979 to better the condition of women, and Luxembourg joined it late. This move was novel since it was the first to adopt a document that dealt exclusively with discrimination against women (United Nations, 1996).

**iii) Paragraph 2 of Article 11 of the Constitution of Luxembourg.**

Gender equality is guaranteed under paragraph 2 of Article 11 of the Luxembourgish Constitution: "Women and men are equal in rights and duties. The State actively promotes the removal of any barriers to equality between men and women that may exist (EIGE, 2022)

In fostering gender equality and gender mainstreaming, Luxembourg has adhered carefully to the documents, guidelines, and legal frameworks of the European Union (EU) and the United Nations



(UN). The main method used to incorporate gender equality into Luxembourg's domestic legislation was the transfer of EU regulations (EIGE, 2022).

The fact that this clause is a part of Luxembourg's Constitution shows that the importance of gender equality as a core value of the country has long been acknowledged. It offers a legal framework that gives the government the authority to actively advance equality and endeavor to remove barriers that prevent treating women and men equally.

#### **iv) 2018 Coalition Agreement**

The "2018 Coalition Agreement" (Accord de coalition de 2018) strategy includes a goal for gender equality. It was put together by the three major political parties and has a section on gender equality. The following topics are covered: gender pay disparity, representation of women in decision-making, combating sexist media stereotypes, and violence against women and domestic abuse (European Commission, 2018). Following the results of the elections held in Luxembourg in October 2018, the government coalition, which consists of the Liberals (DP), Social Democrats (LSAP), and Greens (Déi Gréng), was extended. This Coalition Agreement, outlining the incoming administration's five-year plan, as well as its goals for integration and migration, was published (European Commission, 2018).

#### **V) The Contemporary Gender Pay Gap Policies- Luxembourg**

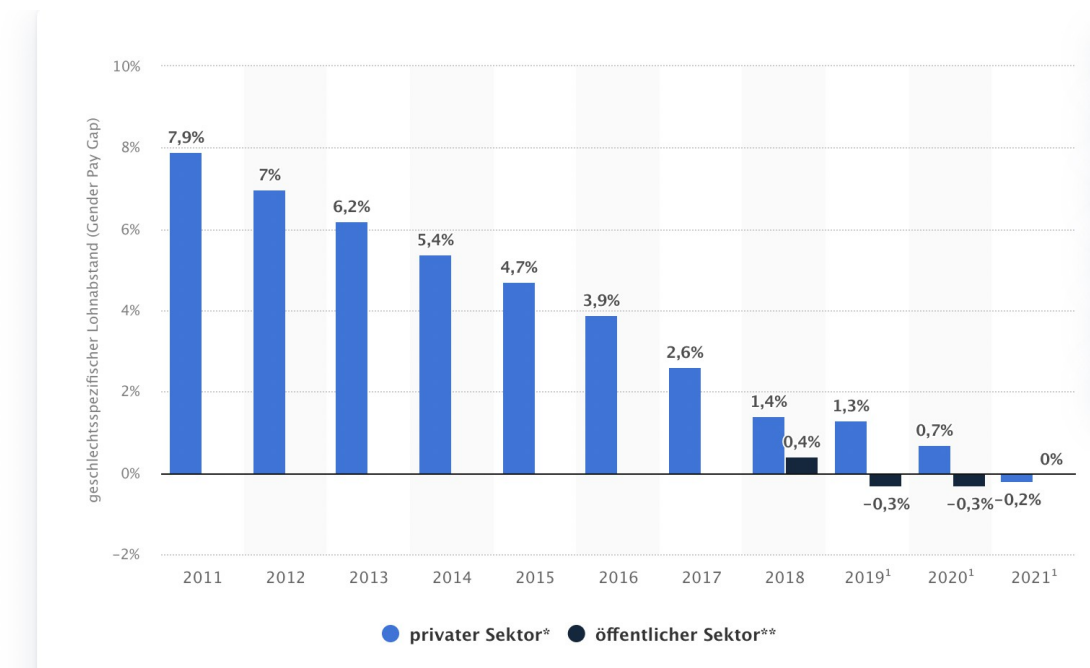
Luxembourg has reaffirmed its commitment to reducing the gender wage gap in recent years by introducing additional legal measures and policy initiatives. A law enacted in the nation in 2006 mandates that businesses carry out a gender pay audit every five years to identify and remedy salary inequalities (Portail du Ministère de L'Egalite entre les femmes et les hommes, 2021). This audit requirement places a strong emphasis on accountability and openness in advancing pay equity. The (European Institute for Gender Equality, 2022) reports that Luxembourg has also worked to eliminate occupational segregation, encourage work-life balance, and offer training and educational initiatives aimed at lowering gender-based salary discrepancies. Luxembourg's dedication to gender equality and its continued commitment to closing the gap are reflected in these historical policy initiatives.

Per a report by RTL Today (2023), Men make 12.7% more money per hour than women do on average in Europe. In addition to Belgium, Germany and France also have significant differences:

17.6% and 15.4%, respectively, as opposed to "only" 5% in Belgium. Romania (3.6%), Slovenia (3.8%), Austria (18.8%), Estonia (20.5%), and the Grand Duchy have the biggest differences. The only EU member state where equal pay has been achieved so far is Luxembourg. From 10.7% in 2006 to 5.4% in 2014 and 1.4% in 2018, the GPG has steadily dropped.

The elimination of the gender pays gap, and all other types of gender inequality has recently risen to the top of the political agenda. In 2015, the Luxembourg Ministry of Gender Equality was established. Contrary to other EU ministries, gender equality is its exclusive area of interest (LeRoy, 2021). According to the Luxembourg Law of December 15, 2016, it is unlawful to pay men and women differently for performing the same task or work that is worth the same amount of money. Plasman (2002), further highlights that the salary policy in place in Luxembourg, such as the automatic and wage indexation or the biannual adaptation of the minimum wage, is significantly influenced by the social policy tools. As a result, the pay setting process frequently ignores any factors related to the evolution of labour factor productivity. Additionally, Luxembourg joined the Equal Pay International Coalition (EPIC), Luxembourg reaffirmed its commitment to a just and inclusive workplace by joining EPIC. To advance further, they expect to be able to share effective techniques. They can secure equal remuneration in the long run through cooperation and the sharing of experience and knowledge (International Labour Organization, 2021).

Figure. 2- Luxembourg: From 2011 to 2021, the gender pay disparity (in proportion to the typical gross hourly salary for males) (Urmersbach, 2023)



## Description

- The gender pay gap (also known as the salary disparity or gap) between men and women in Luxembourg's private sector in 2021 is -0.2% of the average gross hourly wage of males. Therefore, women in Luxembourg's private sector earn an average gross hourly salary that is 0.2 percent more than that of men. In Luxembourg's public sector, women will make 0% less money on average than males in 2021. This statistic displays the gender pay gap between men and women in Luxembourg from 2011 to 2021 (as a percentage of the average gross hourly earnings of males) without making any adjustments for either gender. The source claims that sectoral and occupational gender inequalities as well as unique traits of employed men and women can partially account for the salary discrepancy (Urmersbach, 2023).

### **4.3.3 Philippines, South- East Asia**

The rich history of women's activism and the fight for gender equality in the Philippines serves as the historical backdrop for measures addressing the gender wage gap in that nation. The Philippines has a long history of women's movements fighting for equal rights and opportunities, which has greatly influenced the development of laws addressing gender equality, particularly those addressing the gender wage gap.

#### **i) Labour Code of 1972**

The Labour Code, which the Philippine government passed in 1972, had clauses on equal compensation for equal work. It declared that the State would defend labour, support full employment, ensure that everyone has an equal opportunity to work, regardless of sex, race, or creed, and govern interactions between workers and employers. The state must protect workers' rights to self-organization, collective bargaining, tenure security, and fair working conditions (International Labour Organization, 1974). This law demonstrated how important pay equity is to the government and set the stage for resolving gender-based salary inequities. An important step in the fight against gender-based wage discrimination was the formal introduction of equal pay rules in the Labour Code.

#### **i) The Magna Carta of Women (Republic Act No. 9710)**

A comprehensive human rights law for women, the Magna Carta of Women (MCW) seeks to abolish discrimination by recognising, defending, upholding, and promoting the rights of Filipino women, particularly those who come from disadvantaged social groups. It provides definitions for gender discrimination, state obligations, real equality, and temporary extraordinary measures. It is the provisions of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) that have been translated into local language. Additionally recognised as a text pertaining to human rights is the International Covenant on Economic, Social, and Cultural Rights (ICESCR) (Philippine Commission on Women, 2023).

A variety of rules and regulations are outlined in the Magna Carta of Women to advance gender equality at work. It highlights the need to make sure that women are paid fairly and equally for their labour, emphasizing the notion of equal pay for work of equal value. The law (Republic Act No. 9710, 2009) forbids wage discrimination based on gender and requires employers to pay employees equally for labour of equivalent value, regardless of the employee's sex.

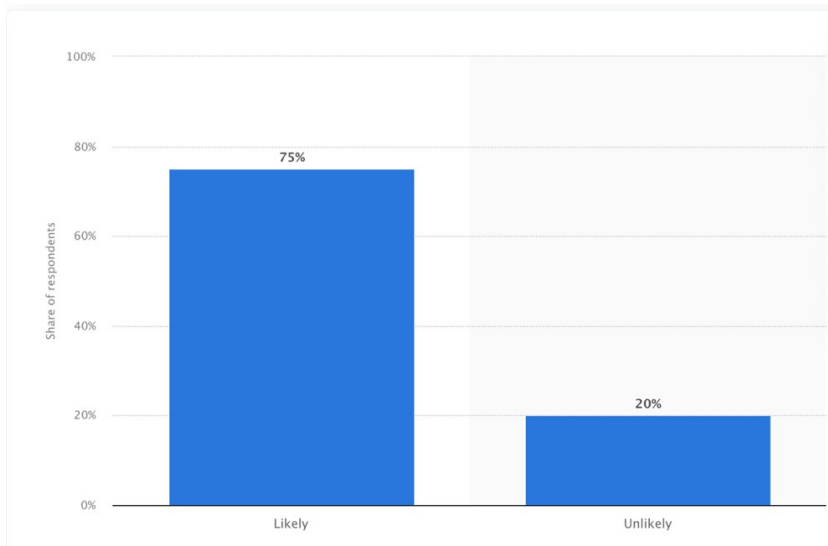
The Magna Carta of Women addresses several areas of gender equality in the workplace in addition to its equal pay clauses. To ensure equal access to work opportunities, career promotion, and skill development for women, it requires the formation and implementation of gender-responsive human resource policies and programmes (Republic Act No. 9710, 2009). To promote women's full and productive involvement in the workforce, the law also recognizes the value of work-life balance and demands for the provision of support services, such as nursery facilities (Philippine Commission on Women, 2023).

## **ii) Establishment of the Philippine Commission on Women, 1975**

Numerous institutions and mechanisms have been formed to guarantee the successful execution of the Magna Carta of Women. The main policymaking and coordinating body for gender equality and women's empowerment in the nation is the Philippine Commission on Women (PCW). The PCW is crucial in assessing how the Magna Carta of Women is being implemented and promoting full adherence to it by public and private organisations. (Philippine Commission on Women, 2023). By virtue of Presidential Decree No. 633, the National Commission on the Role of Filipino Women (NCRFW) was established in 1975. The NCRFW was established, in accordance with the Decree, to "review, evaluate, and recommend measures, including priorities, to ensure the full integration of women for economic, social, and cultural development at national, regional, and international levels

and to ensure further equality between men and women." (Foundation of Media Alternatives, 2017).

*Figure. 3: Percentage of Filipino respondents who believed that by January 2020, women and men could both be paid equally for the same work (IPOS, 2021)*



#### Description.

- In the Philippines, Ipsos conducted a survey and found that most participants thought women would earn the same as men in 2020. Only 20% of those who responded to the survey expressed pessimism about the gender pay disparity in the nation (IPOS, 2021).

The gender pay gap is a topic that is receiving more attention and support in the Philippines. The nation has laws requiring equal pay for equal work, demonstrating a purposeful move towards pay equity despite hurdles (Amido, 2023). The Philippines, which came in at number eight on the Global Gender Gap Index 2018, is the only nation from ASEAN to do so (Australian Aid, 2019).

