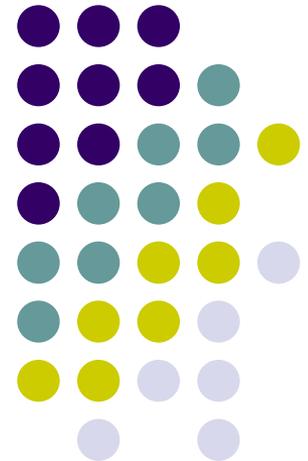
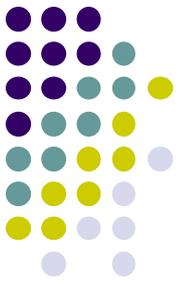


Equal Pay for Work of Equal Value: How do We Get There

Lisa Wong
Senior Officer – Non-Discrimination
FUNDAMENTALS



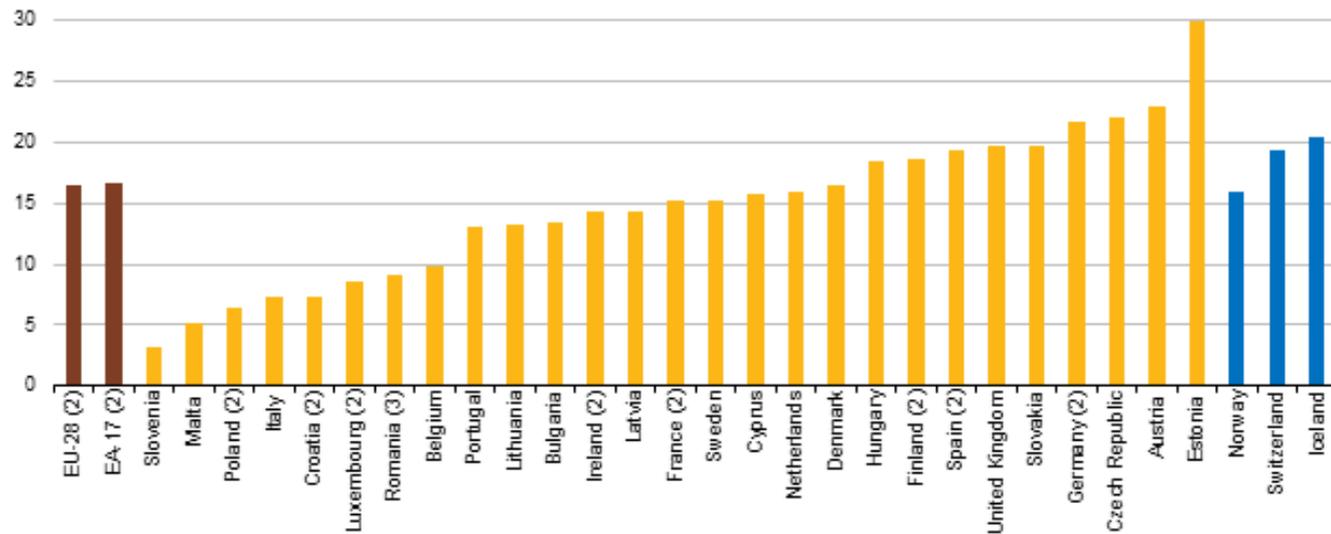
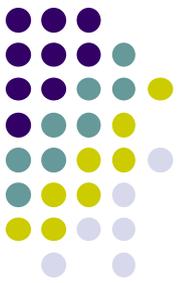
The Presentation



- How close are we to achieving equal pay in Europe – The gender pay gap?
- Why a gender pay gap?
- ILO methodology to promote equal pay for work of equal value
- Challenges



2013 - The gender pay gap in EUROPE



(1) Enterprises employing 10 or more employees; NACE Rev. 2 B to S (-0).

(2) Provisional data; Ireland: 2012 data

(3) Estimated data

No data for Greece



Why Gender Pay Gap?



Characteristics of individuals and of enterprises:

- Educational level and field of study;
- Work experience and seniority;
- Size of enterprise and sector activity
- Occupational segregation - women under-represented in higher paid jobs and over-represented in lower paying range of occupations than men
- Hours spent in paid work – women over-represented in part time work
- Weaker bargaining power on the part of women workers.



