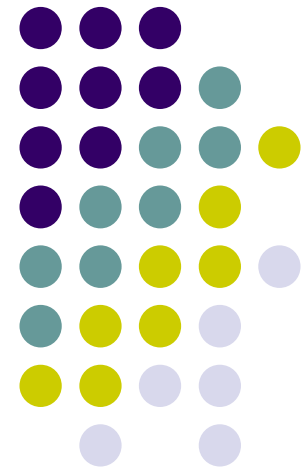
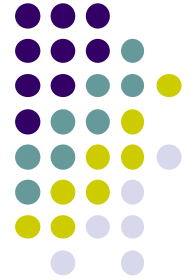


Pay Equity Policies – different models for different contexts

Lisa Wong
Senior Officer – Non-Discrimination
FUNDAMENTALS



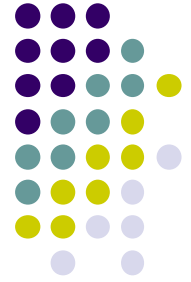
The Presentation



- The terminology
- The normative basis
- Different models to achieve pay equity
- Discussion



The Terminology



- What is **Pay equity**?
- What is **equal work**?
- What is **work of equal value**?

ILO Convention 100: Equal Remuneration (1951) - explained



Ratifying States must **promote** and, where possible, **ensure** the application of the principle of equal **remuneration** between men and women for a **work of equal value** for all workers



What is Remuneration?

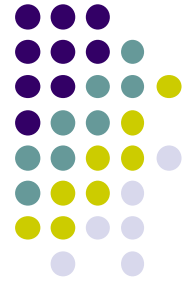


ELEMENTS OF REMUNERATION - EXAMPLES

| |
|--|
| Basic wage |
| Minimum wage |
| Ordinary wage |
| Overtime pay |
| Productivity bonus |
| Performance payments |
| Seniority increment |
| Family, child or dependency allowance |
| Tips/gratuities |
| Laundering provided or an allowance |
| Travel allowance or expenses |
| Car provided |
| Accommodation provided or an allowance |
| Clothing provided or an allowance |
| Commission |
| Life insurance |
| Employer or industry social insurance |
| Company shares or profits |
| Food provided or an allowance |



Scope of application of the principles of ILO Convention 100



- It applies to all male and female workers;
- It applies to all components of remuneration
 - Overtime;
 - Cash value benefits;
 - Work materials: uniforms, tools, utensils...;
 - Family allowances, allowances in respect of head of household, social security contributions;
 - Vouchers, scholarships...;
 - Supplements or incentives: company car, representation expenses, health benefits, housing, paid vacations, leisure...;
- It involves job comparison
 - Job comparison should not be limited to the same jobs, enterprise and/or sector



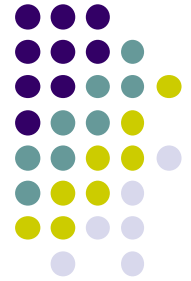
What are countries doing to promote pay equity: Model 1 – Canada (Quebec) & Sweden



- Clear, structured, proactive, process-oriented sequence with strict time-lines
- Legislation
 - Action plans
 - Pay reviews
 - Gender neutral job evaluations
 - Pay adjustments
- Institutions



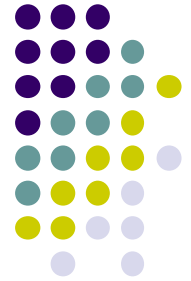
What are countries doing to promote pay equity: Model 2 – Netherlands & UK



- Legislation – Voluntary
 - UK
 - Private sector
 - Voluntary
 - Gender equality reporting – baseline & audits
 - Public sector
 - Equality objectives
 - Publish equality information,
 - NOT required to take specific action on the gender pay gap
- Institutions
- Other: Code of Practice, Checklists, Guides & tools



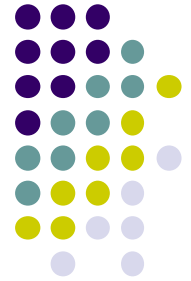
What are countries doing to promote pay equity: Model 3 – France & Switzerland



- Legislation – Equal pay for work of equal value
 - Action plans
 - Sectorial collective agreements
- Public procurement initiatives



What are countries doing to promote pay equity: Germany?



- General discussion