The Labour Code, which forbids gender-based wage discrimination and assures equal pay for labour of comparable value, is one of the most significant policies in the Philippines. The Philippines has signed 34 ILO conventions and is a signatory to all the fundamental United Nations human rights covenants and treaties. The country's constitution guarantees the fundamental equality of women and men before the law under Section 14 of Article II and Section 3 of Article XIII (the Bill of Rights), respectively. The Labour Code's Article 3, Chapter 1, and Republic Acts 6725, 7192, 7877, and 8551 all guarantee the protection of fundamental human rights, including

provisions against discrimination. (Asian Development Bank, 2021). The government has made a big effort to support women's economic empowerment to further gender equality and reduce the gender pay gap. There are programmes for skill development, increased access to loans and financial resources, and initiatives to promote company development among women. With these initiatives, women's economic chances will be improved and their involvement in higher-paying industries will rise (Philippine Commission on Women, 2023)

*Figure 1: Summary of Past and Present Initiatives and Policies for Gender Pay Gap in the three regions.*

<b>Region</b>	<b>Important Initiatives and Policies</b>
California (United States)	<p>The California Fair Pay Act (CFPA) uses legal mechanisms and transparency to advance pay equity (California Department of Industrial Relations, 2022).</p> <p>Actions taken to close the leadership gap and increase the representation of women in senior management positions (Grant Thornton International Ltd., 2019).</p> <p>Ongoing programmes to eliminate gender-based discrimination and advance women's equality (Hill, 2016).</p>
Luxemburg (Western Europe)	<p>The Law of February 23, 1973, prohibits both direct and indirect wage discrimination based on gender (Grand Duchy of Luxembourg, 2004 )</p> <p>The National Institute for Equal Opportunities between Women and Men carries out research and promotes gender</p>

	equality (EIGE, 2023).
Philippines (South-East Asia)	<p>Equal pay for comparable work is guaranteed under the Labour Code, which forbids gender-based wage discrimination (Philippine Commission on Women, 2023).</p> <p>Magna Carta of Women (2009) fights to eliminate prejudice against women, notably in the workplace (Equal Rights Trust, 2019).</p> <p>Strong focus on empowering women economically through business support and skill development (Equal Rights Trust, 2019).</p> <p>The Philippine Commission on Women supervises initiatives to mainstream gender in society and the workplace (Philippine Commission on Women, 2023)</p>

#### 4.4 Causes of the Gender Pay Gap

The gender wage gap varies by area and is influenced by numerous factors. According to the California State Senate (2017), demonstrates the impact of occupational segregation in California, the labour that women do is valued less than the job that men do simply because it is performed by women, not because they are lured to low-paying industries out of a desire for low compensation. Few would contest that males are paid more for keeping an eye on cars as parking lot attendants than women are for keeping an eye on kids as creche providers, yet the former is labour that is more intrinsically valued (Miller K., 2018). Also, Mak & Liang (2015), underscore that the most heinous employers that engaged in deliberate discrimination against women may be able to provide some

justification for the gender pay disparity. Employers hardly ever acknowledge purposefully discriminating against women. This has left female workers in the challenging position of having to demonstrate that the employer was inventing justifications for the gender wage disparity.

Women are also much more likely than men to take professional breaks, according to the European Parliament (EP) (2023). In the EU, a third of working women in 2018 took a leave from their employment to care for a child, compared to 1.3% of men. Some work decisions made by female employees are influenced by care and family responsibilities. They also stated that fewer women hold executive positions; in the EU in 2020, only 34% of managers were female, even though women make up over 50% of the workforce. When comparing wages across different professions, female managers have the biggest disadvantage because they earn 23% less per hour than male managers. (European Parliament (EP), 2023).

Amido (2023) agrees that in the Philippines the preponderance of women in lower-paying jobs is one of the causes of the gender wage gap. In contrast to men's dominance of higher-paying positions like managers and executives, women are frequently restricted to roles that are typically female, such as administrative and clerical work. Women frequently have limited access to education and training, which restricts their options for employment and income potential. Additionally, he notes that the non-application of equal pay laws is another factor contributing to the gender wage gap. Several regulations in the Philippines mandate equal pay for equal work, but these are not always upheld, and many firms still pay women less than males for the same jobs. He further underscores that gender wage gap is also influenced by gender discrimination. Women are frequently paid less than men with the same qualifications and experience, and they frequently face discrimination in recruiting and promotion decisions (Amido, 2023).

Different factors in distinct regions have an impact on the gender wage gap. In California, occupational segregation causes some industries to undervalue the work of women, and some employers actively discriminate against them, which furthers the wage gap. Lower compensation is a result of underrepresentation of women in senior positions and women taking career pauses to care for family members in Europe. The Philippines' gender pay gap is a result of gender discrimination, a concentration of women in lower-paying jobs, and noncompliance with equal pay rules. Targeted policies and methods to advance gender pay parity are needed to address these problems.



#### **4.5 Consequences of the Gender Pay Gap**

According to Kleven, Landais, and Sogaard (2019), lower lifetime wages, smaller retirement savings, and greater poverty rates are some of the long-term implications of the gender wage gap on women's financial security. Francine & Kahn (2017) agrees that it mirrors a larger issue of gender inequality in the job market, where women frequently face impediments to progression and leadership positions and are concentrated in lower-paying industries.

The economic security of women is significantly and permanently impacted by the gender wage gap in the United States. Less money saved for retirement and fewer Social Security benefits due to lower lifetime earnings for women results in higher rates of old age poverty. For instance, National Institute on Retirement Security research discovered that women have an 80% higher chance than men of being indigent by the time they are 65 or older (Weller, Saad-Lessler, & Bond, 2020). Women's ability to invest in education and training is also impacted by the gender pay gap, which reduces their possibilities for professional advancement and higher-paying positions (Hartmann & Hegewisch, 2014).

According to a post by Catalyst (2022), regarding advancement and leadership, women are hindered in most industries. Unconscious bias, a lack of networking and mentorship opportunities, and the disproportionate impact of family obligations on women are just a few of the causes of this. As a result, women are frequently underrepresented in positions of leadership, holding only 29% of senior management positions in the United States (Grant Thornton International Ltd., 2019). There are now just six states with female governors (New Hampshire, New Mexico, Oklahoma, Oregon, Rhode Island, and South Carolina), and only one in five members of the U.S. Congress are women. However, the leadership gap is not only present in business and politics; it is also present in many other institutions, including unions, religious organizations the legal industry, academia, and many others (Hill, 2016).

#### **4.6 Stakeholder Collaboration and Conflict in gender pay gap policies in California, Philippines, and Luxembourg**

Conflict and stakeholder engagement are significant factors to consider when developing and implementing gender pay gap policies especially when analysing through the lenses of the Advocacy Coalition Framework (Weible C. M., 2006). According to Weible, stakeholders must be

identified along with their opportunities and constraints to assess the likelihood that a strategy, venue, or alternative will be successful in causing or inhibiting belief and policy change. Policymakers can better understand a policy subsystem's dynamics by using stakeholder analysis. It offers a broader perspective than political feasibility analysis, which tends to focus on the chances of successfully implementing a particular policy choice for a particular problem. Instead, stakeholder analysis focuses on tracking the actions of numerous stakeholders while using a variety of strategies in a variety of situations. (Weible C. M., 2006).

Stakeholder analysis is followed by conflict analysis. This involves assessing how the stated interests and goals relate to the development project's objectives, conflict, or complement one another, are influenced by the stakeholder relationships that currently exist, and most likely will determine the stakeholder relationships that exist in the future. (Poolman, Muchaneta, & Senzanje, 2013).

An enormous rise in collaborative management is a current trend in natural resource governance. The nature of political coalitions and the potential for debate and learning to spread beyond rival coalitions are key factors in how well these arrangements work out. Therefore, a crucial task in policy analysis is identifying the factors that lead to coalition formation and maintenance, and the Advocacy Coalition Framework (ACF) has been extensively used to this end (Matti & Sandström, 2010).

Frequently, partnerships, roundtable discussions, and public consultations are used to facilitate cooperation amongst partnerships. Governmental organizations that bring together stakeholders and provide forums for discussion include the California Department of Fair Employment and Housing (California's Civil Rights Agency, 2023) and the California Commission on the Status of Women and Girls. The California Equal wage Pledge, which aspires to make the wage gap the smallest in the nation, was developed in collaboration by the Office of the First Partner, the California Commission on the Status of Women and Girls, and the California Labour and Workforce Development Agency (Office of Governor Newsom, 2022). They encourage businesses to join the Equal Pay Pledge and commit to closing the pay gap, reviewing hiring and promotion procedures to eliminate unconscious bias and structural barriers, and conducting an annual company-wide gender pay analysis in order to ensure fundamental equity for all workers (Office of Governor Newsom, 2022).

But conflict can occur when viewpoints and interests diverge. Employers would worry about the financial effects of pay fairness initiatives, while advocacy groups might push for more forceful legislation changes. Tensions with employers may result from labour union demands for increased worker protections and remedies. Also, a corporation needs the cooperation of the finance team, strong sponsorship and ownership from senior leadership, and a long project list from human resources (HR) to close an existing pay gap. To select an acceptable benchmarking data collection, carry out their own benchmarking study, and validate the findings across titles and tenure, they must collaborate with senior leadership. When you consider the quantity of resources required, the competing priorities, and the everyday tasks, the scope of that work maybe overwhelming (Spurling, 2022).

To successfully navigate these problems, excellent communication, negotiation, and compromise are required. Stakeholders must come together and cooperate towards similar objectives, like closing the gender pay gap and advancing equality for all. Building trust among stakeholders and promoting collaboration can both be facilitated by open communication and participatory decision-making.

Various stakeholders, including government agencies, women's rights organizations, labour unions, employers' associations, and civil society groups, have an impact on gender pay gap policies in the Philippines. For complicated issues like societal norms, discrimination, and unequal opportunities that contribute to the pay gap to be addressed, cooperation amongst various parties is essential. Coordination of stakeholder initiatives is heavily influenced by government organizations like the Department of Labour and Employment and the Philippine Commission on Women. To involve stakeholders in establishing gender pay equity initiatives, they organize consultations, workshops, and policy discussions. The agency claims that the Philippine Commission on Women informed all government agencies, non-governmental and civil society organisations, academia, and other stakeholders of this development. These stakeholders have steadfastly supported the causes and initiatives aimed at reducing gender gaps. Attorney Kristine Rosary E. Yuzon-Chaves, the PCW's executive director, stated,

*"We applaud everyone who has persistently worked to ensure that every Filipino has equal access to resources and opportunities, regardless of their sex or gender identity, and we salute this outstanding accomplishment."*

(Philippine Commission on Women, 2023)

Different priorities and power dynamics can lead to conflicts. The long-standing argument that the social belief that males make most decisions and that women are unsuited for positions of authority is reinforced by the underrepresentation of women in these fields (Cheng, 2023). And because of this perception especially in highly traditional regions like the Philippines, some employers who have this conscious or unconscious bias may argue about the operational feasibility of bridging the pay gap. Employers may object to some policy changes owing to a variety of reasons, while unions may push for tougher enforcement measures and worker safeguards. The push for extensive legislative reforms may come from women's rights organizations.

Through a variety of legislative initiatives, Luxembourg has been actively addressing the gender wage gap. The Labour Code of Luxembourg has included an equal pay provision since 2016. Pay disparities are now illegal. This clearly indicates that businesses must uphold equal pay. Employees have the right to express their concerns and ask for equal remuneration for work of equivalent worth. This offers a crucial foundation (International Labour Organization, 2021). Luxembourg demonstrates a strong commitment to a diverse and inclusive workplace by joining EPIC (International Labour Organization, 2021). The ILO, UN Women, and the OECD are the three organizations leading the EPIC, or Equal Pay International Coalition. Countries, employers' and workers' organizations, the corporate sector, civil society organizations, and UN agencies are all members of EPIC (United Nations; Department of Economic and Social Affairs Sustainable Development, 2017).

To coordinate stakeholder participation, the Ministry of Equal Opportunities and the National Institute for Equal Opportunities are essential. To create and put into effect policies aiming at closing the pay gap, they collaborate with social partners like the Chamber of Commerce and the Luxembourg Confederation of Independent Trade Unions. One of the efforts of this collaboration is the "2018 Coalition Agreement" (Accord de coalition de 2018) strategy which includes a goal for gender equality. All three major parties contributed to its creation, which has a chapter on gender equality. The subsequent subjects are covered: countering sexist media stereotypes, gender pay inequality, representation of women in decision-making, violence against women, and domestic abuse (EIGE, 2020).

