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PAY SURVEY AS PART OF EQUALITY PLANNING

GED PLAN PROJECT

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World of Management – WoM Ltd

- training on equality issues in working life
- training and process consulting on gender equality plans in work organisations
- questionnaires on equality in workplaces
- training for leaders on equal leadership
- equality audits in work organisations

GENDER EQUALITY

Instrumental value

Better competitiveness in business

- Wellbeing of employees: committed, motivated and innovative personnel

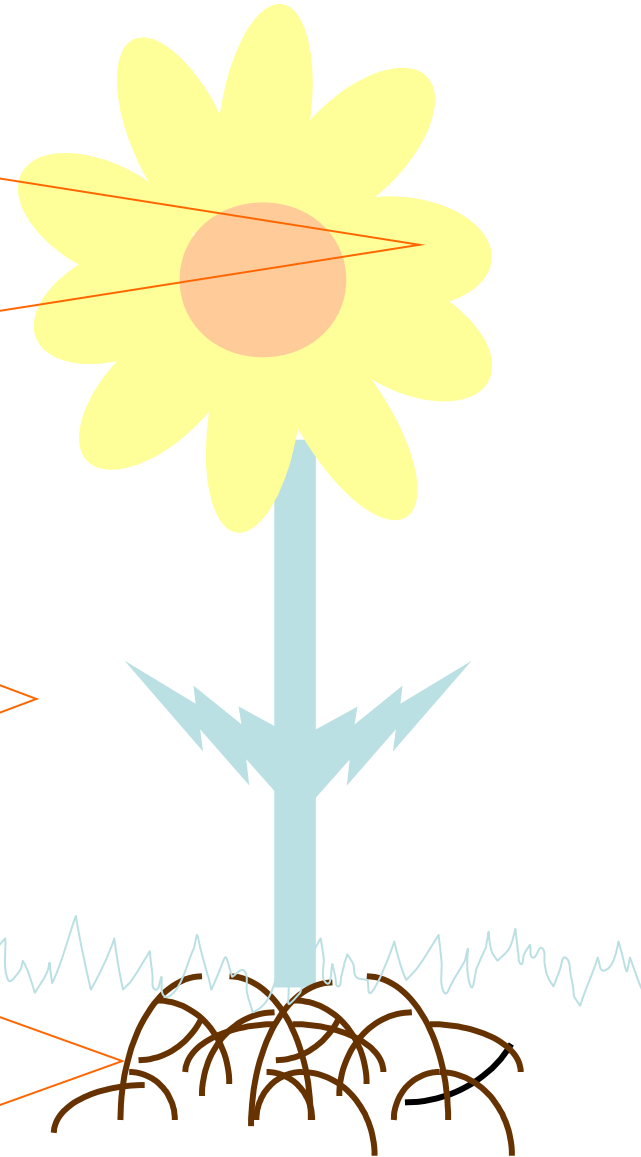
Absolute value

Civil rights

Constitution and Act on Equality between Women and Men

Universal human rights

-international conventions



Finnish Act on Equality

Measures to promote equality

- **Equality plan** annually
- If an employer regularly employs a staff of at least 30
- **Particular stipulations on pay** and other terms and conditions of employment
- Equality plan can be incorporated into the personnel and training plan or the action programme for labour protection

The equality plan must be formulated in cooperation with employees' representatives and include:

- 1) an assessment of the equality situation of the workplace, including a specification of the placement of women and men in the different jobs and an assessment of the classification, pay levels and pay differences related to the jobs of women and men**
- 2) the necessary measures towards the advancement of equality and the achievement of pay equality planned for introduction or implementation**
- 3) an assessment of the implementation and results of previous measures included in the equality plan.**

Survey on Equality Situation

- Survey obligated by legislation (placement in different tasks and **pay survey**)
- Other information that can be used at the workplace:
 1. HR statistics and statements
 - education, family leaves, non-permanent employment, recruitment policy, etc.
 2. Atmosphere questionnaires by gender, equality questionnaires at the workplace

The principle of equal pay

- The principle of equal pay = equal pay for equal work or work of equal value (at an equal personal performance level) regardless of gender
 - work of equal value = work that is of equal value in terms of demands made on the employee
 - pay discrimination = gender-based difference in pay between a woman and a man (women and men) in equal work or work of equal value

Pay determination

- The basic pay (the job-specific component) is determined on the basis of the complexity of the tasks involved
- The individual pay component is determined on the basis of factors such as the individual's education and training, professional competence and performance
- Unjustified pay difference:
 - Pay differences may not be based on gender.
- Justified pay difference:
 - Different pay may be paid on different jobs on the basis of the complexity of the tasks involved
 - Justified reasons for pay differences within the same job include the individual's education and training, professional competence and multiple skills

Pay survey

- Survey of men and women's pay and pay differences:
 - by job grade or salary group
 - itemising the various pay components (job-specific, individual, allowances, bonuses, etc.)
 - the pay of individual employees must not be revealed in the survey (averages, highest and lowest pay)
- The pay survey covers:
 - all employee groups
 - all pay components (not even a single pay component may be discriminating)
- Analysis of the pay survey:
 - if pay differences are detected between women and men, the reasons behind these differences and whether or not they are justified must be analysed by pay component

Areas for equality promotion:

- Equitable recruitment
- Equal division of tasks between women and men
- Equal access to education and training
- Equal opportunities for promotion
- **Equal pay**
- Terms of employment
- Leadership and distribution of tasks
- Working conditions
- Reconciliation of family and working life
- Prevention of sexual harassment
- Prevention of discrimination

A Good and Concrete Equality Plan

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Target

- Concrete targets

Actors

- Who are responsible for implementation?

Resources

- How to make the process possible?

Training

- Ensuring constant motivation and competence

Measures

- What to do in practice?
- When to implement the measures?

Timetables

Follow-up

- How and when?





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