EPSU
Equal pay questionnaire

This questionnaire has just 10 questions but please return the form even if you can only answer one or two questions. It is very important that we use the responses to evaluate the level of activity of EPSU affiliates on the issue of equal pay. The Equal Pay resolution, agreed by the Executive Committee in 2002, is currently being revised and a vital part of this process is an assessment of the extent to which the resolution has been used by EPSU affiliates or has had some kind of impact on their policy making.

Trade union:

Name of person completing form:

Job title/position:

Contact details – email and/or telephone:

Sector(s) to which responses apply
If you have different information relating to different sectors then please complete separate forms for each.
You can tick more than one box if this reply covers more than one sector.

- National administration
- Regional government
- Fire services
- Hospitals
- Home care
- Elderly care
- Electricity
- Other energy
- Waste
- other service(s) please specify below:

Pay gap trends

1 Can you give figures for the gender wage gap in the sector(s) you have ticked for each year from 2002?

If figures are not available for the specific sector(s) then please provide the most appropriate figures, for example, figures for the public sector as a whole.
Please express the gender pay gap by giving women’s average pay as a percentage of average pay for.

<table>
<thead>
<tr>
<th>Year</th>
<th>Women’s average pay as a percentage of men’s average pay</th>
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<tbody>
<tr>
<td>2002</td>
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<td>2003</td>
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<td>2004</td>
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<td>2005</td>
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<td>2006</td>
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Please indicate if these percentages take account of any differences in working hours between men and women.

________________________________________________________________________

If the figures above relate to a sector or group of sectors that are different from those you ticked please indicate the basis of the figures:

________________________________________________________________________

2 Please indicate below if there is evidence that the gender pay gap in your sector has been affected by any of the following in the last five years:

☐ Collective bargaining and collective agreements targeting pay inequality or low pay

☐ New equality/equal pay legislation

☐ Use of existing equality/equal pay legislation

☐ Working time reforms

☐ Job evaluation schemes

☐ Other initiatives please specify below:

________________________________________________________________________

Which of the above do you think had the main impact?

________________________________________________________________________

3 What are in your view the main obstacles to closing the pay gap?

________________________________________________________________________
4 Are there specific things that your union and/or EPSU should do to help close the gender wage gap?

Collective bargaining process

5 What percentage of your union’s members are women? ____________

6 What percentage of your negotiators are women? ____________

7 Has your union taken any measures to increase the number of women involved in collective bargaining?
   □ Yes   □ No

8 Does your union provide training in equality to pay negotiators and/or specific training to women trade union reps on pay bargaining?
   □ Yes   □ No

Added value of EPSU resolution

9 Has your union made use of the EPSU equal pay resolution?
   - If yes, which measures have been most useful?
     ____________________________________________________________
     ____________________________________________________________

   - If not, can you explain why?
     ____________________________________________________________
     ____________________________________________________________

10 If your union (and/or national centre) has set a target to reduce the pay gap, please state what it is and how is it monitored?
   ____________________________________________________________
   ____________________________________________________________

Can you please send your replies to: rpond@epsu.org
before 20 September 2007