Stakeholders in Luxembourg may come into conflict as they negotiate topics like pay equity, pay scales, and the value of various professions. Employers can be worried about how it will affect their ability to compete, siding with the argument that that women are less likely than males to prefer a

competitive setting, despite the fact that they execute the underlying task equally well and that when given the choice between stable and variable salaries, women favour fixed pay more than men (Matthias, Hans-Theo, & Holger, 2016) whereas, trade unions and advocacy organizations might seek for tougher legislative restrictions.

Regular consultations, working groups, and triangular discussions encourage stakeholder engagement to resolve disputes. Employers, employees, and activists for equality must all have their interests considered while making compromises. Conflicts may be managed, and stakeholders' ongoing commitment can be ensured with the help of effective implementation techniques, monitoring systems, and regular reviews.

In conclusion, conflict and stakeholder cooperation are key factors in determining gender pay gap policies in California, the Philippines, and Luxembourg. While disagreements over opinions and interests may lead to conflict, achieving gender pay equity targets requires excellent communication, inclusive decision-making, and compromise. These jurisdictions can seek to close the gender wage gap and advance greater gender equality by encouraging cooperation among stakeholders.

#### **4.7 Policy Implementation and Challenges in gender pay gap policies in California, Philippines, and Luxemburg.**

The process of putting an accepted policy into practise in accordance with legislation or other governmental action is known as policy implementation. The responsibility for carrying out the many government agencies and departments in charge of the concerned policy area has now been expressly entrusted to them. Following the enactment of a legislation into law, a policy is put into effect (Theodoulou & Kofinis, 2004). The role that its actors, especially the public employees tasked with its implementation, play in a policy's outcome is usually in conflict with the goal of the policy. When it comes to putting a policy into action, a civil servant's individual proclivities (ideologies, interests, ways of thinking, etc.) might affect their perceptions and even their intentions. However, it appears that the primary element influencing civil officials' actions is their affiliation with an organization (Jean-François, 2012).

California has taken the initiative to put gender wage gap legislation into effect. By passing laws like the California Fair Pay Act, which demands equal pay for essentially identical labour and outlaws' retaliation against workers who raise their earnings, many jobs advertising in California must start including additional information about potential salaries as of January 1, 2023. SB 1162

improves pay transparency for both potential candidates and current workers in several significant and practical ways (Munoz, 2022). According to the Pay Transparency for Pay Equity Act, businesses with 15 or more employees are required to publish a pay scale in all job ads and, upon request, to give a pay scale specific to the role an employee is currently filling out (Munoz, 2022).

A person has one year from the day they learned of the violation (not when the violation may have occurred) to submit a written complaint to the Labour Commissioner. In accordance with the Labour Commissioner's recommendations, an employee has one year from the date of any retaliation to file a claim of retaliation with the Labour Commissioner. Alternatively, within a year after the retaliation, an employee may bring a civil lawsuit against the employer in court. An employee who wins a retaliation claim under the Labour Code may be granted reinstatement, back pay, interest on back pay, and maybe other remedies (Rosenquist & Visconti, 2023). For instance, if an employer starts paying a female employee less than a male employee for substantially similar work in January 2016 and the employer is unable to use any defences to support the unequal pay, the female employee has until January 2018 to file a claim to seek recovery dating back to January 2016. She can only request reimbursement for the previous two years, or January 2017 and January 2018, if she waits until January 2019 to file a claim (State of California Department of Industrial Relations, 2023).

The Labour Commissioner's Office investigates the employees claim and determines if the employer violated the Equal Pay Act in accordance with California Labour Code section 98.7. The claim will be rejected if the Labour Commissioner's Office finds that there was no breach. The Labour Commissioner's Office will request remedies if it finds that a breach took place. The Labour Commissioner launches a civil case in court to try to recover any pay, interest, and liquidated damages owed to the employee if the employer ignores the Labour Commissioner's demand for remedies (State of California Department of Industrial Relations, 2023).

The successful implementation of these policies still faces obstacles, though. The implementation of pay fairness policies presents one difficulty, strong monitoring systems and sanctions for non-compliance are necessary to ensure legal conformity. Investigation of complaints and enforcement measures are a responsibility of regulatory organizations like the California Department of Fair Employment and Housing. The complexity of wage discrepancies and the resource constraints present difficulties in locating and addressing violations (California's Civil Rights Agency, 2023).

Also, employers that hire across state lines or who might consider hiring workers who work remotely will face special obstacles because of SB 1162's posting requirements. Employers will have to determine if they can retain distinct job ads and processes in various jurisdictions or whether it makes sense to implement a consistent national process as additional countries adopt such regulations (Fisher Phillips, 2022).

The implementation of gender pay gap policies must also consider the importance of education and awareness. A culture of gender equality can be promoted by increasing awareness of the significance of pay fairness and by offering tools to both employers and employees. But continual efforts are needed to effectively communicate information to various stakeholders and to guarantee comprehension and compliance (European Commission, 2023).

The Philippines has taken many actions to put into effect the Magna Carta of Women and the Philippine Equal Pay Law, both of which seek to advance pay parity and get rid of discrimination based on gender. Here are some important actions and efforts that were taken. UN Women and WAND developed the Gender Responsive and Results Based Budgeting (GRRB) programme in 2004 to urge the Local Government Units (LGUs) in the Philippines to include gender-sensitive and results-based frameworks in their development plan (UN Women, 2023). Through this plan, every year, government organizations are required to create a GAD plan, budget, and report. The Philippine Commission for Women (PCW) offers agencies in this area technical support and capacity-building assistance through training, workshops, advisory services, and written guidelines. In addition to the PCW, the National Economic and Development Authority, the Department of Budget and Management, the Department of the Interior and Local Government, and the Commission on Audit serve as oversight bodies for the GAD Budget Policy's execution. One distinctive aspect of GRB in the Philippines is the incorporation of gender audits within the regular audit processes, along with severe penalties for non-compliance (United Nations the Economic and Social Commission for Asia and the Pacific (ESCAP), 2018).

Furthermore, the Philippines government has improved the tools for implementing legislation pertaining to equal pay. Ensuring legal compliance and resolving complaints about pay inequalities are important tasks for the DOLE). The Department of Labour and Employment, sometimes known as DOLE, is a government agency in the Philippines tasked with regulating labour laws and

employment practices as well as upholding workers' legal rights (Department of Labour and Employment (DOLE), 2023).

The period of correction for any violation of the general labour standards is reduced to ten (10) days if a compliance order is issued directing the employer to regularise employees. If this order is appealed to the Office of the Secretary of Labour, the employer cannot fire the employees directed to be regularised while the appeal is pending. The DOLE has the right to perform follow-up inspections of the concerned establishment whenever necessary, even if the establishment produces documentation of its compliance with or remedy of any labour law infractions (Department of Labour and Employment (DOLE), 2023).

Additionally, as the country's primary advocate for gender equality, the Philippine Commission on Women (PCW) spearheads campaigns to increase public awareness of discrimination against women and girls and equal pay. The PCW runs campaigns, workshops, and training programmes to inform companies, employees, and the public on their legal rights and obligations. These programmes seek to increase comprehension and encourage adherence to the laws governing equal pay (Philippine Commission on Women, 2023).

Among the challenges are that In the Philippines, a large share of the labour works in the informal sector. The informal sector in the Philippines employs 15.68 million people, or 38% of the working population, according to the 2018 Informal Sector Survey. Furthermore, its huge numbers resulted in considerable contributions to our growing economy (George, 2023). There are many obstacles to extending the application of equal pay legislation and making sure they are followed in informal contexts. Obtaining legal safeguards is frequently difficult for unorganized workers, who may also be unaware of their rights. Also, for tracking progress and informing policy decisions, accurate and current statistics on wage discrepancies are crucial. However, there can be difficulties in gathering thorough data on salary differences, especially in informal industries and small businesses. Inadequate data might make it difficult to make evidence-based decisions and to evaluate the effectiveness of initiatives (Padayao & Gervacio, 2022). Additionally, due to the long history of colonisation, Filipino culture is patriarchal. Modern women who are assertive in many areas of life are now challenging the notion that women are entirely in charge of taking care of the home, are subordinate to men, are the targets of domestic violence, are a reserve labour force, and are only exploited as sexual objects. However, because of the harsh realities of the global economy and



consumerism, some people experience exploitation, marginalisation, or prejudice (Carlos Antonio, 2000). Beyond implementing legislative measures, the gender pay gap must be addressed on a cultural and sociological level. Pay inequities may be a result of ingrained prejudices, gender biases, and societal expectations. It will take time and societal changes to alter these beliefs and advance gender equality in the workplace.

For Luxembourg, like the situation in California, the Pay Reporting Obligation has been a major tool in implementing the gender pay policy. The Directive (EU) 2023/970 of May 10, 2023 (hereafter referred to as the "Directive") on the transparency of compensation was adopted in May of that year. By adding new reporting requirements for employers, this Directive seeks to advance gender equality in terms of compensation. These requirements will have a direct impact on employers' hiring and talent-management procedures, compensation plans, and other internal day-to-day operations (Xavier, 2023). Luxembourg stresses the significance of keeping track of and assessing the success of gender pay gap measures. Data on earnings and employment are routinely collected and analysed by national statistical organizations like STATEC. STATEC, the National Institute of Statistical and Economic Studies of Luxembourg, has a research division called STATEC Research. The team of economists focuses their applied research particularly on productivity, entrepreneurship, and well-being. Their work adds to the comparative analysis of Luxembourg's social and economic development, the global scientific conversation, and the establishment of new policymaking horizons (STATEC, 2023).

The challenges that have been experienced in Luxembourg, the workforce in is made up of numerous professions and industries with intricate pay systems. The determination of wages in Luxembourg is either governed by law (in the case of public sector pay and the minimum social wage) or through collective agreements, while it is also possible for the two parties to an employment contract to negotiate individual wages. However, the latter must take into consideration specific benchmarks (such as the existence of a minimum social wage or pay scales outlined in relevant collective agreements). Luxembourg has a system in place that automatically adjusts pay to reflect changes in the cost of living (EuroFund, 2009). Understanding these systems and the elements influencing wage discrepancies within industries is crucial to addressing the gender pay gap. The intricacy of pay systems can make it difficult to enact policies that take these disparities into consideration.

Regular consultations, working groups, and triangular discussions encourage stakeholder engagement to resolve disputes. Employers, employees, and activists for equality must all have their interests considered while making compromises. Conflicts may be managed, and stakeholders' ongoing commitment can be ensured with the help of effective implementation techniques, monitoring systems, and regular reviews.

In conclusion, conflict and stakeholder cooperation are key factors in determining gender pay gap policies in California, the Philippines, and Luxembourg. While disagreements over opinions and interests may lead to conflict, achieving gender pay equity targets requires excellent communication, inclusive decision-making, and compromise. These jurisdictions can seek to close the gender wage gap and advance greater gender equality by encouraging cooperation among stakeholders.

## Chapter 5

### Procedures and Strategies to Close the Gender Wage Gap

*“The reality is that if we do nothing it will take 75 years, or for me to be nearly a hundred before women can expect to be paid the same as men for the same work.”*

- Emma Watson

#### **5.1 Introduction:**

A thematic analysis procedure was utilized by the researcher in developing this chapter; according to Vaismoradi et al. (2013), thematic analysis involves an evaluation of dominant themes within a discussion and utilizing these themes as the basis of discussion and subsequent recommendations.

The processes and strategies utilised in California, Luxembourg, and the Philippines to reduce the gender wage gap are examined in the analysis chapter using a thematic analysis methodology. A methodical assessment of qualitative data, including interviews (whose structure was explained in the chapter 3 of this thesis) and documents (identified in the chapter 3 of this thesis), can be done using thematic analysis to find recurrent themes and patterns in relation to gender pay initiatives.

The data gathered from interviews with key stakeholders, policymakers, and experts in each location is painstakingly transcribed and examined in this chapter. The objective of this study (described in the introduction chapter) is connected to common themes relating to gender pay policies, legislative actions, and advocacy methods that are discovered, organised, and linked using thematic analysis. The efficiency of current policies, implementation difficulties, and prospective areas for change are all addressed by these themes. Similarities and differences are also identified and discussed as findings.

