

# Application of the **JOB AND REMUNERATION** Evaluation methodology without gender bias in the clothing sector



The methodology used is based on **5 STEPS** that have enabled us to draw up a set of conclusions to intervene in the **eradication of situations of discrimination** that still persist in the clothing industry.

This methodology is based on the principles set out in **ILO** (International Labour Organisation) **Convention no. 100** (29 June 1951), which aims to guarantee the principle of **equal pay for equal work or work of equal value**, ratified by Portugal on 4 November 1966.



## THE 4 FACTORS UNDER EVALUATION



According to the ILO, assessment must be based on 4 factors:

- **Skills;**
- **Efforts;**
- **Responsibilities;**
- **Working conditions.**

## PROFESSIONAL CATEGORIES

The 16 professional categories selected for the study were:



Programme  
Operator:



Promoter:



Partner:



Partner:

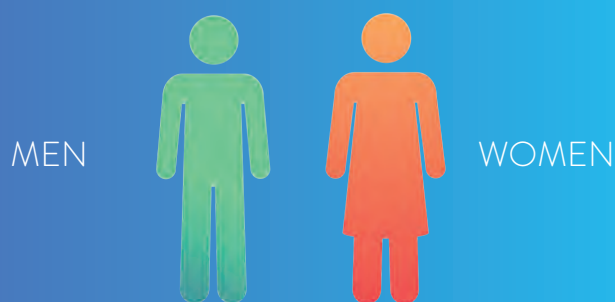


Partner:



Partner:



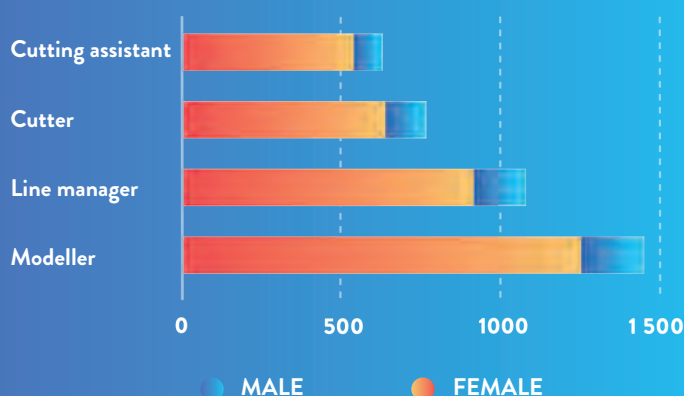


The best-scoring categories by factor were:  
**Modeller** - Skills  
**Line Manager** - Responsibilities  
**Fabric Cutter** - Efforts  
**Cutting Assistant** - Working Conditions.

## TOP SCORING CATEGORIES



## WAGE DISPARITIES



The results of this study made it possible to **compare the positioning of different professional categories on the salary scale** and to transparently assess the functional content of each profession. This evaluation has identified a number of situations that need to be addressed in order to **dignify and valorise the work done** by female clothing industry.

Programme  
Operator:



Promoter:



Partner:



Partner:



Partner:



Partner:

