



BSRB

The Value of Women's work

#NordicFeminisms: Pay Equity in Denmark, Finland and Iceland

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Re-evaluation

- The gender segregated labour market is the main reason for the gender pay gap
- Government's statement in March 2020
- Working group on Reassessment of the Value of Female-dominated occupations
- Proposals published September 2021

Evaluation of Women's Jobs


Proposals of the Prime Minister's Working Group on Reassessment of the Value of Female-dominated Occupations

Draft for comment in the Government Consultation Portal

Government Offices
Prime Minister's Office

Tasks of the Working Group

To submit proposals for actions to eliminate the pay gap arising from the gender-segregated labour market



SANITATION WORKER

Physical strength
Mechanical skill
Stamina
Physical danger

\$41,400

HOUSE CLEANER

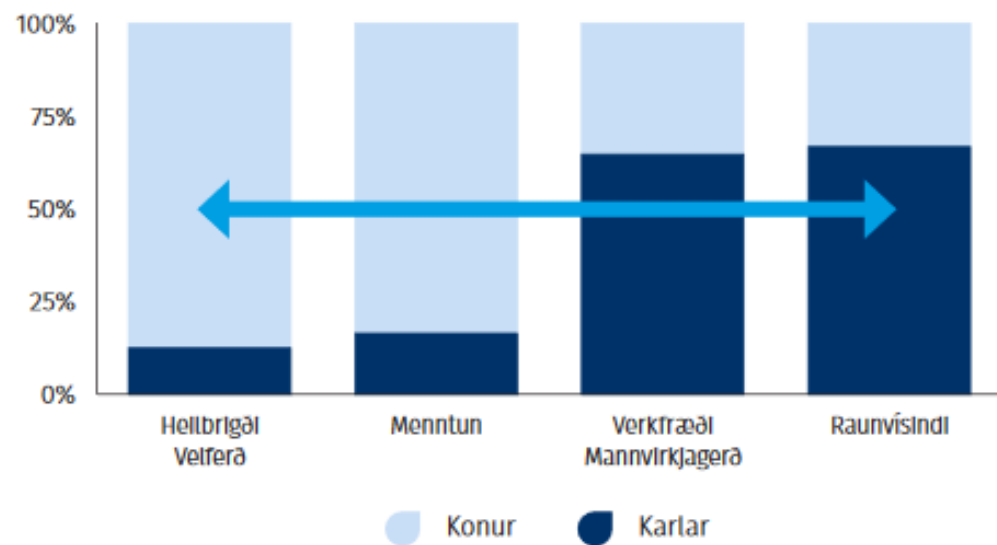
Physical strength
People skills
Attention to detail
Problem-solving

\$26,810

[Article about Pay Equity in NZ and etc in New York Times](#)

