



FIPWiSE

Advancing women in science
and education worldwide

The FIPWiSE toolkit in action: Short learning resources to support positive work environments for women in science and education

Factor 1: Equal incentives for equal work

Achieving equal incentives for equal work requires a comprehensive, multi-level approach involving institutions, organisations, leaders, and individuals. This overview outlines key actions that can drive sustained progress—from institutional frameworks and policy implementation to leadership engagement, outcome measurement, and the essential role individuals play in creating lasting change.

Key actions that institutions can take to ensure sustained progress towards equal incentives for equal work

- Institutions should develop a transparent salary framework that outlines role-specific compensation guidelines and conduct regular pay equity audits to uphold equitable remuneration for comparable roles.
- They should also implement a standardised performance evaluation system and provide equal and equitable access to professional development opportunities.
- In addition, they should cultivate an inclusive and equitable workplace culture that empowers women to thrive and receive fair recognition for their contributions.

Translating policies around equal incentives into everyday workplace practices

- Organisations should co-design transparent protocols and toolkits with employees across levels and genders to ensure policies are effectively translated into practice.
- Before implementation, these protocols should undergo validation, process evaluation, and be widely shared across the organisation for open feedback.
- Implementation should incorporate a quality assurance and control process, along with objective review mechanisms.

Best ways to engage leadership and stakeholders in the implementation of equal incentives for equal work

- Trust and transparency are essential to ensuring the fair implementation of equal incentives for equal work.
- These principles are deeply connected. This is challenging in smaller organisations, as it may be harder to equate levels of effort for markedly different positions.

- That said, detailed and up-to-date job descriptions are critical to enable fair and meaningful comparisons.

Measuring success and tracking improvement

- Success can be measured by using a combination of metrics, including regular audits of salaries and other incentives, employee retention rates, job satisfaction surveys, promotions data, role-specific outcomes, and achievements unique to the areas of employment, e.g., grant application successes, publications, fellowships, and awards.
- For each outcome, it is important and essential to establish indicators that are valid and reliable and are easily measured and tracked over time.

Strategies, tools, frameworks, or resources that can support better implementation of equal incentives for equal work

- Transparent and accessible policies and guidelines, complemented by practical training programmes which provide hands-on frameworks and tools, are essential to promoting equal and equitable incentives for equal work.
- These efforts should be underpinned by an overarching and clear organisation-wide strategic plan that places equality and equity at its core.
- The involvement of dedicated champions and facilitators to support, implement and evaluate these initiatives is critical for sustained and long-term success.

The role of individuals in enabling change

- Individuals can play a vital role in enabling change by speaking up for fairness, staying informed, and leading by example.
- It is important to remember that every voice matters. What may seem like a small action can have a meaningful impact.
- By actively participating in discussions, joining committees, and using their voice, knowledge, and actions, individuals can help build a workplace where equal work truly earns equal rewards.