



ETUC WOMEN'S COMMITTEE DISCUSSION ON GENDER PAY GAP

Outline of EPSU work

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Background

- 1 out of 3 women work in public sector
- in some sectors more than 90% of employees are women e.g. nurses, midwives, childminders, but in utilities 10%
- Pay gap in public sector is 12% on average compared to 21% in private sector
 - ✓ Better collective agreement coverage
 - ✓ Less pay dispersion
- But large national and regional differences up to 30-40% gender pay gap
- And low wages in social and health care
- public sector wage increase falls behind private sector

EPSU

- Constitutional gender equality provisions (gender parity in Congress, and steering ctee, additional women's seats in Executive)
- Policy mix, positive action + mainstreaming
- Equal pay resolution 2002-2007:
 - ✓ guidelines to pay negotiators for tackling pay gap and improving women's wages & regular pay gap surveys
 - ✓ Target to reduce gap by 2-5% (based on ETUC)
- Sectoral social dialogue
- 7 March: project launch on wages in social and health care
- PSI work on pay equity: training pack, capacity building, annual discussion with ILO (emphasis on gender neutral job evaluation)





equal pay resolution

- Recent evaluation and survey on pay gap - women's average pay as percentage of men's average pay
- most dramatic change in Bulgaria from 67% to 90% since 2002 – but in health it is still at 75.8%
- Examples of pay gap increase, many country fluctuations
- Only 4 countries had figures in line with or better than EPSU target of 2-5 % point reduction over 5 years
- ✓ UK civil service – 6.2 ; national 3.8 (FT), 4.4 (PT)
- ✓ Danish, Finnish and Norwegian state sectors – from 4.9 to 2.0

- problem of pay gap linked to occupational differences, undervaluation of women's work, additional earnings, seniority and career breaks
- Tackling pay gap: collective bargaining; legislation; campaign



Using the EPSU resolution

- EPSU Gender Equality Committee: strong support to maintain and revise the resolution
- performance related pay; undervaluation; outsourcing/privatisation; equality clause in public contracts; equality funds; training (minority of women pay negotiators)



EPSU sectors

- **Sectoral social dialogue: broad approach**
 - ✓ Guidelines on gender equality plans in local and regional government (mandatory for public sector in Be; Fin; Fce; Ger; Hu; It; Ice; Lith, Slo, Sw, UK- Gender equality duty)
 - ✓ Gender proofing, objective setting, monitoring and reporting
 - ✓ Toolkit in electricity sector
 - ✓ Good practices handbook in central government administrations ; equality kitty; equality plans/audit ; gender budgeting
 - ✓ Suez group agreement (EWC)
 - ✓ Health sector: guidelines on ethical recruitment of migrants (majority of women)

Always need to press for wages to be part of the mandate with employers
Risk of equality dilution in the diversity agenda

- **Project “*Time to care a better deal for care workers*”** (7 March 2008)
 - ✓ Sector most affected by low wages
 - ✓ Detailed national data for Germany, Ireland, Sweden, Germany, forthcoming Bulgaria
 - ✓ Improving wages is a priority in this sector
 - ✓ Requires trade union coordination (e.g. Sweden, Germany)
 - ✓ Considering specific campaign

conclusions

- Evidence of undervaluing of women's work esp. health and social workers, administrative/clerical positions
- Problems exacerbated by reduced public funds, restructuring and contracting out yet at a time of increasing demands
- danger of high pay getting higher to tackle alleged recruitment difficulties – while low pay left to stagnate (deteriorate relative to average/high pay)
- Need to link pay equality campaigns to the quality of public services – public support (Finnish survey)
- Need to invest in public services
- Tackling pay gap at national/EU level means improving wages in women-dominated sectors

Next steps

- **Response to Commission Communication on pay gap**
 - ✓ Value discrimination – broader comparator - and role of market
 - ✓ Job evaluation: complicated but worthwhile (litigation case in UK – prison services- and Ireland –central administration)
 - ✓ Equality clause in public contracts
 - ✓ data: support for making it a legal requirement (Eurostat not reliable)
 - ✓ Changing men’s jobs
 - ✓ Working time: Right to full time work
 - ✓ Improved childcare and care for other dependants, link with working conditions in this sector
 - ✓ revision of EU legislation?
 - ✓ Keep it as a human right issue as well as sound HRM
- **ETUC campaign for fair wages:** sectoral dimension + equality objectives central to wage rise guidelines not as additional demands
- **Methodology on pay gap research**