#### **5.2 Closing the gender pay gap in California, supporting and opposing factors.**

The following thematic discussions are based on responses from 4 respondents from the case region.

*Theme 1: The prevalence of progressive leaders in California has helped push legislation aimed at enhancing gender pay equality.*

One of the major themes that came up in the interview was the availability of progressive leadership in California and this has played a major part in influencing equal gender pay legislation across the state: Butler (2023) said *'In California, we are very fortunate we have very progressive leaders. We are a very liberal state.'*

This perspective was further amplified by Okoro-Agu (2023) and Clarke (2023) who noted that different states in the USA have different legislations associated with the gender pay gap and unlike other states such as Mississippi which have been impoverished by poverty and gender inequality, California's progressive leadership has had a pivotal part in ensuring that legislations are put in place to advocate for equal pay within the workplace. Butler (2023) further asserted that *'the leaders have pushed for laws that have aimed at realizing more gender parity and pay.'* Such initiatives have been pivotal to the realization of gender equality in California. All the respondents from California agreed with this aspect as they emphasized the important role leadership has had on the development of the gender equality landscape in California; Okoro-Agu (2023) who was quick to mention female leaders such as Christy Smith and Michelle Steel who have been major voices when it comes to gender equality legislations.

*Theme 2: The pay transparency legislation in California*

One of the progressive legislations noted by the four respondents from California was the pay transparency legislation; Clarke (2023) asserted that *'the legislation directs employers to provide employees with information about the different pay scales when advertising different job openings.'* Butler (2023) further said *'We have a lot of measures that have made it more transparent including when you list a job now in California, you have to do a range with the job pays in a range.'* Okoro-Agu (2023) also concurred with this point by noting that this legislation also directs organizations with more than 15 employees in California to provide a detailed overview of the pay scale data for every job posting. Clarke (2023) emphasized that *'the provision of this information helps promote transparency and limits employers from implementing any discriminatory pay scales.'*

*Theme 3: A collaborative initiative between the local state, private stakeholders, and national organizations.*

Another dominant theme within the discussions was the fact that gender pay equality advocacy in California is underlined by a collaborative effort between the local state, private stakeholders, and

national organizations: Okoro-Agu (2023) said *'We would not be successful without the local state and national organizations all working together from the feminist majority to natural and planned parenthood.'* Clarke (2023) also contributed to this point by noting that *'organizations such as the Equal Rights Association works collaboratively with legislators and employers across California to ensure that women and girls are provided with an equal opportunity to actively participate in organizational activities and receive pay that matches the job descriptions and not discriminatory salaries based on their gender.'* It was established from engagements with all the interviewees from California that such a collaborative approach enhances the urgency and seriousness with which the aspect of gender pay equality is addressed not only within California but also across the country.

*Theme 4: The patriarchal nature of the US society has played a major part in hindering initiatives aimed at bridging the gender pay gap.*

The USA is primarily a patriarchal society where men have taken up dominant roles within society – for instance, Clarke (2023) was keen to note that management roles within organizations and leadership roles in organizations: Butler (2023) further built on this point by saying that *'You know the problem is we are still a very patriarchal society.'* She further said that this patriarchal nature of the society has made it difficult for women's empowerment, including equal pay, to be successfully championed as it faces significant opposition from this societal perspective: Okoro-Agu (2023) proceeded to note that as much as Americans want to change that (implying to the gender pay gap), there are a lot of Americans who do not want women to be empowered and are fearful of women. Clarke (2023) even noted that this patriarchal nature of the USA society has been further amplified by the aspect of gender roles where women are considered to have the sole responsibility of being at home and raising children. She emphasized that *'with such a mentality, it is highly unlikely that employers would be willing to provide women with equal pay as their male counterparts.'*

*Theme 5: The poverty experience among women because of the gender pay gap.*

It was evident that the prevalent gender pay gap has disadvantaged women to a great extent with respondents Clarke (2023) noted that based on her research this aspect contributes to 40% of the poverty existing in the USA today. Furthermore, Okoro-Agu (2023) supports by saying *'due to the gender pay gap challenge, most women are dependent on men, and this exposes them to social challenges such as domestic violence and abuse.'* She stated that domestic violence, abuse, and gender pay gap is one of the reasons why most of the people in the shelters are women and children as they cannot be self-sustainable once kicked out of their homes by men. According to Okoro-Agu

(2023) *'most women are exposed to domestic violence, because they lack the economic resources to leave their abusers.'*

#### *Theme 6: The caregiving challenge*

Caregiving is an expensive undertaking but in the US society, this responsibility has been solely vested in women. Clarke (2023) underscores that in her opinion, unlike other countries such as France where women are paid to have children, the responsibility to take care of a child is left solely in the hands of the women, an experience that compels them to stay away from work for a long time, ultimately compromising their eligibility and reliability within the workplace. The other respondents supported that the foundation of it all is that women are the ones who are the caregivers, whether they are caring for their children or their older parents or both at the same time. This time taken away from the office to have a child and take care of children is not reflected in our social security or pensions which makes it even more complicated. Okoro- Agu (2023) and Clarke (2023) asserted that the one-dimensional aspect of the caregiving role has made most of the employers in California and around the USA prefer employing men than women while those that choose to employ women provide them with dismal pay as they are not guaranteed long-term availability.

#### *Theme 7: The lack of comprehensive legislation implementation*

Although California and all other states across the USA have come up with strategies to help facilitate the bridging of the gender pay gap, most of these legislations are not implemented in totality with most of the employers still implementing discriminatory pay policies: Totten (2023) emphasized that *'the insufficient implementation is caused by the immeasurable stuff and that is where the bias lives.'* Clarke (2023) also built on this point by noting that the main challenge with this aspect, however, is the fact that most women are not willing to speak out about this discrimination due to the fear of losing their employment opportunities. Butler (2023), introduced an exciting aspect to the discussion by noting that *'there is something called occupational segregation, where women funnelled into lower-paying occupations and then some women get funnelled into even lower pay.'* Totten (2023) also stated that *'we have some of the best sort of policies in the country, some of the best equal pay laws in the country and it is still not enough'*.

#### *Theme 8: Fewer women being represented in the upper echelons of organizations.*

Gender pay gap reduction can only be realized through the development of policies that would advocate for the same. Okoro-agu (2023) and Clarke (2023) stated that the low women representation within the upper echelons of organizations and legislation institutions has triggered a structural shortcoming as it is difficult for the gender pay equality initiative to be initiated from the top: Totten (2023) also built on this aspect by noting that *'we (referring to women) are all working in a system not designed for us that punish us.'* Okoro-agu (2023) further stated that this makes it difficult for small-scale employers to employ gender pay equality strategies, yet the directive has not been provided by oversight bodies.

*Theme 9: The solution lies in education and electing women to legislative positions.*

Butler (2023) stated that *'more girls are currently taking up STEM-related courses across the USA which is a good indication;'* this assertion was further emphasised by Clarke (2023) who noted that *'these girls will be able to fill up corporate positions that have for a long time been considered to be male-related in the future, ultimately allowing for equal access to opportunities and remuneration.'* Furthermore, all respondents agree that there is a need to ensure that more women are elected to legislative positions as they can spearhead the development of gender equality legislations, including those related to pay: Totten (2023) noted that *'I think we just have to get more women elected who believe that women should be treated fairly you know.'* Furthermore, she noted that *'I think education is key to a lot of things.'* She emphasized that *'We have to make sure that women get educated and that women are educated, and the women are educated in these higher paying jobs and that women help other women in these jobs.'*

### **5.3 Closing the gender pay gap in Luxemburg, Supporting and opposing factors.**

The following thematic discussions are based on responses from 3 respondents from the case region.

*Theme 1: Legislative undertakings*

One of the ways through which Luxemburg has managed to address the issue of the gender pay gap is through passing laws. Inès (2023) noted that Luxemburg is one of the countries with the lowest gender wage gap in Europe – approximately 1.3%. further said that the success realized by the country on bridging the gender gap has been attributed to comprehensive gender wage equality legislation passed over the years including the Equality Act as well as the establishment of the Ministry of Equality which has been tasked with the responsibility of ensuring equality between

men and women across all facets of societal institutions. Jason (2023) further stated that the country has also made compensation discrimination an illegal act within the country.

*Theme 2: The legislation is limited to some extent.*

It was also established that despite the existence of legislation to help enhance equal pay in Luxemburg, the law is not comprehensive enough to address the aspect of women's empowerment and involvement in society. Cruz (2023) stated that *'today, Luxemburg still experiences low numbers of women empowered through education and jobs.'* According to all the respondents the number of women with legislative authority in Luxemburg is worrying and this ultimately interferes with the country's ability to comprehensively implement the gender equality laws.

*Theme 3: Sectoral disparities*

Cruz (2023) acknowledged the fact that *'despite the progress made by Luxembourg in advocating for equal pay, there still exists sectoral disparity with dominant sectors such as real estate, insurance, and the finance sector favouring men more than women.'* Inès (2023) and Jason (2023) further noted that this sectoral disparity also amplifies the fact that gender equality legislations are limited and not implemented comprehensively across different organizational facets. It was also established from responses from all the respondents that the power organizations have over employment contracts makes it difficult for women to come out and complain about the disparity due to the fear of losing their jobs.

*Theme 4: The prevalence of visionary leaders*

Inès (2023) asserted that *'ever since the turn of the century, Luxembourg has witnessed a significant transformation in the characteristics of its leadership; the current crop of leaders focusses more on enhancing societal equality and promoting the rights of the marginalized, including women, children, and the youth.'* This assertion was further emphasised by Jason (2023) that the nature of the country's leadership has been a major factor in the advancement of gender equality legislation and the development of frameworks to ensure that the country realizes total pay equality across all institutions. The leadership dedication, so far – according to Cruz (2023) - has been exhibited through the move to come up with a ministry of equality as well as the decision to join the Equal Pay International Coalition (EPIC) which is a multi-stakeholder collaboration across the world aimed at realizing pay equality by 2030.



*Theme 5: A collaborative approach toward achieving gender Equality.*

Multiple private and non-governmental organizations are working in collaboration with government institutions such as the Ministry of Equality to ensure that the gender pay gap is eliminated in Luxembourg by 2030. Cruz (2023) noted that *'some of these institutions include the National Council of Women in Luxembourg which is dedicated to active citizenship and is working to ensure that the society achieves total equality between men and women.'* Jason (2023) noted that the need for gender equality has also been spearheaded by the diverse nature of the Luxembourg society which has made advocacy for equality a societal necessity as individuals pushes for equal involvement and representation.

*Theme 6: Educational expansion has enhanced women's empowerment through education, thus amplifying their probability of securing well-paying employment opportunities in different institutions.*

According to Inès (2023) *'educational expansions to help promote the education of girls at the beginning of the 20<sup>th</sup> century has played an important role in promoting gender pay equality across Luxembourg.'* Cruz (2023) and Jason (2023) further added to this assertion by stating that before these expansions, the achievements realized by girls across different educational levels were significantly lower compared to their male counterparts. Inès (2023) however stated that Luxembourg today is experiencing increased representation of women in STEM fields and research which ultimately enhances their ability to secure employment opportunities that were for a long time considered to be male-specific. It was noted that in the coming five years, women in Luxembourg would be able to actively compete for employment opportunities in top managerial positions across different brands not only in Luxembourg but also across Europe. Cruz (2023) categorically stated that *'such empowerment is important and is one of the core elements that guarantee successful gender pay gap reduction.'*

#### **5.4 Closing the gender pay gap in The Philippines, supporting and opposing Factors.**

The following thematic discussions are based on responses from 10 respondents from the case region.

*Theme 1: Gender pay gap equality advocacy has been engraved in the law.*

The Philippines is one of the leading countries when it comes to the achievement of gender pay equality across the Pacific and East Asian regions. Diaz (2023) said that *'the legal success in*

*ensuring pay equality can be attributed to the development of strong legal frameworks with legislations.* Bayani (2023) further stated that legislations such as the Philippine Magna Carta for women has helped eradicate the discrimination of women through protecting, promoting, and fulfilling women rights across all societal spheres.

*Theme 2: The availability of multiple private and non-governmental organizations advocating for women's rights across the Philippines.*

The promotion of pay equality in the Philippines has been boosted by the presence of multiple private and non-governmental organizations that offer support for government legislation and advocacy for the comprehensive implementation of women's rights within the workplace. Diaz (2023) said that *'some of the non-governmental organizations established to advocate for women's rights in the Philippines include the Women's Crisis Centre, The Women's Education, Development, and Research Association, and Gabriela Philippines.'* Korado (2023) stated that such organizations have always provided a haven for women to speak out about their working conditions together with the initiation of reforms to help enhance women's engagement.

