

Pay Equality: *Also a question of gender neutral job evaluation!*

Sarah Lillemeier
GWO 9th Biennial International Interdisciplinary conference
'Mind the Gender Pay Gap: New Research Findings'
29.06.2016
Keele University, Staffordshire, UK



Structure of presentation

1. 'Comparable Worth' project

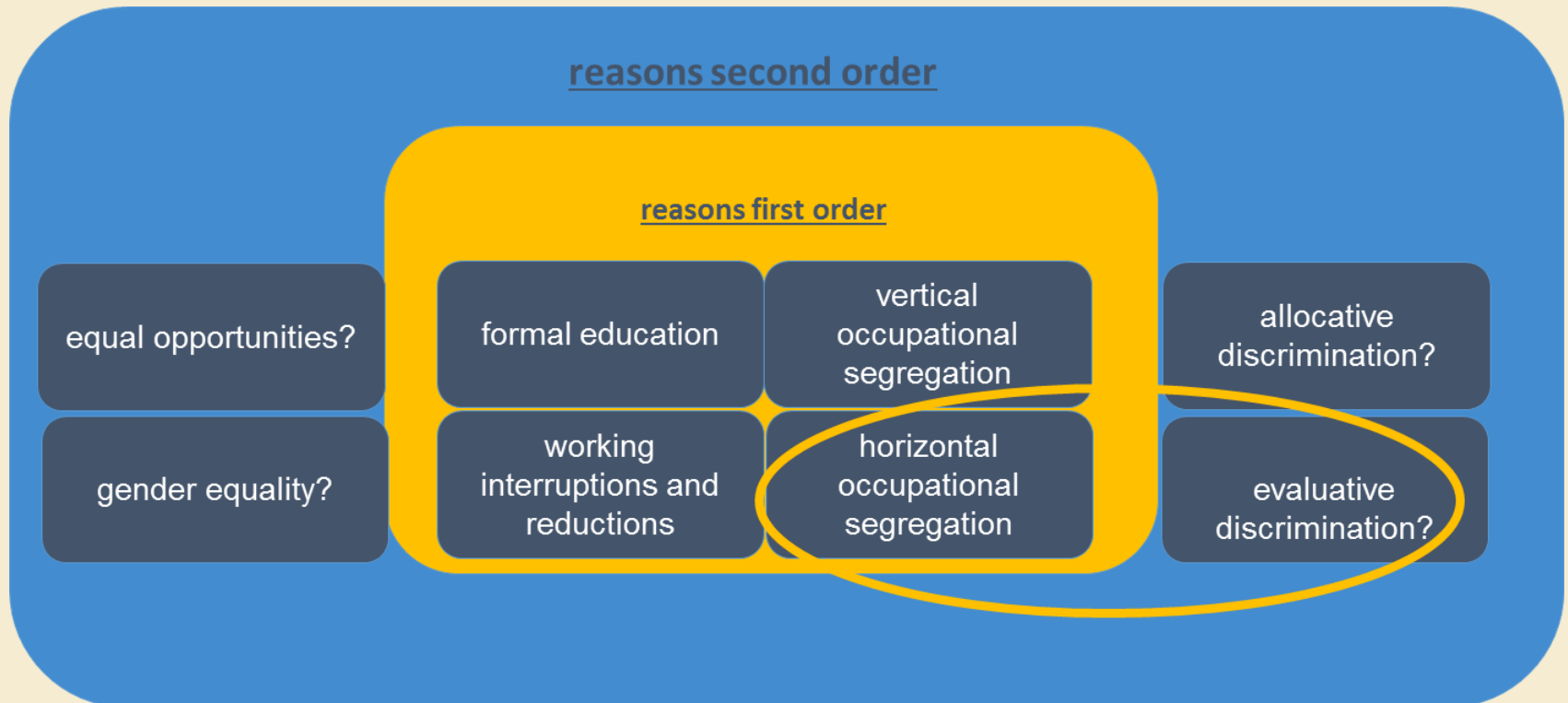
- a. Background*
- b. Theoretical approach*
- c. Research concept

2. First empirical results

3. Next steps of the project

Background

Reasons for the Gender Pay Gap



Theoretical approach

- `Comparable Worth' debate is interdisciplinary
(e.g. Acker 1989; England 1992; Steinberg 1990)
- Based particular sociological and ergonomic arguments
- Political demand:
 - `equal pay for work of equal value'
- Legal foundation:
 - ILO labour standard since 1951
 - EU law (Article 157 TFUE)

Theoretical approach

- Central: *'devaluation hypothesis'* (e.g. England et al. 1988; Liebeskind 2004)
 - This hypothesis refers to *'that portion of the wage gap between women and men [...] that is due to systematic undervaluation of women's work'* (Steinberg 1984: 16)
 - *'The central proposition is that cultural processes of valuation are gendered; because women are devalued, social roles (including occupations) and skills that are associated with women are culturally devalued relative to those associated with men'* (Kilbourne et al. 1994: 694)

Theoretical approach

- *Systematic undervaluation of women`s work = evaluative discrimination*
 - *` The argument is that past and present discrimination by employers and male dominated trade unions resulted in sex-segregated jobs and wage rates for female-dominated jobs that are systematically lower than wage rates for jobs of similar complexity usually held by (.) men` (Acker 1989: 6)*
- Evaluative discrimination as a result of gendered job evaluation

