



European  
Commission

# Pay Transparency and its Effects

ZOOM-WEBINAR

To register

[click here – Part One.](#)

[click here – Part Two.](#)

Friday, 11 December 2020

Part One: H 13:00 – 14:30 CET

Part Two: H 15:00 – 17:00 CET

SAAGE

Scientific Analysis and Advice on Gender Equality in EU



Justice and  
Consumers

## Aim

The webinar will explore issues of pay transparency and gender-neutral job evaluation and classification system. The European Commission's Gender Equality Strategy 2020-2025 identifies a commitment to addressing the gender pay and pension gap. In doing so, the Commission will table binding measures on pay transparency. The Commission has further promoted gender-neutral job evaluation and classification systems in contributing to pay transparency.

The Scientific Analysis and Advice on Gender Equality in the EU (SAAGE) network of the European Commission is assisting in the organisation of this webinar. Its work on behalf of the European Commission has included a significant and ongoing focus on the gender pay and pension gaps, and, specifically on issues of pay transparency.

## Objectives

The seminar seeks to explore:

- intended and unintended effects attendant on pay transparency measures; and
- gender-neutral job evaluation and classification systems and their contribution to positive or negative impacts from pay transparency.

## Format

The webinar will take place in the afternoon over two sessions, the first of one and a half-hour and the second one of two hours length, with a half-hour break.

The webinar will be connected through the Zoom platform (link included on the cover of this Agenda).

## Participants

European Commission staff and SAAGE experts.

## Moderator

Niall Crowley, Fondazione Giacomo Brodolini (FGB).

# Agenda

Part One: Friday, 11 December 2020

**13.00 Welcome and Introduction to the Format**

Niall Crowley, FGB, Webinar Moderator

**13.00 Opening Statement from the European Commission**

Karen Vandekerckhove, DG Justice and Consumers, Head of Unit, Gender Equality Unit

**13.15 Intended and Unintended effects of Pay Transparency**

*Presentation by:*

Mark Smith former Faculty Dean & Professor Human Resource Management at Grenoble Ecole de Management, France, and Director elect at University of Stellenbosch Business School, South Africa

*Discussant:*

Jill Rubery, Professor of Comparative Employment Systems, the Director of the Work and Equality Institute at the University of Manchester

**14.00 Debate with the experts**

*Questions & answers.*

Issues and implications for policy and practice.

**14.30 Break**

Part Two: Friday, 11 December 2020

**15.00 Welcome and Introduction to the Format**

Niall Crowley, FGB, Webinar Moderator

**15.00 Principles to underpin job evaluation: the ILO guide**

Marie-Thérèse Chicha, Professor; Holder of the Ethnic Relations Chair at School of Industrial Relations, University of Montreal

**15.30 Job evaluation and gender pay equity: A French example**

*Presentation by:*

Frédérique Pigeyre, Professor of Gender, diversity, equality and women from school to enterprise, Special advisor in charge of the Equality Mission, Conservatoire national des Arts et Métiers, Paris ; and

Anne-Françoise Bender, Assistant professor, Human Resource Management, Conservatoire National des Arts et Métiers, Paris

**16.00 Job evaluation in action: actors & regulation starting from the Tesco case**

*Presentation by:*

Dr Claire Evans, Research Fellow, Industrial Relations Research Unit, Warwick Business School; and

Dr Manuela Galetto, Associate Professor, Industrial Relations Research Unit, Organisation and Human Resources Management, Warwick Business School

**16.30 Debate with experts:**

*Questions & answers.*

Issues and implications for policy and practice

**17.00 Conclusions and close**