Why Gender Pay Gap?



Direct Discrimination based on sex:

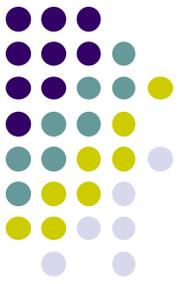
- Different pay for women and men in the same occupation
- Different titles (and pay) for the same or similar occupations

Indirect Discrimination based on sex:

- Undervaluation of the skills, competencies and responsibilities associated with women's work
- Gender biases in job evaluation methods
- Gender biases in job classification and job grading systems
- Gender biases in job remuneration systems



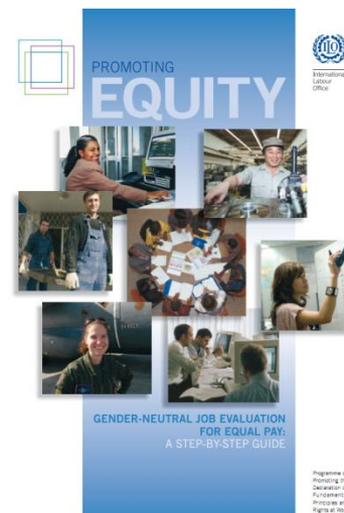
ILO Methodology to achieve equal pay for work of equal value:



- There are methodologies to assess, identify and objectively compare the relative value of work.
- It is necessary to develop job evaluation systems to avoid prejudices or stereotypes based on sex.



Step-by-step Guide



Objectives:

- Untangle the complexities of job evaluation methods;
- Making it accessible to a wide audience;
- Indicate a step-by-step procedure to prevent difficulties of implementation;
- Allow implementation of targeted technical assistance to specific cases.



6-Step Pay Equity Programme



1. Selecting which jobs to compare;
2. Job evaluation method;
3. Collecting data on the jobs to be evaluated;
4. Analyzing the questionnaire results;
5. Determining the value of jobs;
6. Estimating wage gaps for jobs of equal value and making pay adjustments.



Getting started



- Joint Involvement: Establishment of a Pay Equity Committee;
 - Significant employee presence including their worker representatives from different hierarchical levels;
 - 50%+ female presence
 - Representatives of female-dominated jobs,
 - Female ethnic minority presence.
- Training of Committee members;
- Establishment of Workplan;
- Allocation of Resources;
- Communication Strategy.



Step 1

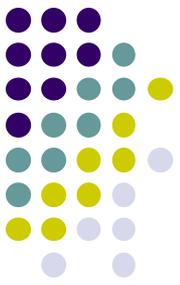
Selecting which jobs to compare

- Draw up a list of the jobs in the enterprise;
- Determine whether these jobs are male- or female-dominated;
- Ensure that the criteria used to determine predominance are rigorous;
- Ensure that there is no gender bias.

It is important to include all of the organization's employees, whether they be full-time or part-time, on indeterminate or fixed-term contracts.



Step 2: Job Evaluation Method



Factor: **Qualifications**

Sub-Factors:

Interpersonal skills;
Communication skills;
Physical skills.

Factor: **Effort**

Sub-Factors:

Emotional effort;
Mental effort;
Physical effort.

Factor: **Responsibility**

Sub-Factors:

Responsibility for people;
Responsibility for human resources;
Responsibility for confidentiality;
Financial responsibility;
Responsibility for material resources.

Factor: **Working Conditions**

Sub-Factors:

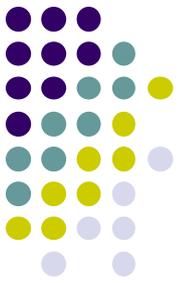
Physical Environment;
Psychological conditions.



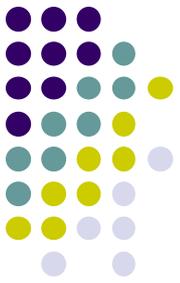
Step 3

Collecting Data through a questionnaire

- Develop the questionnaire;
- Ensure it is free from gender bias;
- Ensure it is rigorous;
- Conduct a pre-test and revise if necessary;
- Circulate the questionnaire among all employees.



