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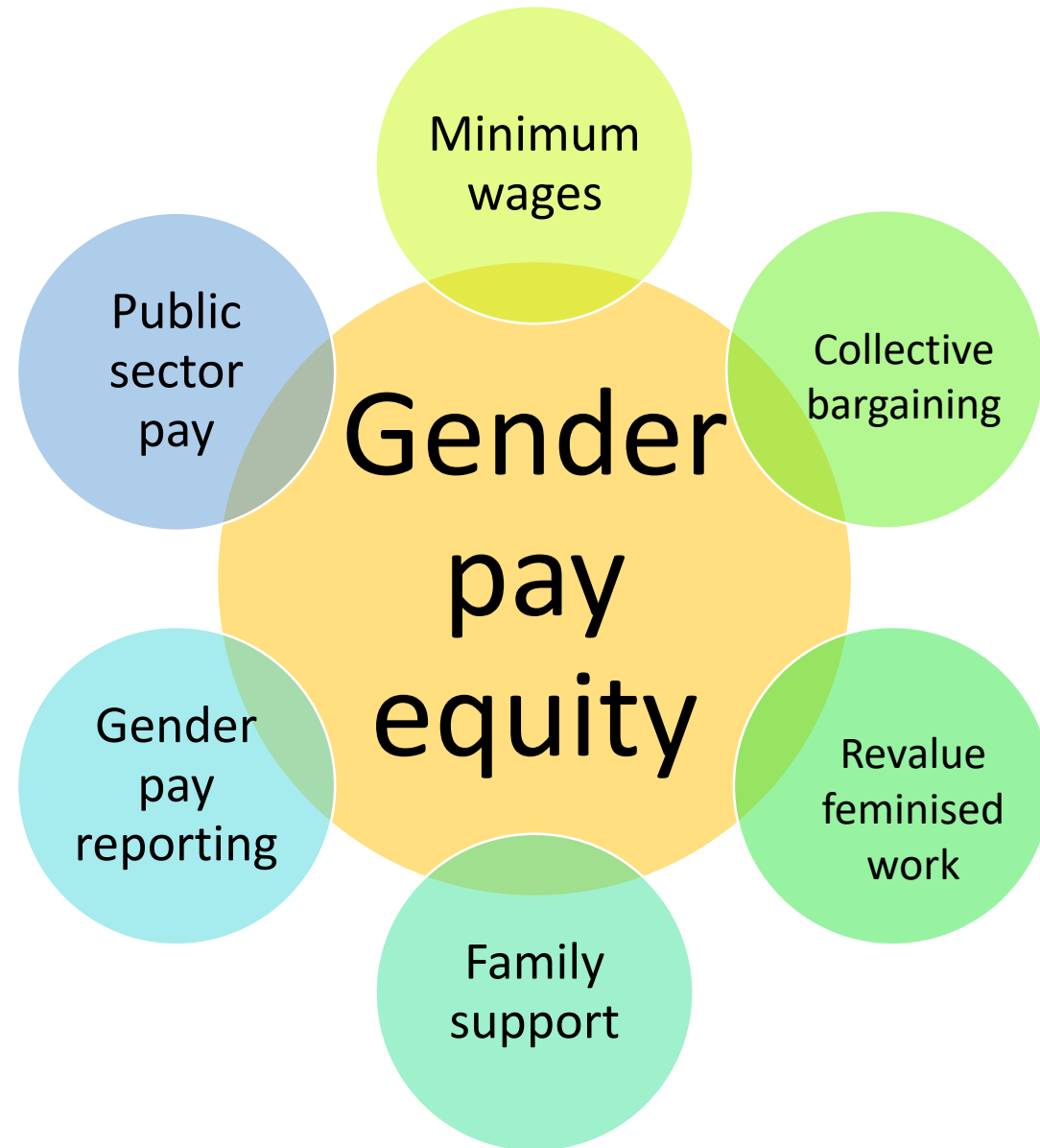
King's College London