*Theme 3: Transformational leaders*

Korado (2023) noted that *'the Philippines has experienced significant leadership transformation over the years with women taking up more political positions which provide them with an opportunity to advocate for women empowerment, including the provision of equal pay as men.'* This assertion was further amplified by Bayani (2023) who noted that *'male leaders in the country are also embracing the idea of empowering women and eradicating poverty through equal pay.'* Diaz (2023) stated that such a transformational leadership atmosphere has provided a conducive environment for equal pay legislation to be advanced.

*Theme 4: Limited legal implementation*

However, Diaz (2023) asserted that *'despite the multiple legal regulations across the country to help enhance equal pay for men and women, the law is still limited and there are certain organizations that are still providing discriminatory wages to women.'* Korado (2023) and Bayani (2023) helped build on this point by noting that this limited legal dimension has compromised the country's ability to realize successful women's empowerment and access to opportunities across different public and legal entities.

### *Theme 5: Nature of society*

Bayani (2023) said that *'the Philippines is primarily a male-dominated society and women are vulnerable to aspects such as discrimination within the workplace, economic disadvantages, and domestic violence.'* These sentiments were further echoed by Diaz (2023) who stated that *'women are still being viewed stereotypically in the Philippines and it is still assumed that the place for a woman in society is the kitchen.'* Bayani (2023) further noted that this wayward perspective about women has played a significant part in negatively influencing the advancement of women's rights and equality, including the advocacy for equal pay across the country.

## **5.5 Discussion of findings**

### **i) *A discussion of the Gender Pay Gap Reduction in California***

Different states in the USA have made different strides in enhancing pay equality but California is one of the leading states when it comes to advocating for equal pay for men and women. According to a report by Littman et al. (2020), equal pay in California has been grounded on strong legal frameworks; one of the legal provisions that underline fair pay in this state is the Fair Pay Act which came into action at the beginning of 2016. The act asserts that it is illegal for employers to pay their employees a wage that is less compared to employees holding the same responsibility on grounds of gender, race, or any other social differentiators. Penner et al. (2023) noted that this act builds on the Equal Pay Act of 1963 which was a national legislation aimed at promoting the same agenda. According to the California Chamber of Commerce (2022), another element of this act is the fact that employers cannot prevent employees from talking about their wages with their colleagues – this allows for the determination of whether the provided salary matches that of other employees with the same role within the company. Thus, as part of the legal provision, employers need to ensure that the salary range offered for a specific job opening is provided alongside the job advertisement to help enhance transparency. Failure to adhere to this legal provision exposes organisations to multiple legal sanctions including the withdrawal of operating certificates and fines.

Equal pay in California has also been promoted by transformational leadership strategies advanced by the leaders in the state; an example of these strategies is the California Equal Pay Pledge which is an association between the California Commission on the Status of Girls and Women, the First Partner, and the California Workforce and Labour Development (CA.gov, 2023). The pledge was initiated in 2019 and since its launch, it has managed to provide the public with information about

the importance of pay equality as well as initiating conversations around the aspect of pay inequality and how it affects women and their families. The movement is also working as an overseer of the equal pay act implementation, whistleblowing on employers that do not adhere to the provisions of this legal requirement (CA.gov, 2023).

Multiple non-governmental organizations across California are working towards ensuring pay equality across all institutions and this has played a major role in the progress realized by the state this far; one of these organizations is the California Commission on the Status of Girls and Women. According to CA.gov (2023), the organization's mission is to engage different stakeholders across California and the USA on aspects of gender pay equality – some of the stakeholders engaged include legislators, policymakers, employers, labour economists, and legal experts. The organization has always conducted periodic studies across California to determine the pay distribution in different organizational positions; in a survey conducted to investigate pay inequality within California between 2008-2012, it was established that women earn less than men across different organizational positions, but the wage gap is higher in managerial positions which are considered male-dominated (California Commission on the Status of Girls and Women, 2022). The discussions from such studies always act as important data sources for policy re-evaluation and adjustments by both the state and federal governments.

However, gender pay equality initiatives in California and the wider society are faced with multiple challenges one being the patriarchal nature of the society which has hindered initiatives aimed at closing the gender pay gap. According to Littman et al. (2020), there are still certain areas where gender roles define the position of women in society- women are still considered caregivers and weak, making it difficult for employers to consider the provision of a salary that is equal to that offered to men. Raile et al. (2023) noted that women in the USA receive an average of 85 cents for every dollar paid to men and the effects of this pay gap not only manifest through poverty but also persists in old age where women receive a lower pension and social security compared to men. In addition, despite the expensive nature of caregiving and the need for shared responsibilities, women are still considered to be the sole bearers of the conception responsibility, and this ultimately affects their reliability and eligibility within the workplace.

The challenge has also been made worse by the fact that there are fewer women in the upper echelons of power and organizational management which makes it difficult for pay equality

legislations to be implemented; according to a study by Galbraith et al. (2019), women political leaders make up only 25% of the total leadership across the USA and this makes it difficult for the pay equality legislations to be initiated and passed. Nevertheless, Raile et al. (2023) asserted that the solution to this challenge lies in the empowerment of women through education which would allow them to access more employment opportunities and compete fairly with men for top organizational management positions. Furthermore, there is a need to ensure the active involvement of women in politics as more women in power would mean more initiatives aimed at enhancing gender pay equality.

## **ii) *A discussion of Gender Pay Gap Reduction in Luxembourg***

Luxembourg is a landlocked country found in north-western Europe and the country has made tremendous strides in ensuring that the gender pay gap is narrowed. According to ILO (2023), the gender wage gap in the country is one of the lowest in Europe – at 1.4% - and this has been attributed to the fact that the country's legislature has prioritized gender equality across all societal facets. Furthermore, this dedication to reducing the gender pay gap was amplified in 2015 when the country proceeded to come up with the Ministry of Equality which focuses solely on equality among men and women. Boll and Lagemann (2019) also noted that in 2016, the country made a significant stride in enhancing gender pay equality by making pay discrepancies between men and women who complete the same tasks illegal.

The equal pay provision is also part of the country's labour code and organizations that violate this code are subject to multiple government sanctions. Other mechanisms implemented by Luxembourg to help reduce the gender pay gap include the periodic adjustment of the social minimum earnings as well as the indexation of wage which makes it adjustable based on the existing cost of living (KPMG, 2023). The country has also created an environment that supports collective negotiation between different stakeholders to promote equal pay for men and women; this environment was boosted by the country's decision to join the Equal Pay International Coalition (EPIC) which is an international movement aimed at promoting pay equality across different countries by 2030.

National organizations such as the National Council of Women of Luxembourg (CNFL) which was established in 1975 are working towards enhancing active citizen participation and societal equality (CNFL, 2023). The organization spearheaded the educational reforms that happened in Luxembourg throughout the 20<sup>th</sup> and during the beginning of the 21<sup>st</sup> century – these reforms have

helped promote women's involvement in STEM fields and research thus providing a knowledge boost and enhanced employability.

However, EPIC (2023) noted that although Luxembourg has made significant strides in narrowing the gender pay gap, there are still challenges that the country still faces when it comes to complete women empowerment and pay; although the legal frameworks enhance the promotion of equal rights, they do not enhance women empowerment and involvement. There are fewer women in the current workforce compared to men in Luxembourg; a study by ILO (2023) noted that women make up only 38% of the employed population in the country and this percentage is even lower when analysing the representation of women in active political positions. In addition, women earn less than men in major sectors including the real estate sector where women earn 23.1% less than men, the insurance sector where women earn 21.9% less than men, and the real estate sector where women earn 23% less than men (EPIC, 2023).

Nevertheless, Luxembourg is currently putting up mechanisms to tie gender wage equality and poverty reduction; KPMG (2023) noted that there is a direct association between poverty and gender pay inequality as women and children are always left stranded due to their dependence on men. Therefore, in a bid to help diminish poverty in the country, Luxembourg is looking to set up mechanisms that would help promote the comprehensive implementation of the gender pay legislation and bring to book all institutions that are working against the legal provisions. In addition, it is anticipated that more women will take up active positions in organizations due to the empowerment currently realized through education.

### ***iii) A discussion of the gender pay gap reduction in the Philippines***

The Philippines is considered one of the best-performing countries when it realizes gender equality within the region (The World Bank, 2022). The report by the World Bank further proceeded to note that the gender pay gap in the Philippines has been reduced by more than 78% over the last 30 years with a key driver of this progress being the Philippine Magna Carta for women. According to the Philippines Statistics Authority (2010), the Magna Carta of Women is a detailed women's rights law that aims at eliminating any discrimination against women and enhancing the protection, recognition, and protection of Filipino women, especially those coming from marginalized communities. This legal provision protects women from violence and advocates for their protection

during calamities, disasters, and crisis situations as well equal access to training, employment, and education.

Furthermore, the fight for women empowerment has been boosted by the increased incorporation of women in leadership; according to a report by Asia Society (2022), leaders such as Solita Monsod, Risa Hontiveros, and Delia Albert have all been pushing towards enhancing women empowerment and gender equality within the society. Risa Hontiveros, for instance, has brought to parliament multiple bills advocating for women empowerment including the raising of sexual consent age from 12 years to 16 years. She has also spearheaded fundraisers for initiatives such as AWARE which is aimed at advocating for women education and providing them with internship opportunities across leading companies in the Philippines (Asia Society, 2022).

However, despite these initiatives, the Philippines is still struggling with gender pay inequality; according to a report by Asian Development Bank (2023), women across the Philippines receive a wage that is approximately 22% lower than that earned by their male counterparts and one reason for this disparity is the inability to comprehensively implement set equality legislations to the grassroots organizations are still discriminating against women in their wage distribution and these cases end up being swept under the rug since most of the women do not want to speak out due to fear of losing their employment. In addition, the discrimination has also been fuelled by a negative social perception about women which makes it difficult for organizations to provide them with pay that matches that which is offered to their male counterparts; Philippine Institute for Development Studies (2023) stated that the Philippines is a male-dominated society characterized by gender roles and the limitation of women involvement in society to caregiving. Thus, addressing this challenge would need significant policy reshuffles and collective action to be implemented by the government, businesses, and civil societies to help ensure that the negative social perspective is eliminated, and women are given a fair opportunity to participate in the workplace.

*Figure 1: Table comparing the gender pay gap reduction policy frameworks, legal requirements, and implementation strategies of California, Luxembourg, and the Philippines:*

<b>Strategy</b>	<b>California</b>	<b>Luxembourg</b>	<b>Philippines</b>
Legal Framework	Equal Pay Act of 1963  California Fair Pay Act (2015)	Ministry of Equality (2015)  (2016) Labour Code provision addressing	Magna Carta for Women in the Philippines (2010)  Ministry of Equality,

		equal pay.	2015. Equal Pay Act of 1963
Implementation Strategy	<p>Prohibition of wage discrimination based on gender.</p> <p>Pay scale transparency.</p> <p>Promoting wage disclosure in job postings</p> <p>Process -Individual claiming discrimination submit a claim to the Department of Fair Employment and Housing (DFEH) (Civil Rights Department, State of Carilifornia, 2022)</p> <p>-A violation of Labour Code § 432.3 by an employer could result in civil fines. The civil fines for each offence range between \$100 and \$10,000 (Civil Rights Department, State of Carilifornia, 2022)</p>	<p>Sanctions for breaking the equal pay clause.</p> <p>Being a member of the Equal Pay International Coalition (EPIC) in 2030</p> <p>-Criminal penalties frequently consist of fines, incarceration, or a mixture of the two.</p>	<p>Access to education, employment, and training for women as well as protection of their rights</p> <p>Sanctions for breaking the equal pay clause.</p> <p>- Any infringement of a provision of this Act is punishable by a fine of not less than 100 pesos and not more than 5,000 pesos, by a term of imprisonment of not fewer than 30 days and not more than one year, or by both penalties, at the discretion of the court.</p>
Collaboration Strategy	<p>2019 California Equal Pay Pledge</p> <p>NGOs that promote pay equity</p>	<p>Engaging stakeholders in Compañía Nacional de Fuerza y Luz, (CNFL)</p> <p>Luxembourg National Council of Women</p> <p>Collective bargaining between stakeholders</p>	<p>Participation of women in leadership and support of women's empowerment</p>



		Participation of employers and policymakers	
Challenges	Fewer women in positions of leadership  Society's patriarchal structure	Sectoral biases in favour of men  Women are underrepresented in positions of power.	Discrimination and implementation problems  Women's negative social perception  Absence of thorough policy enforcement
Ongoing Improvement Strategy to close the gap	Advocacy for gender pay equality.  Awareness programs  Women actively participating in politics.	The advancement of women in leadership  Encouraging fair pay in key industries.  Programmes that link poverty alleviation with gender wage equality	Taking coordinated action to end discrimination and uphold the law

There are certain similarities among California, Luxembourg, and the Philippines' methods to closing the gender wage gap despite their disparate social circumstances and historical legacies. Every region has put in place legal frameworks to forbid discrimination in pay based on gender and encourage pay transparency. To promote gender equality and fair pay, they have also formed government organisations and partnerships with others.

