

RESOLUTION No. 2

Enforcement of Pay Equity towards Gender Equality

The 2nd Regional Council Meeting of the ITUC-Asia Pacific on 4-6 November 2008 in Bangkok, Thailand:

RECOGNISING that despite clear statistical evidence, gender pay inequality is not recognized nor adequately addressed;

CONSIDERING gender wage disparity resulting in gross difference in lifetime savings between women and men, and impoverishment of women;

IDENTIFYING that the very root cause of persistent pay gap is the historical and culturally developed gender role stereotypes and the impediments in eliminating the gender pay gap are:

- lack of understanding of pay equity and gender pay gap;
- unavailability of valid data;
- non-recognition of gender wage disparities;
- high cost quality child/family care services/facilities;
- unorganized women workers;
- biased job evaluation and wage systems and structures;
- lack of monitoring mechanisms;
- existence of discriminatory laws against women;
- lack of national laws and policies on discrimination against women; and,
- non-implementation of pay equity policies and laws;

UNDERSCORING the impact of addressing gender wage disparity to women's lives – their economic, social and political well-being and status in society and is fundamental to achieving "decent work, decent life for women" as highlighted in the global trade union campaign;

EMPHASIZING the need to organize women workers in formal, informal, part-time and atypical sectors; as well as increase the representation of women in collective bargaining, negotiating, and advocacy;

CALLS ON ITUC-AP and affiliates:

- 1) to organize all unorganized women workers;
- 2) to undertake capacity building of trade unions on the issue of gender wage disparity which includes gender neutral job evaluation, wage and salary administration structures and schemes, gender pay gap measurements, pay audit, etc.;

- 3) to form a working party on pay equity in the ITUC-AP led by the Women's Committee;
- 4) to integrate gender wage inequality issues at all levels of engagement with governments, UN and intergovernmental bodies, IFIs and employers' organizations;
- 5) to undertake research and campaigns based on country specific study/assessment of gender pay inequality situation at national and industrial levels emphasizing the undervaluation of women's jobs;
- 6) to participate in campaigns to promote maternity protection, non-discrimination related to maternity entitlement, sharing of family responsibilities, fair wages, just treatment of women workers and all relevant ILO conventions including the 2010 adoption of a new convention on domestic workers.