



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

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 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.



## THE 4 FACTORS UNDER EVALUATION

**SKILLS** 





**RESPONSIBILITIES** 

**EFFORTS** 





WORKING **CONDITIONS**  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:

















MODELLER

LINE MANAGER SECTION MANAGER























PREPARER

CONTROLLER

SKILLED SEAMSTRESS

ENGOMER

Partner:

**FINISHER** 

Partner:

**SEWER** 

Partner:

**Programme** Operator:





Promoter:



Partner:

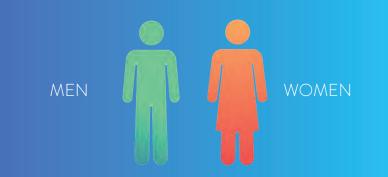












Application of the **FUNCTIONS AND REMUNERATION** evaluation methodology without gender bias in the clothing sector

The survey of 113 workers allowed us to break down the professions into factors and sub-factors. So that for each of the categories assessed we had a numerical value that allowed us to compare the professional categories and their functional content.

The best-scoring categories by factor were:

Modeller - Skills

Line Manager - Responsibilities

Fabric Cutter - Efforts

**Cutting Assistant** - Working Conditions.

## **TOP SCORING CATEGORIES** LINE MANAGER CUTTING ASSISTANT **FABRIC MODELLER** CUTTER Competences Responsibilities **Efforts** Working conditions



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.

FESETE

Partner:

Partner:

Partner:

Partner:









