Pay Equity Policies – different models for different contexts

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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?
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?

<table>
<thead>
<tr>
<th>ELEMENTS OF REMUNERATION - EXAMPLES</th>
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<tbody>
<tr>
<td>Basic wage</td>
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<tr>
<td>Minimum wage</td>
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<tr>
<td>Ordinary wage</td>
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<tr>
<td>Overtime pay</td>
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<tr>
<td>Productivity bonus</td>
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<tr>
<td>Performance payments</td>
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<tr>
<td>Seniority increment</td>
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<tr>
<td>Family, child or dependency allowance</td>
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<tr>
<td>Tips/gratuities</td>
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<tr>
<td>Laundering provided or an allowance</td>
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<td>Travel allowance or expenses</td>
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<td>Car provided</td>
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<td>Accommodation provided or an allowance</td>
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<tr>
<td>Clothing provided or an allowance</td>
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<tr>
<td>Commission</td>
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<tr>
<td>Life insurance</td>
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<tr>
<td>Employer or industry social insurance</td>
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<tr>
<td>Company shares or profits</td>
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<tr>
<td>Food provided or an allowance</td>
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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