



TV

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EQUAL PAY IN PORTUGAL'S RESTAURANTS

VIDEO

WS LISBON
SHOPS & RESTAURANTS

SHOTS INSIDE THE
RESTAURANT, PASTEIS DE
BELEM

WOMEN WORKING AT THE
KITCHEN

MARIA OLIVA PINTO ON
CAMERA

MARIA CLEANING DISHES IN
THE KITCHEN

AUDIO

NARRATION

In Lisbon, locals and tourists alike have been flocking to Pasteis de Belém since 1837. Their handmade custard pies are always in demand and it is hard to find a table at this popular restaurant. Something else that's been hard to find here: a woman waitress. (16")

But go to the back of the restaurant, and you'll find the women. Maria-Olivia Pinto is a "copeira" – a kitchen assistant and cleaner, the lowest job in any Portuguese restaurant. (10")

PINTO: (Portuguese) F

"It's only tradition. I don't like to do this work, but this is all we can do as women. I don't talk about what I do; this is not an interesting job."
(9")

NARRATION

But Maria-Olivia is no ordinary copeira – at age 58 she's had a lifetime of experience in the restaurant business. And now she manages a

team of eight kitchen assistants. (10.5")

WOMEN PREPARING
DOUGH FOR BAKING

Here's where the delicious pies get their custard filling by a team of five people. Their manager, 27-year-old Vitor Hugo Duarte is better paid than Maria-Olivia. (9.5")

VITOR HUGO DUARTE ON
CAMERA

DUARTE: (Portuguese) **M**

"I hope to stay here – I like the restaurant and I feel good in my job." (4")

RESTAURANT DINING AREA
WAITER SERVING
CUSTOMERS

NARRATION

Throughout Portugal's restaurant sector, you'll find the same pattern: the men are in the front, dealing with the public, and the women are in the back, earning less money, often in lower-level jobs. (10")

WOMAN PEELS GARLIC

According to a study by the International Labour Organization, or ILO, for every one Euro a Portuguese man earns, a woman earns just 79 cents. Fifty-seven years ago, an ILO convention established equal pay for work of equal value. Director Manuela Tomei, explains. (17")

CROWD/CUSTOMERS AT
THE FRONT AREA

TOMEI: (English) **F**

MANUELA TOMEI ON
CAMERA

"Men and women who are doing the same job or similar jobs should be paid equally, but it also means that men and women who may be doing jobs that are different in their content but are of equal value are entitled to equal pay." (15.5")

ILO CONVENTION SHOTS

NARRATION

An innovative "job evaluation method" called

	JEM is providing new solutions for Portugal's restaurant sector. (7")
VAR. SHOTS DURING THE CONVENTION	Developed with the participation of the local employer's association, the trade union and the ILO, JEM provides a detailed profile of a worker's skills combined with the demands of the job, including physical hazards and stress. (13")
EXT. SHOTS OF PASTES DE BELEM	At Pasteis de Belém, JEM has shown Vitor Domingues a new way to manage his staff. (5.25")
DOMINGUES ON CAMERA	<p><u>DOMINGUES:</u> (Portuguese) M</p> <p><i>"Nowadays, whether someone is a man or woman makes no difference. It's a stigma that no longer holds true here. We don't have jobs exclusively for men or women. Just like you see women working in construction, you now see women working as waitresses in restaurants and in pastry shops."</i> (18")</p>
WORKERS AT PASTEIS DE BELEM	<p><u>NARRATION</u></p> <p>Custard pies at Pasteis de Belém are here to stay, but slowly the traditions of wage inequality in Portugal are being replaced with a new understanding that different work doesn't necessarily mean different pay, especially for women. (14.5)</p>
UN LOGO	This report was prepared by the ILO for the United Nations. (4)