However, issues including patriarchal norms, the underrepresentation of women in leadership positions, sectoral inequities, and the absence of thorough policy implementation are evident in all three regions. They place a strong emphasis on empowering women through education, getting more women involved in politics, and working together to enforce gender pay equity to advance the cause further. Policymakers and campaigners in various areas can learn from one another's experiences and create more successful initiatives to close the gender wage gap by recognising these shared characteristics.

## Chapter 6

### Summary of Findings

#### 6.1 Introduction

Addressing the gender pay gap has been an ongoing struggle worldwide in the pursuit of gender equality and fair pay practices. This thesis dives into the experiences of three varied regions: California in the United States, Luxembourg in Western Europe, and the Philippines in South-East Asia—to acquire a fuller understanding of the policies and techniques employed to address this urgent issue. This chapter gives a thorough review of the conclusions drawn from a comprehensive analysis of the policies and activities used in each region, using the Advocacy Coalition Framework (ACF) as a guiding lens.

The Advocacy Coalition Framework is a useful tool for examining how various advocacy organizations, decision-makers, and stakeholders collaborate to create laws intended to close the gender pay gap (Sabatier & Jenkins-smith, 1993). By using this paradigm, it has been possible to gain a clearer understanding of the difficulties involved in forging coalitions and crafting policies, revealing the complex networks of alliances and partnerships that shape policy in each area.

To understand the processes and strategies used to promote gender equality in pay, key players, policymakers, representatives of women's rights organizations, and specialists from each region were extensively interviewed. To address the gender, pay gap in each setting, this chapter aims to provide a thorough analysis of the legislative measures implemented, the difficulties they faced, and their success.

This chapter examines the various strategies used by policymakers in various regions to close the gender wage gap, including California's combination of legislative measures, affirmative action programmes, and awareness campaigns (California Women's Law Center, 2020). Luxembourg's stringent equal pay laws and cooperative efforts (Grand Duchy of Luxembourg, 2004) , and the Philippines' legislation and support for women's education (Philippine Commission on Women, 2023). This chapter sheds insight on the collaborative efforts to achieve pay equity and gender equality on a worldwide scale by analyzing common themes and distinctive characteristics in each location.

The findings from an analysis of the policies and methods put into place in California, Luxembourg, and the Philippines are summarized in this chapter, revealing the actions taken and the advancements made in the fight against the gender pay gap. We gain a better grasp of the policy environment and the possibility for further achievements in gender equality in salaries as we delve into the unique experiences and answers from each location.

## **6.2 Conclusion of findings**

The findings of this study provided insight into the different approaches taken by local authorities to narrow the gender wage gap. A combination of legislative actions, affirmative action programmes, and public awareness campaigns has helped California close the gap (California Legislative Information, 2018). On the other hand, Luxembourg has shown a great commitment to reducing salary inequities through strong equal pay rules and teamwork (Ministry of Labour and Social Affairs, 2016). While educating the public about the gender pay gap, officials in the Philippines have put legislation and affirmative action programmes into place (Philippine Commission on Women, 2023).

The importance of stakeholder collaboration became a unifying issue across all regions. To lobby for policy changes, promote fair pay practices, and fight societal norms that support wage discrimination, government agencies, employers, trade unions, women's rights organizations, and specialists have banded together (International Labour Organization, 2020). Despite advancements, problems still exist in each region. Cultural conventions, occupational segregation, and gender bias continue to be obstacles that call for constant focus and group efforts (Amido, 2023). The necessity for focused interventions and inclusive policy frameworks is further highlighted by intersectional inequities experienced by marginalized groups (Hankivsky, et al., 2014).

## **6.3 Policy Recommendation**

Based on a thorough analysis of gender pay gap policies in California, Luxembourg, and the Philippines, the following recommendations help hasten the process of achieving female pay parity. The strategies used by these regions to effectively address and close the gender pay gap can be studied and adopted by other regions dealing with gender pay equity gaps:

All regions globally should embrace the Philippines' strategy of promoting women's education and skill development, which is called Investing in Women's Education and Skills Development (Asian Development Bank, 2021). To promote women's employability and possibilities for progress, policymakers should devote resources to guarantee that they have access to high-quality education, training, and skill-enhancement programmes. The Philippines has demonstrated an admirable dedication to assisting women's education and skill-building initiatives, establishing a motivating example for other regions to emulate (Helle, Belghith, & Belhaj, 2022). The core reasons of the gender wage gap can be addressed by governments through targeted investments in women education. To equip women with the information and skills required to participate in the labour market on an even playing field with their male colleagues, access to high-quality education and training is crucial. Societies may unleash the full potential of their female workforce, resulting in economic growth and development, by investing in the education of women (International Labour Organization, 2022). Additionally, creating inclusive and accessible educational environments should be a top priority for lawmakers. This entails removing institutional impediments such gender biases in school curricula, encouraging the representation of women in academic leadership roles, and providing scholarships or financial aid to assist women from disadvantaged backgrounds (UNESCO, 2009).

**Promoting Collaboration and Dialogue:** To close the gender wage gap, policymakers, advocacy organizations, employers, and other stakeholders should work together (Rubery & Johnson, 2019). Open communication and cooperative cooperation will result in more comprehensive and long-lasting solutions. The variety of viewpoints that collaboration brings to the table is one of its main advantages (Jeffery, 2009). Each stakeholder group has distinct knowledge and experience that can help to develop a more complex understanding of the issues relating to the gender pay gap. As representatives of the government, policymakers can contribute their legislative and policymaking expertise to the discussion. Advocacy groups can offer useful information, research, and lived experiences since they have a thorough awareness of the problems faced by women in the workforce. Employers, who directly influence pay practices, can provide useful advice on how to carry out policies and programmes.

**Introducing Measures to Improve Pay Transparency:** Policymakers should introduce measures to improve pay transparency at work. Among other things, this entails requiring firms to disclose the salary ranges for various job types and making sure that workers have access to data on pay scales

and wage practices (European Commission, 2022). Pay transparency aids in addressing salary inequities that may result from discrimination or gender bias. Employees are better able to spot instances of differential compensation for equivalent job responsibilities and qualifications when they have access to clear and transparent information regarding salary ranges for diverse occupations. This gives workers the ability to fight for just compensation that is based on their qualities, regardless of their gender. A culture of trust and transparency is fostered through transparent pay practices in the company. Employees' skepticism and speculative thinking about pay inequalities are reduced when they are aware that their compensation is established by impartial standards and the fair market rate. As a result, the workplace becomes more encouraging as employee morale, engagement, and productivity increase (Glassdoor , 2021).

Enhancing public awareness campaigns, campaigns that promote gender equality and question traditional conventions have a big impact. Policymakers should promote and provide funding for initiatives that raise public awareness of the gender wage gap and its repercussions because they provide people with the information and resources, they need to understand the issue and engage in meaningful conversations about the need of fair pay practices (EIGE, 2023). By encouraging a sense of camaraderie among those who support gender equality among individuals, groups, and communities, campaigns for gender equality can bring different groups together. These campaigns promote group efforts for change by emphasizing the shared interests of men and women in achieving wage fairness. Target audiences for effective awareness efforts should include lawmakers, the public, students, parents, employers, and employees. The impact of the campaign will be broad-based and inclusive thanks to the customization of the language and strategy for various groups.

To track the development of policy initiatives and spot new trends and problems, policymakers should invest in ongoing research and data collecting. Evidence-based policymaking will result in focused interventions and solutions that are more efficient, they are able to impartially evaluate their own performance and inform the public of results. Because people can witness the real results of policy actions, stakeholders like the public, advocacy organizations, and employers gain trust and confidence (Daniel & Rushing, 2007). Additionally, data-driven policymaking promotes information exchange and cooperation among regions dealing with comparable problems. Policymakers from various countries can share best practices and lessons gained to hasten the global movement towards gender pay fairness. Policymakers should work with relevant research

institutions, universities, and groups that focus on gender studies and labour market analyses to make data collecting easier. Public-private collaborations can be very helpful in obtaining information from companies and industries so that we can fully understand pay structures and potential biases.

Encourage and provide incentives for businesses to support gender diversity in their leadership and board roles to foster equal representation and diversity. To promote more gender equality and inclusivity, policymakers should think about setting quotas or targets for women's representation in positions of decision-making (International Labour Organization; Women in Business and Management, 2020). Quotas establish precise numerical goals for the percentage of women in leadership roles or on boards within a given time frame. These goals send a strong message about the government's commitment to gender equality and make it urgent for businesses to respond. Implementing quotas can be a potent tool for accelerating the growth of women in leadership positions. Quota legislation have been effectively implemented in nations like Norway, France, and Germany, which has significantly improved gender diversity on corporate boards. For instance, a 40% quota for female board members in public limited businesses in Norway has significantly increased the number of women on boards (Ummelas, 2023).

**Programmes for Affirmative Action:** These initiatives have been successful in reducing pay inequalities. Such measures to encourage firms to conduct gender pay audits and make necessary corrections should continue to be supported and expanded by policymakers (California Women's Law Center, 2020). Gender pay audits are one of the most important elements of affirmative action programmes. These audits involve a thorough examination of a company's pay procedures to spot any compensation disparities based on gender. Employers must regularly evaluate their compensation practices to make sure they are impartial and devoid of discrimination. Employers can use the information gleaned from these audits as a useful diagnostic tool to identify any areas that need attention and to take preventative action to address wage inequalities (OECD, 2023). Additionally, policymakers need to motivate and urge firms to not only recognize but also address wage discrepancies. This can entail advising and supporting organizations in their efforts to modify their compensation practices to comply with pay equity principles.

## Chapter 7

### Final Insights Gained from the Thesis

The findings of this comprehensive study on the gender pay gap in three different nations—the Philippines, Luxembourg, and California—involve intricate processes. A thorough examination of the key players who have the most impact on gender pay gap policies, specific legislative measures, and pay transparency initiatives which led to the following important results.

First, each region emphasized the need of employing governmental institutions, nongovernmental organizations (NGOs), and collaborative efforts to advance gender equality and shape societal norms. Based on a review of the Advocacy Coalition Framework, these entities are recognized as the key "Actors."

Second, laws like the Magna Carta for Women in the Philippines, the Ministry of Equality in Luxembourg, and the California Fair Pay Act stood out as essential tools for promoting pay equality. These regions also implemented strategies like pay transparency and sanctions regulations to properly solve the wage disparity.

Despite having different cultures and locations, the three regions revealed remarkable similarities in their approaches to closing the gender wage gap.

Future research and policymaking will benefit from this work. By identifying the most important factors and issues in each location, this research lays the groundwork for future studies that will thoroughly examine the effects of projects and the effectiveness of policy actions. Additionally, decision-makers can use the effective strategies employed in each field to direct and enhance their own initiatives, encouraging more equal workplaces and society. As a result, this study provides important insights to the ongoing debate on gender pay equity and serves as a basis for creating more effective and targeted measures to close the gender pay gap globally.

Throughout this thesis, the voices of individuals who are impacted by the gender wage gap have been heard clearly. By combining qualitative interviews and analysis inside the ACF framework, we have increased our understanding of the dynamics of policymaking and enriched the discussion surrounding gender equality in pay.

The route to closing the gender wage gap requires tenacity, collaboration, and a commitment to significant shifts, as this thesis concludes. Policymakers, advocacy groups, corporations, and individuals must keep working together to challenge social norms, promote wage justice, and create inclusive workplace environments. By making a concerted effort to accomplish these shared goals, we might pave the way for a more just and equitable future where everyone, regardless of gender, is fairly and equally compensated for their contributions to society.

