

Possible alliances and further tools: *The social partners*

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Equal Pay: key players – social partners

- Employers and their associations
- Trade unions / trade union confederations
- The state / the governments
- The EU / the European Commission

} social partners

Social partners are crucial to achieving equal pay they should promote equal pay in collective bargaining and at company level.

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Barriers to implementing equal pay principles

- Lack of consciousness of the pay gap – myth of equality
- Common/usual understanding of *equal pay* does not include *work of equal value*
- Lack of know-how in less discriminatory job evaluation systems
- Laws and directives are not effective enough
- Different causes for low and unequal pay of women are not clearly separated

→ Development of appropriate measures and actions

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Strategies and actions – *Social partners*

- Providing know-how (equal value principle, sources of discrimination, approaches, principle of discrimination-free job evaluation)
- Equal pay reviews (detailed income reports + analysis)
- Modernising pay schemes and collective agreements (scanning the regulations for discriminatory potential – checklists!)
- Sensitisation (campaigns, public discussions, public media)
- Equal pay task force groups (analysing and developing proposals and measures)
- National equal pay conferences (at sector level)

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Equality Bodies – Tasks

- promote social *dialogue* on the issue of equal pay
- broaden knowledge of the equal pay – *equal value* principle
- show the benefits of implementing equal pay (company and sectoral level, trade unions, economy and society)
- form alliances and take action
- highlight good practices and formulate recommendations (company level, worker' and employers' organizations ...)

Equality Bodies -Tools (1)

- Dialogue - “Dialogue as a tool can build a Think Tank with a broad scope in equality issues” (Sandra Konstatzky)
- information campaigns (printed material, webpages, newsletters, conferences ...)
- give and exchange constructive information
- partnership, cooperation and joint projects (with social partners)
- advice and recommendations
- trainings and training material

Equality Bodies -Tools (2)

- legal assistance
- checklists and models for pay audits and equality impact assessments
(for social partners, for collective bargaining; for less discriminatory job evaluation ...)
- kite marking system for equal value job evaluation
(should be provided by the European Commission)

Recommendation on equal pay from the European Parliament resolution 24 May 2012 to the EC:

Equality Bodies “should be empowered to monitor, report, and, where possible, enforce gender equality legislation more effectively and more independently while they should be adequately funded”

Strategies and actions – *Company level*

- Analyzing the workforce demographics/remuneration
- Creating transparency
- Developing less discriminatory job evaluation systems
Specification of collective agreements for classification and promotion
- Developing implementation plans
- Implementing the measures
- Evaluating the results

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Factors for successful projects at company level

- Joint project between the social partners
- Detailed analysis of the underlying conditions
- Clear definition of targets and non-targets
- Composition/members of the working groups – decision-making authority
- Training – transmit knowledge and know-how
- Resources – time, human resources, money

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Benefits of less discriminatory job evaluation

- Changing the rank-order/relation of jobs
- Adequate grading of new innovative jobs
- Reference to good management practices
- Enhancing the contentment and motivation of employees
- Prestige (public procurement bound on gender equality)
- Reducing the hierarchical gender order
- Avoiding of negative consequences of equal pay claims

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Examples of good practice: Equal pay tools

- www.equalityhumanrights.com
(tools for equal pay, 5-steps equal pay audit)
- www.iefh.belgium.be
(checklist gender neutrality in job evaluation and classification)
- www.ilo.org
(gender-neutral job evaluation for equal pay: A step-by-step guide)
- www.ec.europa.eu/justice/gender-equality
(gender pay gap, tools for gender equality)

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Examples of good practice

www.equalityhumanrights.com/advice-and-guidance/tools-equal-pay

Tools: Equal pay

Quick-start guide to providing equal pay

Equal pay audit toolkit

Checklists: equal pay in practice

Equality Impact Assessments

Equal pay and the Equality Act 2010

Pay related research and inquiry reports

Campaigns and organisations

Advice courses

Discussing pay with colleagues

Equal Pay Workshop for European National Equality Bodies

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Benefits and Conclusion

- “Employers support for equal pay can result in an enhanced image both nationally and internationally, better recruitment, higher productivity and workers satisfaction, and improved labour relations.” (ILO 2013, p. 62)
- Trade unions/trade union confederations: support for equal pay is a fundamental demonstration that women and men are represented and valued equally. Equal Pay is an ideal issue on which to recruit and organize campaigns. (see ILO 2013, p. 62)

**Equal pay is an investment
for the future!**

Thank you for your attention!