

# **Improving Women's Pay Through Skill Development: Limits and Possibilities**

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## **Abstract**

In this contribution, Barbara Pocock will consider the mechanism of skill development as a means towards greater pay equity. Improvements in women's skills have been considered an important means to increase women's earnings relative to men's, and some progress has been made. However, issues like the gender segregation of the labour market, the under-valuation of women's traditional skills and occupations, and women's ongoing responsibility for care of dependents, contain the degree of success that is possible by this route, without simultaneous change on other fronts. The contribution concludes that skill development is a necessary but not sufficient condition to future narrowing of the gender pay gap.