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Country measures to reduce the gender pay gap

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There are a range of measures for governments, employers and unions to address gender pay equity



Minimum wages are critically important for gender equality

Many examples of 'living wage campaigns'

- Austria – target increase of 13%
- Belgium – from €9.66 to €14 per hour ('Fight for 14'), a 45% rise
- France – 18% rise
- Germany – unions argue for a MW at 60% of median earnings (31% increase)
- Ireland – Living Wage Technical Group demands a 26% rise
- UK – Living Wage Foundation campaigns for a 22% rise
- US – 'Fight for 15' to be implemented over 2020-25 period (from current \$7.25)





More inclusive collective bargaining is good for gender equality

E.g. A new collective agreement for outsourced catering workers in Spain

- Highly feminised and large share of part-time work
- 2016: first national collective agreement for outsourced catering services
 - Higher wage increases for the lowest paid
 - Inflation proofed real pay rises
 - Fixes a minimum working hours of 10 hours per week
 - Recommendations (non-binding) to transition all temps onto permanent contracts

More inclusive collective bargaining is good for gender equality

E.g. Extended local government collective agreement for outsourced care workers in the UK

- Unison launched a voluntary 'charter' and has enjoyed some success (40 out of 390 councils by 2019)
 - Increases fees paid to private sector care providers
 - Establishes a living wage
 - Abolishes zero hours contracts

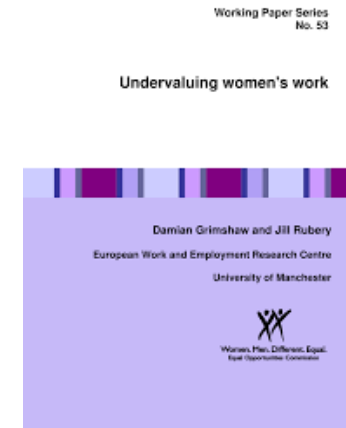


Targeted measures to combat the undervaluation of women's work in feminised occupations are good for gender equality

Covid-19 provides a major opportunity to revalue the work of feminised healthcare roles:

- France signed a major pay rise for wages of nurses and care workers
- Germany: one-off bonus (up to €1,000) to care workers for pandemic work

But most countries have still not responded to major campaigns to raise pay for healthcare and social care workers