Theoretical approach

- Importance of job evaluation methods
- Results from work science:
 - Job evaluative methods may contain evaluative discrimination potential
 - Application of the methods can lead to evaluative discrimination

Theoretical approach

Main reasons for systematic undervaluation of women`s work as part of the job evaluation:

1. *The criteria for evaluation are more appropriate to evaluate aspects that usually occur in male-dominated jobs (such as physical demands)*
2. *Criteria are omitted which are relevant generally for female-dominated work (such as psycho-social demands)*
3. *The criteria for evaluation are not gender-neutral defined and not gender neutral designed in practice (for example, if responsibility is only equated with leadership responsibility)*

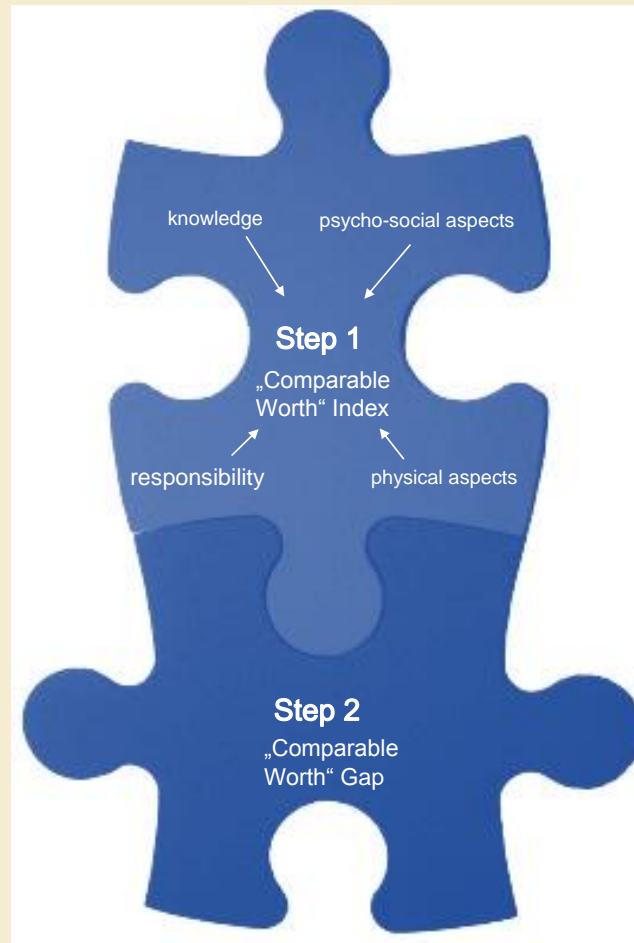
Research concept

***How is it possible, to
identify gendered job evaluations by
statistics?***

Research concept

- **How can jobs of equal value be identified?**

- **Is there a Pay Gap between women and men, who do work of comparable worth?**



- **Employment survey**

- **Structure of earnings survey**

Research concept

1. Knowledge

- 1.1 Formal skills
- 1.2 Subject related additional qualifications
- 1.3 No subject related additional qualifications
- 1.4 Practical experience
- 1.5 Plan and organize
- 1.6 Coping with work interruptions
- 1.7 Continuous attention and concentration

2. Psycho-sozial aspects

- 2.1 Communication skills
- 2.2 Cooperation ability
- 2.3 Empathy and persuasiveness
- 2.4 Onerous psychosocial conditions

3. Responsibility

- 3.1 Responsibility for monetary and material assets
- 3.2 Responsibility for the physical and mental health and data security
- 3.3 Management responsibility
- 3.4 Responsibility for the environment

4. Physical aspects

- 4.1 Requirements for physical strength
- 4.2 Demands on the posture, movement and senses
- 4.3 Stressful working time conditions
- 4.4 Interfering ambient conditions

Conclusion: Research concept

- Most questions in the *couple comparison* can be answered by the employment survey
- ***CW-Index*** contains numerical values
- ***Jobs of equal value can be identified!***
- Through the comparison of jobs of equal value with the actual incomes, it is possible to identify underevaluations of womens work (***CW-Gap***)

First empirical results

- Comparison of **CW-Index** and current incomes in female versus male dominated jobs
- Viewing 118 occupations
 - **45 percent** too low earnings in the female dominated occupations
 - **24 percent** inadequate earnings in the male dominated occupations
 - **6 percent** comparable earnings

First empirical results

Examples:

Comparable **CW-Index**, but too low earnings in the female dominated occupations

Occupation (ISCO 3-Steller)	CW-Index (Arithmetic mean)	Average gross hourly wages	Proportion of women in the occupation
Software and applications developers and analysts (251)	25,1	27,68 €	18 %
Medical and pharmaceutical technicians (321)	24,9	15,65 €	91 %
Process control technicians (313)	26,0	18,75 €	4 %
Personal care workers in health services (532)	25,9	11,97 €	89 %
Sales, marketing and development managers (122)	27,7	30,49 €	25 %
Manufacturing, mining, construction, and distribution managers (132)	27,8	23,33 €	16 %
Hotel and restaurant managers (141)	27,8	14,16	64 %

Next steps of the project

- Multivariate analysis for quantitative validation of the ***CW-Index***
- Group discussions and participant observations for qualitative validation of the ***CW-Index***
- Multivariate analysis for calculating the ***CW-Gap***

Thank you!

sarah.lillemeier@uni-due.de

<http://www.iaq.uni-due.de/projekt/2016/comparableworth.php>