



Welcome to the PSI Newsletter **Pay Equity Now!** PSI believes it will fill an important space because at the moment there is no medium to exchange information within the union movement on pay equity work, nor indeed among researchers, legal experts and other pay equity activists. The newsletter will focus on pay equity concerns and achievements, including union action to advance pay equity, collective bargaining and equality issues, job evaluation schemes and training and capacity building, new research and publications. It will also cover legislative developments and government and employer initiatives. We hope you find it useful in your own pay equity work. Please send us your contributions and comments.

**Pay Equity NOW!** is an electronic newsletter produced by Public Services International as part of its pay equity campaign. It will be produced every two months in English and Spanish. You can subscribe on-line at the PSI web-site [www.world-psi.org](http://www.world-psi.org) or by writing to us at [equality@world-psi.org](mailto:equality@world-psi.org)

## PAY EQUITY ACTION WEEK

4-8 October 2004

What can your union do?  
Plan NOW!

### Inside this issue:

Women and Work Commission Established in UK	2
WAL-MART Largest Class Action in US	2
Pay Equity Action Week cont.	2
Legislative Approach to Pay Equity in Australia	3
ILO Meeting in South Asia Provides Platform for Pay Equity Agenda	3
Pay Equity Initiatives in the Philippines	3
Social Security in Costa Rica	4
Black Women still on the Bottom Rung in South Africa	4
ILO Pay Equity and Maternity Protection Resolution Follow up	4

## Pay Equity Success in UK Prison Service

An employment tribunal has ruled in favour of 1,957 equal pay cases in the Prison Service. The tribunal supported the PSI affiliate, Public and Commercial Services Union's claim for equal pay, between mainly women working in support, administrative and managerial roles in the prison service compared with prison officers and governors. The defence from Prison Service management was that there is a host of "material factors" to explain their pay system. This was soundly rejected by the tribunal.

The Prison Service had refused to address the historic inequities in the service. The union successfully argued that people in administrative, support and managerial roles were treated less favourably, losing out on pay even though previous job evaluation exercises had scored their jobs favourably with their prison officer and governor colleagues.

Pay gaps of up to £5000 (USD9000) currently exist between the administrative and management grades and the prison officer and governor grades that have been rated as being work of equal

value. Work being undertaken by independent job evaluation experts appointed by the tribunal is underway and is due to be concluded in October. Larry O'Callaghan, the PCS officer with overall responsibility for the case, said: "Prison Service senior management should hang their heads in shame. Their sex discriminatory pay system reflects the sexism which is ingrained in our macho Prison Service". For information:

[www.pcs.org.uk](http://www.pcs.org.uk)

## Pay Equity Action Week 4-8 October 2004

Plans for the pay equity action week are developing rapidly. PSI has now opened a special section on the website about the action week. It contains information

about the PSI pay equity campaign, background information and resource and publicity materials, as well as links to government and union sites related to

equal pay. Some unions have already sent us information about what they are planning during the week.

*Cont. page 2*

*“The Commission will also examine the case for mandatory equal pay audits as well as statutory equality representatives in the workplace, similar to legally-accredited shop stewards and health and safety representatives”*

## Women and Work Commission Established in UK

The UK government has established the Women and Work Commission to investigate narrowing the pay gap. The Chair will be Baroness Margaret Prosser, former Deputy General Secretary of the Transport and General Workers Union and former President to the TUC.

The focus of its work will be on:

- women at work and the barriers to women in the labour market;
- how men’s and women’s education and skills affect their jobs;
- promotion and career progression - the ‘glass ceiling’;
- women’s experiences in the job market before and after having children; and
- the different experiences of women working full-time and part-time.

The Commission will also examine the case for mandatory equal pay audits as well as statutory equality representatives in the workplace, similar to legally-accredited shop stewards and health and safety representatives. It will report back with recommendations to the Government in 12 months.

UNISON had submitted a motion to the TUC Congress calling for a New Deal for Women, mandatory pay audits, and related matters before this announcement from the Prime Minister.

Gloria Mills, UNISON’s Director of Equal Opportunity welcomed the Commission, saying:

“I welcome the establishment of the Commission on Women at Work. It would be a huge step

forward in proposing measures to deal with systemic barriers and occupational and job segregation in the labour market. I would like it to recommend measures to implement women’s equality at work, including effective legal instruments on pay equity - for example, a statutory requirement on employers to conduct pay audits and to grant time-off for equality representatives at the work place. This is important to build trade union capacity to bargain on equality and ensure fair treatment at work.”

## WAL-MART Largest Class Action in the US for Pay Equity

US: A federal court has granted class action status to a lawsuit against Wal-Mart, filed by six women. (Dukes v. Wal-Mart Stores, Inc. (N.D. Cal. No C-01-2252) This will extend the court case to 1.6 million

former and present women workers at Wal-Mart, making it the largest class action lawsuit in the US.

UNI affiliate, United Food and Commercial Workers International Union (UFCW), has been

organising, mobilising and empowering women to take action to create equity in all workplaces. For more information and updates go to: [www.union-network.org](http://www.union-network.org)

*“There is a wide range of ideas, including sponsored runs, petitions to parliament, equal pay balloons and even a calypso competition!”*

## Pay Equity Action Week 4-8 October 2004 cont.

*Cont from page 1*

There is a list of events under the section called national plans. There is a wide range of ideas, including sponsored runs, petitions to parliament, equal pay balloons and even a calypso

competition! So please write to [equality@world-psi.org](mailto:equality@world-psi.org) and let us know what your union or affiliates committee is planning so we can add it to the list. Also remember to take photos of your events as we will compile a

photo report of the action week for wide distribution and to show at the PSI Executive Board in December 2004.