Greater transparency of gender pay gap information is good for gender equality

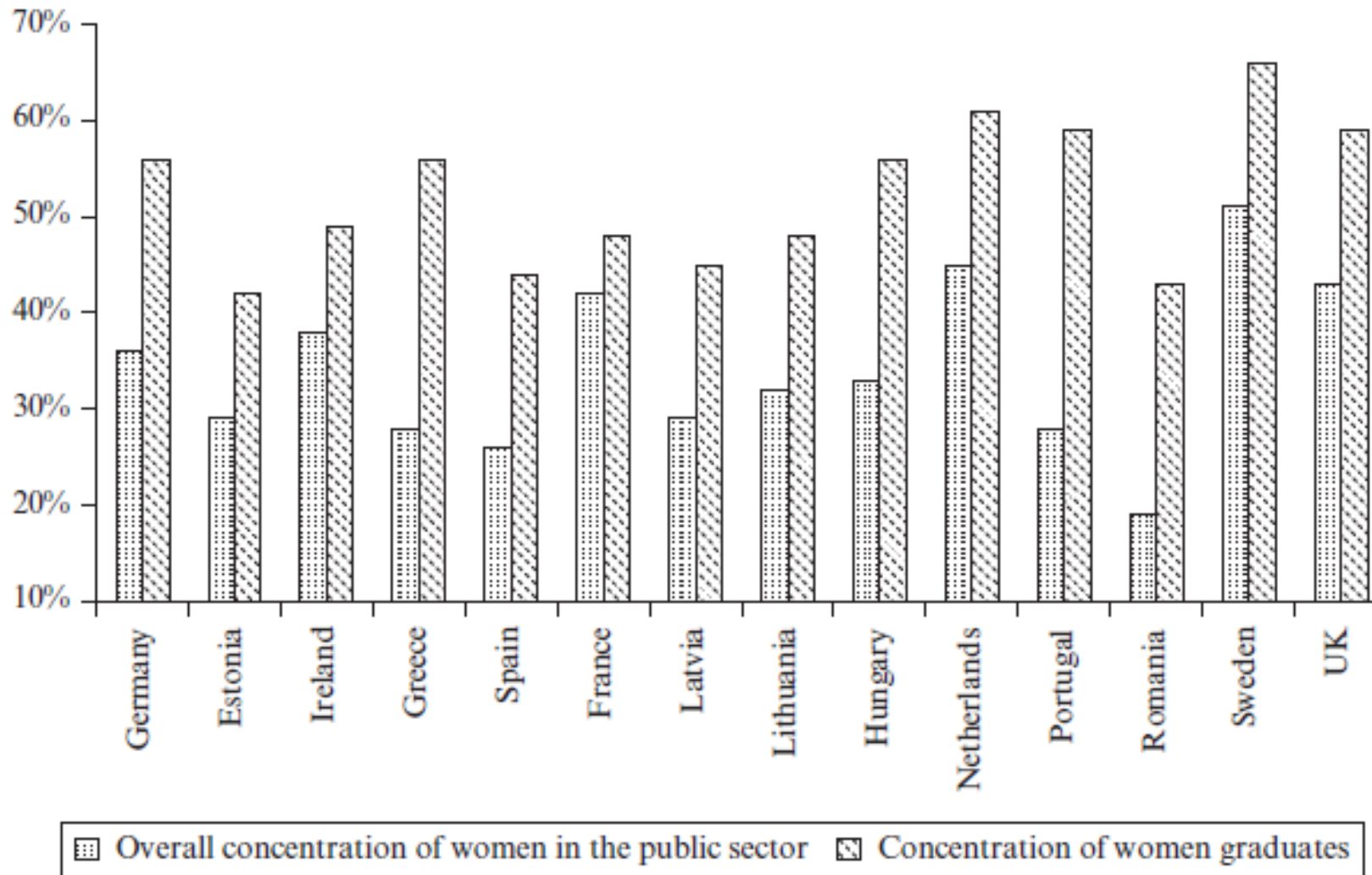
UK legislation requires all employers with 250+ employees (headcount, including agency and self-employed subcontractors) to report their gender pay gap:

- mean gender pay gap
 - median gender pay gap
 - mean bonus gender pay gap
 - median bonus gender pay gap
 - proportion of males receiving a bonus payment
 - proportion of females receiving a bonus payment
 - proportion of males and females in each quartile pay band
- ***Information to be published on the employer's website and www.gov.uk/genderpaygap***