The report provides a helpful beginning point for additional analysis and policy discussions on female wage equality, despite its shortcomings. The experience-based lessons from California, Luxembourg, and the Philippines shed insight on the nuances and complexities of creating coalitions and policies to reduce the gender wage gap. We intend to help current efforts to achieve gender parity in pay on a global scale by raising awareness of the limits and encouraging additional research and conversation on the topic.



## References

- Academic Library. (2023, July 20). How the ACF Works: Time Span, Policy Subsystem and Advocacy Coalitions Defined by Belief Systems. Retrieved from Academic Library: [https://ebrary.net/15807/sociology/works\\_time\\_span\\_policy\\_subsystem\\_advocacy\\_coalitions\\_defined\\_belief\\_systems](https://ebrary.net/15807/sociology/works_time_span_policy_subsystem_advocacy_coalitions_defined_belief_systems)
- Aguinis, H., & Solarino, A. (2019, March 6). Transparency and replicability in qualitative research: The case of interviews with elite informants. Retrieved from Wiley Online Library: <https://onlinelibrary.wiley.com/doi/full/10.1002/smj.3015>
- Alchemer. (2021, May 20). Purposive Sampling 101. Retrieved from Alchemer: <https://www.alchemer.com/resources/blog/purposive-sampling-101/>
- Amido, J. (2023, February 20). The Persistent Challenge of Gender Wage Gap in the Philippines. Retrieved from LinkedIn: <https://www.linkedin.com/pulse/persistent-challenge-gender-wage-gap-philippines-janvie-amido>
- Arthur Cox. (2023, June 14). *Gender Pay Gap (Information) Bill 2019 becomes law*. Retrieved from Arthur Cox: <https://www.arthurcox.com/knowledge/gender-pay-gap-information-bill-2019-becomes-law/>
- Asia Society. (2022). Women on top: Why we need more women in leadership [Online] Available at <https://asiasociety.org/philippines/events/women-top-why-we-need-more-women-leadership#:~:text=Listen%20to%20Senator%20Risa%20Hontiveros,in%20Philippine%20government%20and%20society.> [Accessed on 23rd July 2023]
- Asian Development Bank. (2021, March 6). Technical And Vocational Education And Training In The Philippines In The Age Of Industry 4.0. Retrieved from Asian Development Bank: <https://www.adb.org/sites/default/files/publication/679041/tvet-philippines-age-industry.pdf>
- Asian Development Bank. (2023). Gender Equality in the labour market in the Philippines [Online] Available at <https://www.adb.org/sites/default/files/publication/31194/gender-equality-labor-market-philippines.pdf> [Accessed on 23rd July 2023]
- Australian Aid. (2019, October 15). Investing in Women. Retrieved from Australian Aid: <https://investinginwomen.asia/posts/video-gender-pay-gap-philippines/>
- Bayani, P. (2023, June 11). Strategies for Gender Pay Gap policies. (A. C. Asiegbunam, Interviewer)
- Boll, C. and Lagemann, A. (2019). The gender pay gap in EU countries—new evidence based on EU-SES 2014 data. *Intereconomics*, 54, pp.101-105.
- Bumbuc, S. (2016). About Subjectivity in Qualitative Data Interpretation. International conference KNOWLEDGE-BASED ORGANIZATION, 10.

- Butler, B. (2023, April 11). Strategies for Gender Pay Policies. (A. C. Asiegunam, Interviewer)
- CA.gov (2023). California Equal Pay Pledge [Online] Available at <https://www.gov.ca.gov/equal-pay/> [Accessed on 23rd July 2023]
- Cairney, P. (2019). The Advocacy Coalition Framework. In P. Cairney (Ed.), *Understanding Public Policy: Theories and Issues* (p. 2). London: Bloomsbury Publishing.
- California Department of Industrial Relations. (2022, December 7). California fair pay act. Retrieved from California Department of Industrial Relations: [https://www.dir.ca.gov/dlse/california\\_equal\\_pay\\_act.htm](https://www.dir.ca.gov/dlse/california_equal_pay_act.htm)
- California Legislative Information. (2018, June 18). Salary information: Employees: disclosure. Retrieved from California Legislative Information: [https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=201720180AB168](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201720180AB168)
- California Women's Law Center. (2020, March 31). Pay equity in California: The case for stronger enforcement. Retrieved from California Women's Law Center: <https://www.cwlc.org/today-is-womens-equal-pay-day-2020/>
- California Work & Family Coalition. (2021, June 7). California Paid Family Leave for Parents. Retrieved from California Work & Family Coalition: <https://www.workfamilyca.org/california-paid-family-leave-for-parents>
- Catalyst. (2022, March 01). *Women in Management (Quick Take)*. Retrieved from Catalyst: <https://www.catalyst.org/research/women-in-management/>
- Civil Rights Department, State of California. (2022, June 10). About Department of Fair Employment and Housing At. Retrieved from Civil Rights Department, State of California: <https://civildrights.ca.gov/serp/?q=DFEH>
- Clarke, B. (2023, June 7). Strategies to Close Gender Pay Gap. (A. C. Asiegunam, Interviewer)
- CNFL. (2023). European women's lobby [Online] Available at <http://www.womenlobby.org/Coordination-luxembourgeoise-pour-le-LEF-258#:~:text=Founded%20in%201975%2C%20the%20National,equality%20between%20women%20and%20men.> [Accessed on 23rd July 2023]
- Cruz, A. (2023, June 11). Strategies to Close Gender Pay Gap Policy. (A. C. Asiegunam, Interviewer)
- Daniel, E., & Rushing, R. (2007, July 16). The Promise of Data-Driven Policymaking . Retrieved from Issues in Science and Technology : <https://issues.org/esty-2/>
- De Vaus, D. A. (2006). *Research design*. London: SAGE.
- Diaz, A. (2023, June 10). Strategies to Close Gender Pay Gap. (A. C. Asiegunam, Interviewer)
- EIGE. (2022, December 10). *Legislative and policy framework*. Retrieved from EIGE: [https://eige.europa.eu/gender-mainstreaming/countries/luxembourg?language\\_content\\_entity=en](https://eige.europa.eu/gender-mainstreaming/countries/luxembourg?language_content_entity=en)

- EIGE. (2023, July 19). Gender awareness-raising. Retrieved from EIGE: [https://eige.europa.eu/gender-mainstreaming/tools-methods/gender-awareness-raising?language\\_content\\_entity=en](https://eige.europa.eu/gender-mainstreaming/tools-methods/gender-awareness-raising?language_content_entity=en)
- EIGE. (2023, June 10). *Luxembourg Promoting gender equality in research*. Retrieved from EIGE: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/legislative-policy-backgrounds/luxembourg>
- Emeritius. (2023, May 22). 5 Types of Research Design – Elements, Needs and Characteristics. Retrieved from Emeritius: <https://emeritus.org/in/learn/types-of-research-design/>
- EPIC. (2023). How can EPIC be relevant to Luxembourg [Online] Available at <https://www.equalpayinternationalcoalition.org/members/luxembourg/> [Accessed on 23rd July 2023]
- Equal Rights Trust. (2019, May 3). *Philippines President Signs into Law the Magna Carta of Women*. Retrieved from Equal Rights Trust: <https://www.equalrightstrust.org/news/philippines-president-signs-law-magna-carta-women>
- European Commission. (2022, December 15). Commission welcomes the political agreement on new EU rules for pay transparency. Retrieved from European Commission: [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_22\\_7739](https://ec.europa.eu/commission/presscorner/detail/en/ip_22_7739)
- European Union Commission. (2020, March 5). *Gender equality strategy* . Retrieved from European Union Commission: [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_en](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)
- Francine, B. D., & Kahn, L. M. (2017, September 3). *The Gender Wage Gap: Extent, Trends, and Explanations*. Retrieved from American Economic Association: <https://www.aeaweb.org/articles?id=10.1257/jel.20160995>
- Gabehart, K., Aerang, N., & Weible, C. (2022, June 16). Lessons from the Advocacy Coalition Framework for climate change policy and politics. Retrieved from NPJ: <https://www.nature.com/articles/s44168-022-00014-5>
- Galbraith, Q., Callister, A.H. and Kelley, H. (2019). Have academic libraries overcome the gender wage gap? An analysis of gender pay inequality. *College & research libraries*, 80(4), pp.470-484.
- Glassdoor . (2021, June 29). What is workplace transparency? Retrieved from Glassdoor : <https://www.glassdoor.com/employers/blog/transparency-in-the-workplace/>
- Grand Duchy of Luxembourg. (2004 ). Implementation of the Beijing Platform for Action (1995) and the Outcome of the 23rd Special Session of the General Assembly (2000). Luxembourg: Ministry for the advancement of women.
- Grant Thornton International Ltd. (2019, March 7). Women in business: building a blueprint for action. Retrieved from Grant Thornton International Ltd.: <https://www.grantthornton.global/globalassets/global-insights---do-not-edit/2019/women-in-business/women-in-business-2019-infographic.pdf>

- Hankivsky, O., Grace, D., Hunting, G., Giesbrecht, M., Alycia, F., Rudrum, S., . . . Natalie, C. (2014, June 10). An intersectionality-based policy analysis framework: critical reflections on a methodology for advancing equity. Retrieved from International Journal for Equity in Health: <https://equityhealthj.biomedcentral.com/articles/10.1186/s12939-014-0119-x>
- Haradhan, M. (2017, October 1). Two Criteria for Good Measurements in Research: Validity and Reliability. Retrieved from Munich Personal RePEc Archive: [https://mpra.ub.uni-muenchen.de/83458/1/MPRA\\_paper\\_83458.pdf](https://mpra.ub.uni-muenchen.de/83458/1/MPRA_paper_83458.pdf)
- Hega, M. D., Alporha, V. C., & Evangelista, M. S. (2017, August 6). *Feminism and the Women's Movement in the Philippines: Struggles, Advances, and Challenges*. Retrieved from Friedrich-Ebert-Stiftung: <https://library.fes.de/pdf-files/bueros/philippinen/14072.pdf>
- Hegewisch, A., & Hartmann, H. (2014, January 9). *Occupational Segregation and the Gender Wage Gap: A Job Half Done*. Retrieved from Institute for Women's Policy Research: <https://iwpr.org/wp-content/uploads/2020/08/C419.pdf>
- Helle, B., Belghith, H., & Belhaj, N. (2022, April 11). Overcoming barriers to women's work in the Philippines. Retrieved from World Bank Blogs: <https://blogs.worldbank.org/eastasiapacific/overcoming-barriers-womens-work-philippines>
- Hill, C. (2016, March 18). Barriers and Bias; The status of women in leadership. Retrieved from AAUW: <https://files.eric.ed.gov/fulltext/ED585546.pdf>
- Iacurci, G. (2022, May 19). Women are still paid 83 cents for every dollar men earn. Here's why. Retrieved from CNBC News: <https://www.cnbc.com/2022/05/19/women-are-still-paid-83-cents-for-every-dollar-men-earn-heres-why.html>
- IMF. (2000, April 12). Globalization: Threat or Opportunity? Retrieved from IMF: <https://www.imf.org/external/np/exr/ib/2000/041200to.htm>
- Inès, D. (2023, June 11). Strategies to Close Gender Pay Gap. (A. C. Asiegbunam, Interviewer)
- International Labour Organisation. (2023). Luxembourg supports the equal pay international coalition [Online] Available at [https://www.ilo.org/brussels/information-resources/news/WCMS\\_777864/lang--en/index.htm#:~:text=In%20recent%20years%20Luxembourg%20has,the%20importance%20of%20equal%20pay.](https://www.ilo.org/brussels/information-resources/news/WCMS_777864/lang--en/index.htm#:~:text=In%20recent%20years%20Luxembourg%20has,the%20importance%20of%20equal%20pay.) [Accessed on 23rd July 2023]
- International Labour Organization; Women in Business and Management. (2020, January 24). Improving gender diversity in company boards. Retrieved from International Labour Organization; Women in Business and Management: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_dialogue/---act\\_emp/documents/briefingnote/wcms\\_754631.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---act_emp/documents/briefingnote/wcms_754631.pdf)
- International Labour Organization. (2020, April 10). Trade union action to promote fair recruitment for migrant workers. Retrieved from International Labour Organization: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---migrant/documents/briefingnote/wcms\\_740198.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/briefingnote/wcms_740198.pdf)