## Legislative Approach to Pay Equity in Australia

The CPSU-SPSF continues to fight for pay equity, not only for their own members but also by giving assistance to other trade unions and women's groups who are currently pursuing pay equity cases.

In Australia, the most successful strategy in achieving pay equity has been through unions taking cases through the various State and Federal industrial tribunals. The New South

Wales Equity Principles test case and the subsequent Public Service Association's librarians case has provided a significant means of having women's work properly valued and remunerated. These cases have had a substantial impact in other States and unions with Western Australia, Queensland, Tasmania and Victoria all conducting inquiries into

pay equity. The SPSF group lobbied for these inquiries and has acted in an advisory role to the inquiries and to various unions undertaking pay equity cases. Unions are currently involved in pay equity cases for childcare workers, dental assistants and librarians and, together with the ACTU, running test cases in the area of working hours and work and family issues.

*"In Australia, the most successful strategy in achieving pay equity has been through unions taking cases through the various State and Federal industrial tribunals."*

## ILO South Asia Meeting Provides Platform for Pay Equity

The South Asia Sub-regional Seminar on Social Dialogue in the Public Service (Kathmandu, 17-21 December 2003), was organised by the ILO's In Focus Programme on Social Dialogue, Labour Law and Labour Administration. Equal pay was a major challenge in relation to working conditions in all countries.

Representatives of public service unions and government departments from seven South Asian countries (Afghanistan, Bangladesh, India, Iran, Nepal, Pakistan, and Sri Lanka), including PSI regional representatives, met to discuss strengths

and weaknesses of social dialogue laws, processes and institutions in their various national contexts.

The seminar debates on pay issues revealed most participating countries had a structured, incremental, and gazetted pay scale, with a large array of allowances - but men received most of these allowances. Pay issue strengths were security of job, remuneration and other benefits. Weaknesses included the lack of pay revisions. From the gender equality view point, despite constitutionally guaranteed equality, in practice, women's civil service employment was very low, perhaps due to a male-dominated psyche in the

selection process, and recruitment strategies that were too often centralised, political, bureaucratic and rule-bound. Participants felt that, for career advancement and equal pay, women needed extra training, reservation of some posts as a temporary measure for equality (affirmative action) fast-track career boosts and family-friendly policies to relieve the burden of family responsibilities.

Source: ILO: Report of the South Asia Subregional Seminar on Social Dialogue in the Public Service (Kathmandu, 17-21 December 2003), Geneva 2004.

*"From the gender equality view point, despite constitutionally guaranteed equality, in practice, women's civil service employment was dismal"*

## Pay Equity Initiatives in the Philippines

PSI affiliates have developed a series of pay equity initiatives including a pay equity conference in October and the dissemination of sample pay audit/ job evaluation questionnaires to local

unions. A workshop in December is planned. The objectives are to build trade unions' capability to conduct job evaluation which, in the case of the public sector, can be used to lobby for union

participation in pay structure reviews and, in the private sector, can be integrated into collective bargaining agreement negotiations.

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For further information regarding issues contained in this newsletter contact PSI .

We welcome your contributions and views.

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## Social Security in Costa Rica

A working group to review how to improve women's access to social security coverage has been established by the government. Viriam Mejías, President of the National Association of Nursing Professionals of Costa Rica, an affiliate of FENTSEP, and Coordinator of the National Women's Committee of the PSI, is a member of the group. Women's unequal access to the labour market and the wage gap,

which amounts to 30% in the private sector, means that women do not benefit fairly from these provisions. Many other working women are classified as economically dependent although they work and contribute to the household income. Women are thus more vulnerable and at risk, in cases of invalidity, death of the spouse and in old age. The working group is recommending that the government review its

present social security system to develop a rights-based approach with a gender focus. The working group also argues that trade unions, women's groups and other civil society organisations must also take up the issue in their work agenda. For more information:

[psicosta@racsa.co.cr](mailto:psicosta@racsa.co.cr)

## Black Women still on the Bottom Rung in South Africa

A recent Commission for Employment Equality report held that only 22 percent of senior management positions in South Africa in 2002 were held by black people, with black women in particular still finding it hard to leave the lower rungs.

Researchers found that black people accounted for only 36 percent of top management recruits and 37 percent of all promotions at professional and middle level.

Although the representation of women in the higher levels of the workforce was relatively high when compared with their 37 percent representation in the total workforce, in real terms their equitable representation at all levels was "rather insignificant". While women were fairly represented in the professional and technical categories, they tended to be clustered on the lower rungs. Women accounted for 19

percent of all top management recruits and 34 percent of all promotions at professional and middle level.

The report stated that the poor representation of black women among the total representation of blacks and of women suggested that inadequate attention was being paid to the compound disadvantage of race and gender.

A copy of the report is available

## ILC Pay Equity and Maternity Protection Resolution Follow-up

The Global Unions and the ICFTU have followed up the International Labour Conference (ILC) resolution on pay equity and maternity protection with a letter suggesting strategies for advancing the issue. These in-

clude: capacity building for trade union organisations; tripartite forums; high-level experts meeting at international level; ILO/ Global Unions publications; Turin Training Centre programmes on job evaluations free

of gender bias; and campaigning and advocacy programmes. A follow-up meeting with Juan Somavia, Director General of the ILO, will take place in September.