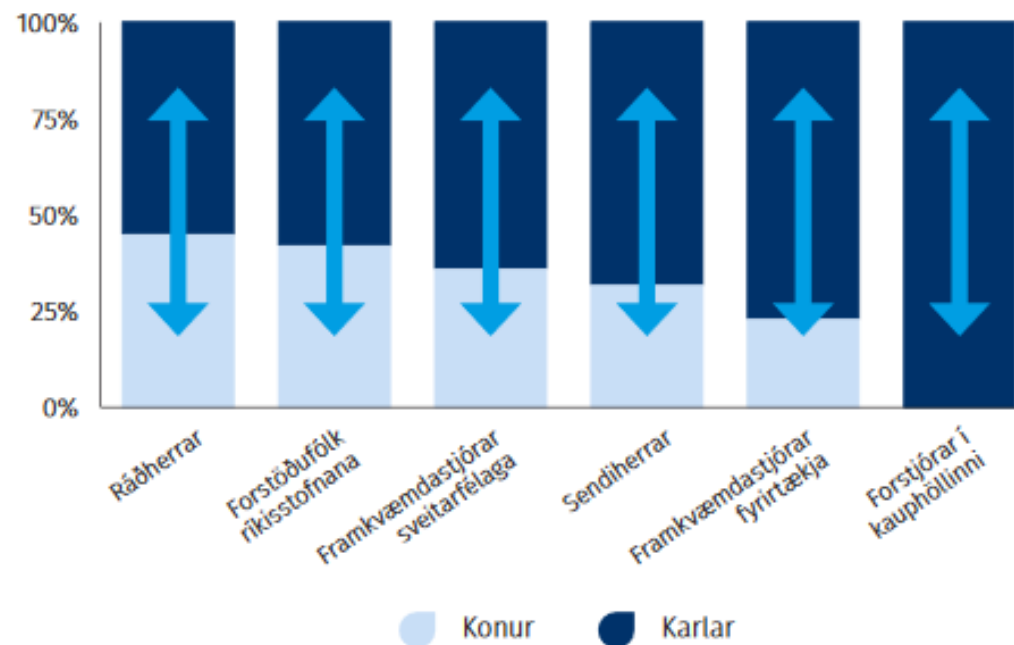
Fræðslubæklingur um Nýsjálensku leiðina: [Pay Equity in New Zealand Context and Principles](#)

Hvað eru jafnverðmæt störf?
LÁRÉTT SKIPTING VINNUMARKAÐARINS



Lárétt kynjaskipting vinnumarkaðarins lýsir því hvernig konur og karlar gegna ólíkum störfum á vinnumarkaði og kynjaskipting milli starfsgreina er áberandi.¹⁴

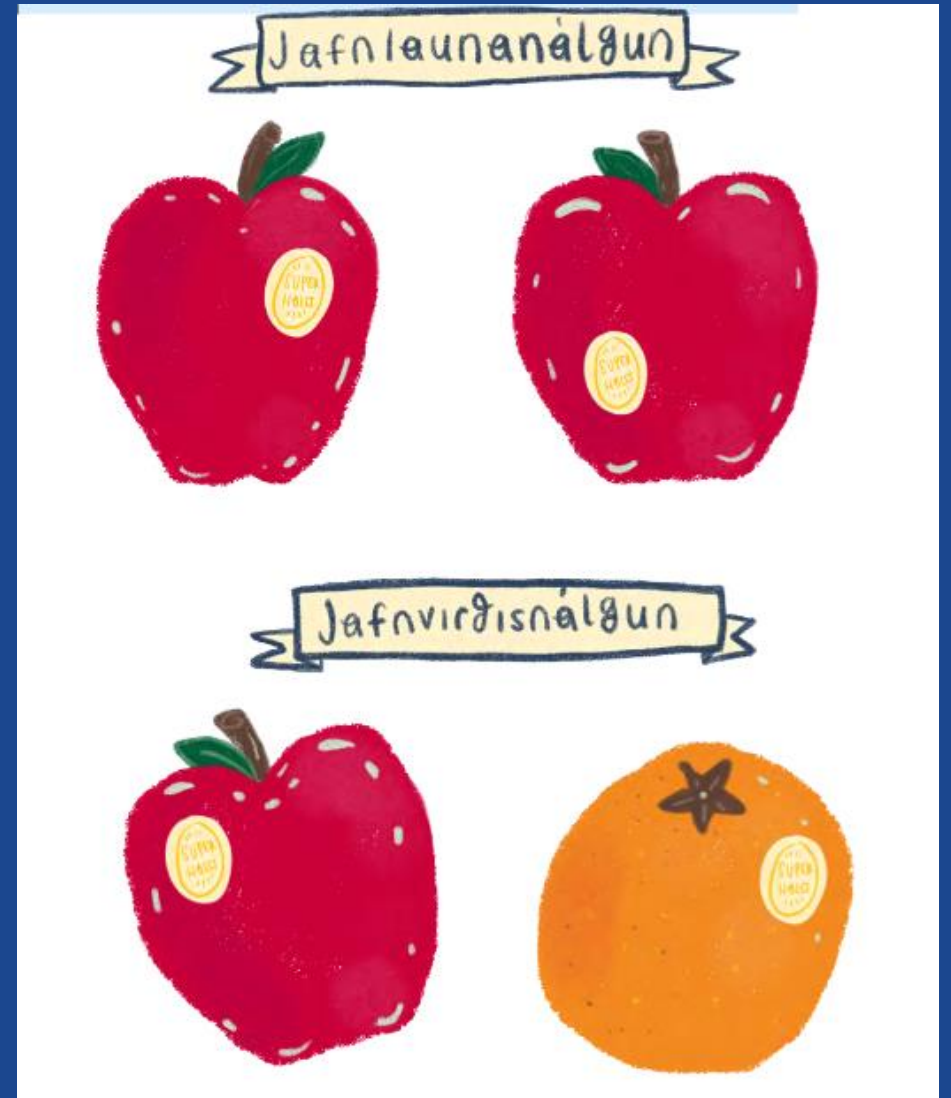
Hvað eru jafnverðmæt störf?
LÓÐRÉTT SKIPTING VINNUMARKAÐARINS