- International Labour Organization. (2022, September 16). Pay transparency can address the gender pay gap. Retrieved from International Labour Organization: [https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS\\_856203/lang--en/index.htm](https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_856203/lang--en/index.htm)
- Investing in Women. (2019, October 15). *Gender pay gap still exists in the Philippines—study*. Retrieved from Investing in Women: <https://investinginwomen.asia/wp-content/uploads/2018/01/australian-aid.png>
- IPOS. (2021, November 23). Share of respondents in the Philippines who thought that women would be paid the same as men for the same work as of January 2020. Retrieved from Statista: <https://www.statista.com/statistics/1091112/philippines-views-on-gender-pay-gap/>
- Jason , M. (2023, June 11). Strategies to Close Gender Pay Gap Policy. (A. C. Asiegbunam, Interviewer)
- Jeffery, N. (2009, July 18). Stakeholder Engagement: A Road Map to Meaningful Engagement. Retrieved from Doughty Centre Corporate Responsibility: <https://www.fundacionseres.org/lists/informes/attachments/1118/stakeholder%20engagement.pdf>
- Jorge, F., & Martins Fonseca, L. (2014, August 10). How sample size influences research outcomes. Retrieved from National Library of Medicine: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4296634/#:~:text=Too%20small%20a%20sample%20may,that%20are%20not%20clinically%20relevant.>
- Jorge, F., & Martins Fonseca, L. (2014, August 10). How sample size influences research outcomes. Retrieved from National Library of Medicine: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4296634/#:~:text=Too%20small%20a%20sample%20may,that%20are%20not%20clinically%20relevant.>
- kaluza, J. (2023, March 7). Using narrative analysis in qualitative research. Retrieved from Dovetail: <https://dovetail.com/research/narrative-analysis/#:~:text=Narrative%20analysis%20is%20a%20type,how%20the%20individuals%20experienced%20something.>
- Kleven, H., Landais, C., & Sogaard, J. E. (2019, October 4). *Children and Gender Inequality: Evidence from Denmark*. Retrieved from American Economic Association : <https://www.aeaweb.org/articles?id=10.1257/app.20180010>
- Korado , D. (2023, June 11). Strategies to Close Gender Pay Gap. (A. C. Asiegbunam, Interviewer)
- KPMG. (2023). Luxembourg tax alert 2023-04 [Online] Available at <https://kpmg.com/lu/en/home/insights/2023/06/new-eu-directive-aims-to-decrease-the-pay-gap-through-transparen.html> [Accessed on 23rd July 2023]
- Litman, L., Robinson, J., Rosen, Z., Rosenzweig, C., Waxman, J. and Bates, L.M. (2020). The persistence of pay inequality: The gender pay gap in an anonymous online labor market. *PloS one*, 15(2), p.e0229383.
- Lynn Institute. (2023, March 30). Dealing With Research Participant Bias in Clinical Studies: The Practical Approach. Retrieved from Lynn Institute: <https://lhsi.net/research-participant-bias-in-clinicalstudies/#:~:text=Research%20participant%20bias%20can%20lead,version%20that%20is%20socially%20acceptable.>

- Ministry of Labour and Social Affairs. (2016, May 7). Employment Policy Strategy 2020. Retrieved from dataplan.info: [https://www.dataplan.info/img\\_upload/7bdb1584e3b8a53d337518d988763f8d/spz-2020-aj.pdf](https://www.dataplan.info/img_upload/7bdb1584e3b8a53d337518d988763f8d/spz-2020-aj.pdf)
- OECD. (2023). Equal pay audits: A more intensive pay transparency tool. In OECD, Reporting Gender Pay Gaps in OECD Countries: Guidance for Pay Transparency Implementation, Monitoring and Reform (p. 100). [https://www.oecd-ilibrary.org/social-issues-migration-health/reporting-gender-pay-gaps-in-oecd-countries\\_ea13aa68-en](https://www.oecd-ilibrary.org/social-issues-migration-health/reporting-gender-pay-gaps-in-oecd-countries_ea13aa68-en). Retrieved from OECD: <https://www.oecd-ilibrary.org/sites/b54f4d0c-en/index.html?itemId=/content/component/b54f4d0c-en#:~:text=An%20equal%20pay%20audit%20is,on%20the%20basis%20of%20gender>.
- Official Journal of the Grand Duchy of Luxembourg. (2010). Professional obligations concerning the fight against money laundering and terrorist financing. *Official Journal of the Grand Duchy of Luxembourg*, 20.
- Okoro-Agu, S. (2023, June 7). Strategies to Close Gender Pay Gap. (A. Asiegbunam, Interviewer)
- Ortiz-Ospina, E., & Roser, M. (2018, March 19). *Economic inequality by gender*. Retrieved from Our World in Data: <https://ourworldindata.org/economic-inequality-by-gender>
- Penner, A.M., Petersen, T., Hermansen, A.S., Rainey, A., Boza, I., Elvira, M.M., Godechot, O., Hällsten, M., Henriksen, L.F., Hou, F. and Mrčela, A.K. (2023). Within-job gender pay inequality in 15 countries. *Nature human behaviour*, 7(2), pp.184-189.
- Philippine Commission on Women. (2023, July 6). Republic Act 9710 or the Magna Carta of Women. Retrieved from Philippine Commission on Women: <https://pcw.gov.ph/faq-republic-act-9710-the-magna-carta-of-women/>
- Philippine Commission on Women. (2023, June 25). *About us- Philippine Commission on Women*. Retrieved from Philippine Commission on Women: <https://pcw.gov.ph/>
- Philippine Institute for Development Studies. (2023). The gender pay gap and how we can overcome it [Online] Available at <https://www.pids.gov.ph/details/news/in-the-news/the-gender-pay-gap-and-how-we-can-overcome-it> [Accessed on 23rd July 2023]
- Philippines Statistics Authority. (2010). Magna Carta of Women [Online] Available at <https://psa.gov.ph/content/q-magna-carta-women-republic-act-no-9710> [Accessed on 23rd July 2023]
- Pierce, J., & Weible, C. (2009, June 18). Advocacy Coalition Framework. Retrieved from JRank: [https://reference.jrank.org/governance/Advocacy\\_Coalition\\_Framework.html](https://reference.jrank.org/governance/Advocacy_Coalition_Framework.html)
- Raile, A.N., Austin, C.G. and Bratton, V.K. (2023). Can We Talk About Pay Discrimination/Equal Pay/Strategic Compensation Practices? An Exploratory Study on Framing Gender Pay Inequity. *Business and Politics*, 25(1), pp.17-33.
- Rubery, J., & Johnson, M. (2019, May 18). Closing the Gender Pay Gap: What Role for Trade Unions? Retrieved from International Labour Organization: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_dialogue/---actrav/documents/publication/wcms\\_684156.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_684156.pdf)

- Sabatier , P. A., & Jenkins-Smith, H. C. (1994). *Evaluating the Advocacy Coalition Framework*. Cambridge, England: Cambridge University Press.
- State of California, Department of Industrial Relations. (2023, June 10). *California Equal Pay Act (Labor Code section 1197.5) and Labor Code section 432.3* . Retrieved from State of California, Department of Industrial Relations: [https://www.dir.ca.gov/dlse/california\\_equal\\_pay\\_act.htm](https://www.dir.ca.gov/dlse/california_equal_pay_act.htm)
- Tegan, G. (2023, June 22). Types of Interviews in Research | Guide & Examples. Retrieved from Scribbr: <https://www.scribbr.com/methodology/interviews-research/#:~:text=Interviews%20are%20a%20great%20research,cuff%20reactions%2C%20and%20emotional%20responses.>
- Tucker, J., & Patrick, K. (2017, August 7). *LOW-WAGE JOBS ARE WOMEN'S JOBS: THE OVERREPRESENTATION OF WOMEN IN LOW-WAGE WORK*. Retrieved from NATIONAL WOMEN'S LAW CENTER : <https://nwlc.org/wp-content/uploads/2017/08/Low-Wage-Jobs-are-Womens-Jobs.pdf>
- Ummelas, O. (2023, June 19). Norway Plans to Mandate 40% Quota for Women on Company Boards. Retrieved from Bloomberg: <https://www.bloomberg.com/news/articles/2023-06-19/norway-plans-to-mandate-40-quota-for-women-on-company-boards#xj4y7vzkg>
- UNESCO. (2009, May 15). Policy guidelines on inclusion in education. Retrieved from UNESCO: <https://unesdoc.unesco.org/ark:/48223/pf0000177849>
- United Nations News. (2022, September 18). *Closing gender pay gaps is more important than ever* . Retrieved from United Nations : <https://news.un.org/en/story/2022/09/1126901>
- United Nations. (2015, May 10). Gender Equality The unfinished business of our time. Retrieved from United Nations: <https://www.un.org/en/global-issues/gender-equality>
- Urmersbach, B. (2023, March 1). Gender pay gap in Luxembourg. Retrieved from Statista: <https://de.statista.com/statistik/daten/studie/780084/umfrage/gender-pay-gap-in-luxemburg/>
- Vaismoradi, M., Turunen, H. and Bondas, T. (2013). Content analysis and thematic analysis: Implications for conducting a qualitative descriptive study. *Nursing & health sciences*, 15(3), pp.398-405.
- Villegas, F. (June, 11 2023). Sources of Data: What They Are, Types & Examples. Retrieved from Question Pro: <https://www.questionpro.com/blog/sources-of-data/>
- Weber, S. (2016, February 9). *History of the Political Reform Division*. Retrieved from California Secretary of State: <https://www.sos.ca.gov/campaign-lobbying/history-political-reform-division>
- Weible, C. (2018). Instrument Constituencies and the Advocacy Coalition Framework: an essay on the comparisons, opportunities, and intersections. *Taylor and Francis*, 37(1), 17.
- World Bank. (2022). *Overcoming barriers to women's work in the Philippines*

## Appendices

### Appendix no. 1: Interview questions

1. Can you describe your experience with gender pay gap policies in your region?
2. What do you believe are the major factors contributing to the gender pay gap in California?
3. How policies and initiatives have been put in place in your region to address are gender pay gap? How effective would you say it has been? What do you think can be done better?
4. Who would you say are the stakeholders involved in the fight? And would you say that the advocacy coalition has played a role in the successes?
5. What recommendations do you have for improving gender pay gap policies in California?
6. Have you encountered any challenges in advocating for gender pay equality in your work or personal life?  
success of gender pay gap policies in California? Who are the actors in both states
7. How do you see the future of gender pay gap policies in California?

### Appendix no. 2: Sample transcript from Interview conducted with Betsy Butler, Executive Director for the California Women's Law Centre (CWLC).

#### Speaker 1

So, my first question would be basically of your experiences, can you like describe like what gender pay gap policies in the US are?

#### Speaker 2

Well, that's the thing. You know, California. I'm not familiar as I said, but I know California, Oregon and Washington have kind of been leading the equal pay March, if you will, in California definitively. So, when you say in the US, I'm sure. You're aware that? There are many states in the United States. That have very different views from Californians and more liberal states. Right? So, you know, when you look at states like Mississippi. The level of poverty and discrimination is off the charts, and so you can't say, United States. So in California, we're very fortunate we have some



very progressive leaders. We're a very liberal state. We have very liberal representatives and constitutional offices, and in our legislature, and so they have pushed for laws that have aimed. And sought to have more gender parity and pay. And but the problem here is. We have something called substantially similar, which means by law you must pay someone the same if they have the same job, we there's no longer any retaliation. If you talk about your pay with your co-workers and you, can you, it's not illegal to talk about your pay. We have a lot of measures that have made it more. Transparent, including when you list a job now in California, you must do a range with the job pays in a range. You can't just say you know commensurate upon experience. You must put a range. Again, so we've done all those kinds of. Laws the problem though. And we've run into it here. Is, even though those laws are on the books. OK, let's just take for example the hotel worker. So, the female hotel room cleaner or person who cleans the rooms and the male person who cleans your rooms and or the janitor. Whatever are paid. Desperately does that woman who's cleaning hotel rooms. Who knows that her co-worker male co-worker is getting paid more, and it's against the law in California. Does she risk going to her boss and saying, hey, he's getting more money than me? A lot of women just can't do that, so the, the substantially similar pay situation also really affected a lot of our major law firms in the country.