

Diversity Management and Equal Opportunities

OER Equal Pay for Equal Work



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"Equal pay for equal work" is a demand of the women's movement from the last century.

In fact, it has still not been implemented and affects both men and women of all backgrounds, ages, beliefs, sexual orientation and religious persuasions.

Unequal pay is often justified by unequal working performance. In fact, all jobs are subject to a so-called "job evaluation". This determines higher wages for heavy physical and particularly intellectual work.

Paying different levels of wages to men and women for the same work is referred to as "gender pay gap".

Exercises:

How do you view the "job evaluation" approach?

Do you know of jobs that require just as much physical or intellectual effort, but that are still remunerated below the average?

What barriers exist that make unfair remuneration possible?

What do you think causes of the "gender pay gap" are and how they can be eliminated?

>>> These questions can be tackled individually or in a group. If in groups then each group should address one question, present the outcomes in a plenary followed by a discussion involving all.