Steady improvement in public sector pay is good for gender equality

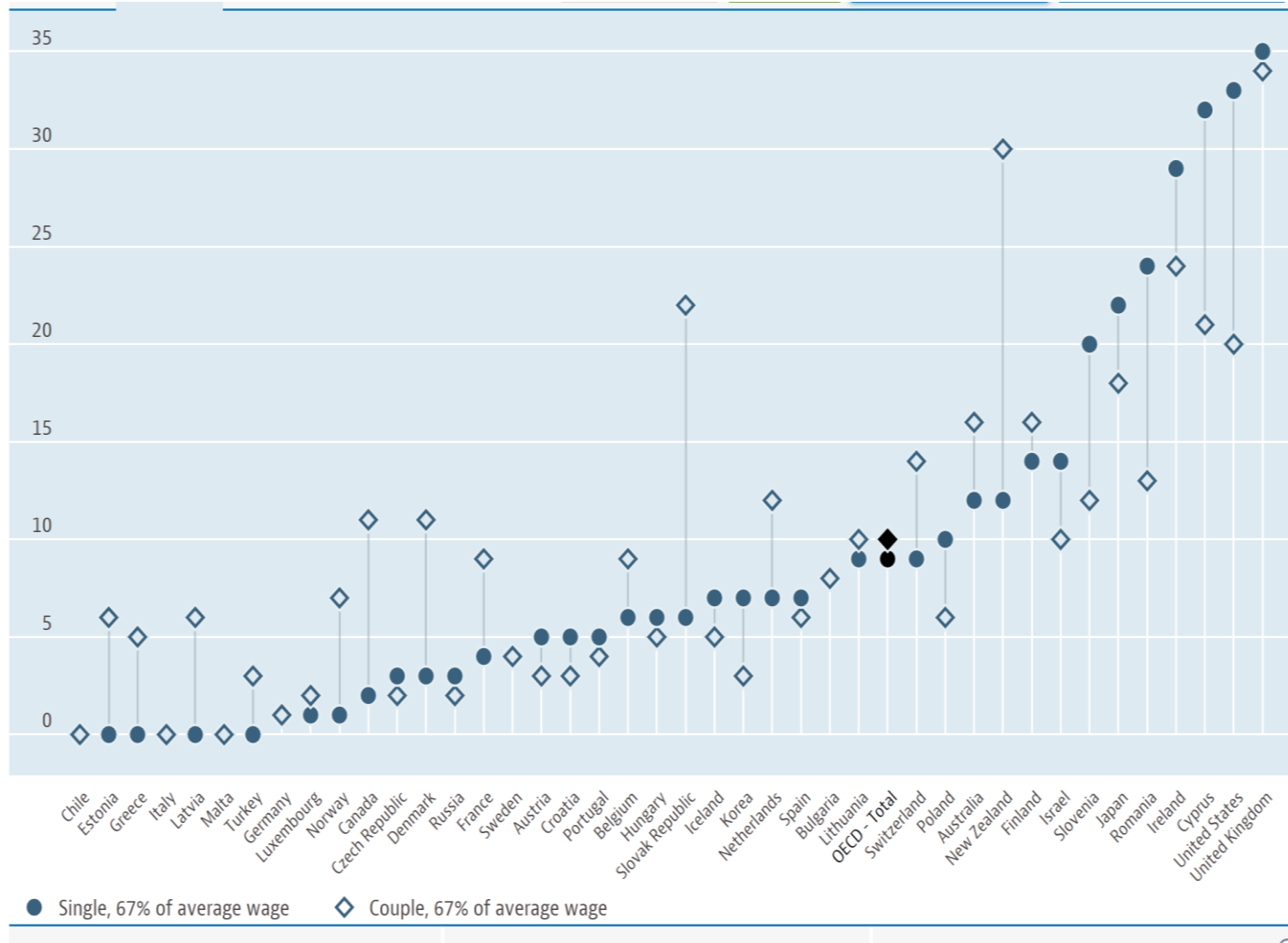
- Women are over-represented in the public sector
- Women graduates are over-represented in the public sector
- So policies of macroeconomic austerity and cost-focused outsourcing are bad for gender equality





Source: Rubery (2013) 'Public sector adjustment and the threat to gender equality' in D. Vaughan-Whitehead (ed.) *Public Sector Shock*, Edward Elgar.

Progressive family policy support (e.g. accessible and affordable childcare) is good for gender equality



Sweden, Norway, Iceland, Estonia and Portugal rank highest for their family support policies, UK and Ireland among the lowest (UNICEF 2019, <https://www.unicef-irc.org/family-friendly>)

- Generous duration of parental leave at full pay
- Accessible and affordable childcare
 - Sweden grants 35 weeks leave to mothers (full pay) and 10 to fathers
 - Denmark has 70% enrolment of children under 3
 - Other countries have high shares of unmet need because of affordability - UK, Ireland, Spain (OECD data)

In a fast-changing context, governments, employers and unions must advance far more quickly in using tried and tested measures to combat the obstacles to gender pay equality

