

# Gender policies on national and international level : What role for unions to tackle the gender pay gap ?

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*Dr. Rafael Peels, ILO ACTRAV*

*PERC Women's School: Vulnerable groups and gender pay/pension and other gaps eradication policies*

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*Chisinau, Moldova, Labour institute*



# Structure

Introduction: State-of-Play

International Labour Standards

Roles for trade unions

Innovative policy tools: Pay Transparency

Conclusions and the Way Forward

# State-of-Play ...

Multiple discriminations ...

Lower labour force participation rates ...

Twice as likely as men not to be in education, employment or training ...

Covid-19 : women are disproportionately affected ...

... important Decent Work deficits

Women in vulnerable employment ...

... important gender pay gap

... inadequate access to social protection, health care, pension ...

# International Labour Standards ...

## - Non-Discrimination – C111

- Broader discriminatory practices
- Fundamental Convention
- National policy in collaboration with the social partners

## - Equal Pay – C100

- *“Equal remuneration for men and women workers for work of equal value”*
- Gender-neutral job evaluations and classifications
- Fundamental Convention
- Role of social partners

# International Labour Standards ...

## - **Minimum wages – C26 and C131**

- Women are typically overrepresented in low-paid sectors, covered (or not) by minimum wages
- Broad scope of application (ALL workers) and full consultation of the social partners
- Sectors with high female employment
- Participation of women in wage-fixing bodies
- Reference to the issue of equal pay between men and women

## - **Collective bargaining – C98, C154**

- Whom, what, how ?
- without addressing explicitly the role of unions in equal pay negotiations

## - **Other**

- Violence and Harassment, Maternity Protection, Domestic Workers, Public Sector, MNE Declaration, Global Supply Chains, Peace and Resilience, ...

# Outcomes of the ILO Supervisory Mechanism ...

## ... Overall challenges and opportunities

- promotion and implementation of legislation at different policy levels that give expression to the principles of equal pay for equal value
- enhanced monitoring and enforcement to prevent, detect and address violations
- improved access to information on pay differentials
- use of job gender-neutral evaluation and classification methods, and the targeting of sectoral and occupational segregation
- promote the development of strategies and action plans
- raise awareness and address underlying causes of pay differentials
- use innovative practices to promote gender equality

# Outcomes of the ILO Supervisory Mechanism ...

## ... Role of unions in wage setting for equal pay

- the right to freedom of association and collective bargaining, particularly vulnerable workers
- the need for the principle of equal remuneration for men and women for work of equal value to be fully reflected in wage setting on minimum wages and through collective bargaining
- apply gender-neutral criteria in the setting of wages and extend the coverage of minimum wages and collective agreements to ensure coverage of female dominated sectors and groups of vulnerable workers
- incorporate the issue of equal remuneration for men and women for work of equal value on the agenda of specialized equality or diversity bodies, and bi- and tripartite wage bargaining and consultation bodies
- ensure the effective role of the social partners in the design, implementation and monitoring

# Role of Trade Unions ...

## 1. Overall gender and multi-faceted discrimination

... stereotypes, unpaid care work, maternity-paternity leave, childcare, sexual harassment, etc.

... ethnicity, race, etc.

## 2. Overall wage inequality

... inclusive wage setting, levels/coverage/extension of min wages/CAs

## 3. Specific gender pay gap measures

... occupational segregation, conducting gender pay audits and developing action plans at the enterprise level, equality bargaining; gender-neutral job classification; non-discrimination clauses in IFAs; etc.



# Role of Trade Unions ...

## 4. Representation of women in unions and leadership

... TUs internal policies; decision-making bodies; e.g. quota's

## 5. Innovative measures

... e.g. pay transparency legislations

# Sectoral priorities ...

## Health-care sector ...

- Female dominated, horizontal segregation, labour shortage

## Public sector ...

- Women are often disproportionately represented in employment in the public sector

## Domestic workers ...

- Globally over 80% of domestic workers are women

## Global supply chains ...

- Overrepresentation of women at the lower levels of GSCs

# Pay transparency legislations

1. Emerging ...
2. One piece of the complex governance puzzle
3. WHAT is it ?
4. Arguments in favour and against ...
5. Views of workers and employers



► Pay transparency legislation:  
Implications for employers'  
and workers' organizations



# WHAT is it ?

... Pay transparency reports

... Pay transparency audits

... Employee's rights to request information

... Consultation

## Arguments in favour ...

## ... and against

... well-informed decision-making

... to counter discrimination

... compliance costs

... privacy

... reduction in overall wage growth

# ASSESSMENT ...

... **workers and employers views**

... (beyond) reporting +

... consultation

... incorporation in Collective Agreements

... implementation challenges

# Conclusions and the way forward ...

## Equal pay for work of equal value

Complex governance eco-system

Pay transparency

Minimum wages

unpaid care work

Violence and harassment

ILS

Gender clauses

Gender neutral job evaluations/classification

Gender stereotypes

Interlinked discrimination

Overall inequality