



EPIC

Equal Pay International Coalition

EQUAL PAY FOR WORK OF EQUAL VALUE



Public Services International
Internationale des Services Publics
Internacional de Servicios Públicos
Internationale der Öffentlichen Dienste
Internationell Facklig Organisation för Offentliga Tjänster
國際公務勞運

PLEDGE FORM

Equal pay for work of equal value needs to be a means for raising women's labour value, while at the same time transforming the wage hierarchy that segregates women by occupations, plants them at the bottom of pay scales as well as addressing the continued sexual division of labour. PSI stands for transformative equal pay policies that demand an intersectional approach and EPIC is strategic for these.

For PSI, ensuring collective bargaining rights for public services unions, as well as, that women are represented at the bargaining table and in trade union leadership are two fundamental conditions for progress to be made on regard of equal pay.

PSI reached a milestone in 2017, when a fully gender mainstreamed program of action was approved for the first time ever. It puts our work for economic justice and the need of the re-distribution of income and wealth at its very center, calling for urgent solutions for how women's work is organized and valued.

During the period 2018-2022, we hereby pledge to:

- Advocate for Gender Responsive Quality Public Services (GRQPS) as fundamental to support a more balanced labour market. The future of public services needs to be gender responsive to consider the strategic needs of women and men.
- Continue encouraging and jointly developing neutral job evaluation experiences in the public sector in the Americas, in partnership with the ILO-ACTRAV, Regional Office and our affiliated unions: EPSEL-FENTAP in Peru; ANEF and the Government of Chile¹; and the two new projects in Panama with the Environment Ministry and FENASEP; and in Barbados with Health and Social Services Ministry and the Barbados Nurses Association².
- Support the Lady Health Workers (LHW) in Pakistan, the Accredited Social Health Activist (ASHA) in India and the Female Community Health Volunteer (FCHV) in Nepal to engage in a constructive social dialogue that can allow that the governments of India, Nepal and Pakistan report on the progress with regard to including CHWs under the statutory minimum wage to the Committee of Experts on the Application of Conventions and Recommendations on Convention 100 and 111; as well as institute systems that provide for stable and regular wages for all CHWs.³

¹ <http://www.world-psi.org/en/gender-neutral-job-evaluation-study-chile>

² <http://www.world-psi.org/en/barbados-pilot-study-gender-based-violence-public-sector>

³ <http://www.world-psi.org/en/decent-work-community-health-workers-south-asia-psi-report-0>

Pledge Maker

FULL NAME: **Verónica Montúfar**

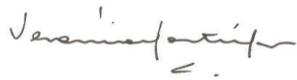
DESIGNATION: **Public Services International, Gender Equality Officer**

GOVERNMENT or ORGANIZATION: **Global Trade Union Federation**

E-MAIL ADDRESS: **veronica.montufar@world-psi.org**

DATE: **August 30th, 2018**

SIGNATURE:

A handwritten signature in black ink, appearing to read 'Verónica Montúfar', with a small mark below it.