Step 4



Analyzing the Questionnaire Results

The goal of analyzing the results of the questionnaire is to establish for each job:

- An identification card

Job title _____ Department or service _____

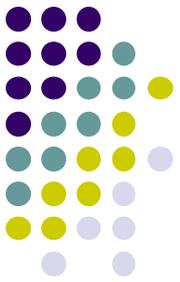
Place of work _____

Name of supervisor _____ Title of supervisor _____



Step 4

Analyzing the Questionnaire Results



- A description of tasks

Job summary

Tasks and main responsibilities

List, in order of importance, the main responsibilities of the position and indicate the content, means used and goal for each of them

Supervision/management exercised

Type of supervision or management involved in the job

Consequences of errors

Indicate whether the work is subject to verification and by whom.
Indicate the impact of errors

Contacts

Reasons for and level of contacts

Requisite knowledge/experience

Requirements related to education, specialized training, and skills
Type of work experience required

Equipment used

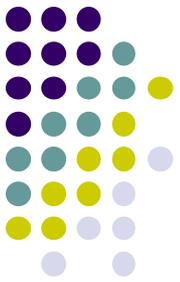
Main tools and equipment used and per centage of work time during which they are used

Working conditions

Workplace, type of work space, environment, potential hazards.



Step 4



Analyzing the Questionnaire Results

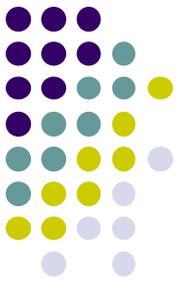
- A job profile indicating the level assigned to the job according to each evaluation sub-factor.

SUB-FACTORS	PRESENTATION OF JOB REQUIREMENTS	LEVEL OF SUB-FACTOR	JUSTIFICATION
Knowledge			
Experience/training			
Complexity			
Physical effort			
Mental effort			
Communication			
Consequences of errors			
Human and material resources			
Physical environment			
Risks			



Step 5

Determining the Value of Jobs



Developing a weighting grid

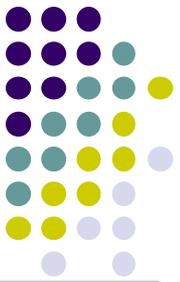
The weighting grid of evaluation factors involves determining their relative importance and assigning a numerical value to each of them.

For example: In a company developing software programs, a high weight will be assigned to the analytical skills criterion; in a day-care centre, the responsibility for people criterion will be of utmost importance; in a public works enterprise, responsibility for equipment will be one of the key factors.



Step 5

Determining the Value of Jobs



Factors	Weighting	Number of points
Qualifications	32%	320
Job knowledge	12%	120
Communication	10%	100
Physical skills	10%	100
Effort	19%	190
Emotional effort	5%	50
Mental effort	8%	80
Physical effort	6%	60



Step 6

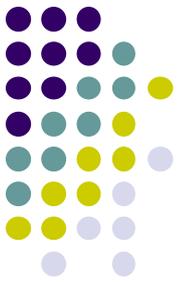
Estimating wage gaps for jobs of equal value and making pay adjustments



- Discriminatory pay gaps are identified and eliminated for all employees, whether full time or part-time, benefit from term contracts, permanent, or casual;
- Pay equity includes base salary, flexible pay and cash value benefits;
- Pay equity is achieved by raising the wages of female-dominated jobs to the level of wages of male-dominated jobs of the same value, not the reverse;
- If the amounts to be paid out are considerable, the wages can be raised gradually to achieve equity over time. This can be done through **collective bargaining**.



Challenges



- Reconcile work and family responsibilities;
- Eliminate stereotypes;
- Lack of or weak implementation of legislation prohibiting wage discrimination;
- Secrecy on salaries;
- Implementation costs
 - Review of human resource management systems
 - Follow-up and maintenance
 - Reports
 - Training
 - Communication



DISCOUNT

18% OFF
FOR WOMEN ONLY



EQUAL PAY DAY - SEPTEMBER 4

eowa.gov.au

