

What can trade unions do?

Trade unions can:

- Collect reliable data to document pay inequity
- Train union members through pay equity workshops
- Participate in visible campaigns for pay equity to spread awareness
- Ensure women have equal opportunities for leadership in their unions
- Build alliances with other sectorial unions and trade union centers

Integrate pay equity in advocacy work:

- Lobby for proactive legislation on pay equity
- Fight for minimum wages that provide a decent quality of life
- Integrate pay equity into collective bargaining demands
- Use the courts or tribunals to challenge inequitable wages
- Advocate for qualified professional teachers, both male and female, at all levels of education
- Highlight fair salaries and equal pay as a recruitment tool in the teaching sector

pay equity
now

“What is needed here: solid evidence when pay inequity exists; sensible policies to promote pay equity; and well-co-ordinated lobbying to get governments moving in the right direction.”

—Susan Hopgood, President of Education International

*Teacher unions
fight for fairness!*

For more information, please visit our website:

www.ei-ie.org/payequitynow

On EI's webpage you can find:

- Campaign tools
- Posters and pictures from unions' campaigns
- Questions and answers on pay equity
- Background documents
- Links to other pay equity webpages



An Education International campaign

pay equity
now



*Teacher unions
fight for fairness!*

Pay equity means

- Equal pay for the same work
- Equal pay for work of comparable value
- Eliminating the wage gap between female- and male-dominated jobs
- Taking factors such as ethnicity, social background and disability into consideration



Education International
Internationale de l'Éducation
Internacional de la Educación
Bildungsinternationale

If you need further support
in your fight for pay equity,
please contact us.

equality@ei-ie.org

Pay Equity Now
Education International
5 Boulevard du Roi Albert II
1210 Brussels, Belgium



Education International
Internationale de l'Éducation
Internacional de la Educación
Bildungsinternationale

Pay equity is important

Why? Because pay equity is a fundamental matter of equality and fairness. But unfortunately, millions of women around the world continue to be disadvantaged on the pay roll.

In fact, not a single country can claim to have achieved gender pay equity, even though various international treaties urge countries to implement it. A 2009 report by the International Trade Union Confederation shows that worldwide, women earn 22.4% less than men. The ILO Global Wage Report also shows there is an occupation concentration of women in what are frequently less attractive positions in terms of pay, status and opportunity for advancement.

Trade unions have an important role to play at the national level to demand the adoption and enforcement of adequate legislation guaranteeing decent work for all. Many international labour conventions address the issue of discrimination in employment and occupation.

By launching the *Pay Equity Now* campaign, Education International affirms the right of all workers to equitable wages, and aims to help education unions overcome gender discrimination in the setting of wages.



Pay equity is a basic human right!

When women are paid less than men for work of equal or similar value, it goes against the basic principles of justice on the job.

Pay equity supports freedom, dignity and the well-being of families and communities.

What is Pay equity?

Pay equity aims to eliminate gender discrimination in the setting of wages. Originally pay equity simply referred to equal pay for equal work. However many jobs, while not identical, still require equal skills and can be said to be of equal value. So the definition was broadened to equal pay for work of comparable worth, even for jobs that are not exactly identical.

Teaching is a “feminised” profession, but generally speaking, the proportion of female teachers declines with the increasing age of students and higher earnings.

Gender bias means the way that value is assigned to work, reinforcing gender segregation in low paid and low status occupation.

Teacher unions fight for fairness!



Pay equity affects both women and men

Pay equity enhances the value of work in general. Therefore, men as well as women profit from efforts to end pay inequity. Employers' efforts to drive down wages puts pressure on the workforce as a whole. In addition, men working in female-dominated occupations also experience pay discrimination.

Pay inequity is wrong

Pay inequity can result from direct or indirect discrimination.

Less money for equal work: Direct discrimination occurs when jobs that are the same or broadly similar concerning the skills, responsibility or worth to the employer, are paid differently depending on the worker's gender.

Less money for work of equal value: Indirect or systemic discrimination occurs because of a set of circumstances within workplaces or industries which have the effect of disadvantaging some people. In “feminised” professions such as teaching, nursing, childcare or textile work, wages tend to be lower. In addition, there tends to be little acknowledgement of the skills required, often because they are regarded not as workplace skills but as natural female characteristics such as empathy, nurturing, reliability and multi-tasking.

Low salaries have specific consequences for consumption habits. Raising wages for female workers would mean increased purchasing power and lead to positive effects for the whole economy. Additionally, including women fully in the labour market is in the interest of sustainable economic development.

Pay equity is a poverty reduction tool



Education International

www.eihe.org