Lóðrétt kynjaskipting vísar til þess að innan starfsgreina og vinnustaða gegna karlar og konur ólíkum stöðum og karlar eru oftast ofar í valdastiganum en konur.¹⁵

Equal Pay and Pay Equity

- To ensure equal pay for women's occupations with equally valuable jobs, it must be possible to compare these with other, different occupations and across workplaces



The value of work

- Research indicates that factors that characterize women's jobs are less valued for remuneration than factors that characterize men's jobs
- Systemic discrimination calls for pro-active measures
 - Systematic change
 - Address institutional and structural causes of inequality



Job-evaluation

- Measures in practice:
 - Job evaluation by local authorities
 - Only covers basic salary
- Equal Pay Certification
 - Only covers a single employer
 - Does not clearly stipulate what criteria should be used in job evaluation
 - Nor what values should underlie the defined value of jobs or how to assess the value linked to women or men's occupations in job classification
 - No participation of employees or unions



Job-evaluation is key

- Job-evaluation is a fundamental tool
 - Job evaluation systems can entail bias and thus enforce inequality
- Research shows:
 - Risk that evaluation systems maintain the undervaluation of women's work
 - Risk of gender bias
 - Elements of male-dominated jobs often valued higher
 - May be based unconsciously on ideas about gender roles in society and fail to evaluate women's work satisfactorily
 - Often based on male dominated work
 - Better opportunities for career development



International measures

- The Nordic Countries
- European Union
- Proactive measures:
 - **Kanada**
 - Pay Equity Committee (workplace committee), Pay Equity Plan and pay adjustments
 - The Pay Equity Commissioner has extensive supervisory powers and the right to audit workplaces
 - **New-Zealand**
 - Pay equity bargaining process
 - Analysis
 - Objective to reveal invisible, unrecognised or undervalued requirements of the work
 - In-depth analysis through interviews with workers reveal the under-valuation of women dominated occupations



PROPOSALS

A government action group on pay equity will be established, with the participation of the social partners, which will have the following tasks:

- » **Analyse the problem** Establish a development project on job evaluation to identify those factors that characterise women's work and may be undervalued.
- » **Develop tools** In tandem with the analysis, tools will be developed to encompass the equal value approach of the Act and support those tools that already exist. They are intended to assist employers in meeting the legal requirements for equal pay for work of equal value.
- » **Develop a negotiation method** for pay equity demands with the social partners. Among other things, this will focus on the effect that changes in employment relationships and outsourcing have on the gender pay gap.
- » **Increase knowledge** and awareness of the equal value approach of the Gender Equality Act, for example through education, counselling and increased dialogue.