



European
Commission

What is 'Work of Equal Value'?

Discussion about the Principle of Equal Pay for Equal Work or Work of Equal Value

ZOOM-WEBINAR

To register click [here](#).

Monday, 22 June 2020

Part One: H 9:30 – 11:30

Part Two: H 14:30 – 16:30



SAAGE –Scientific Analysis and Advice on Gender Equality in EU

Justice and
Consumers

Aim

The webinar will explore issues around the concept of 'work of equal value', as it relates to the principle of equal pay for work of equal value.

The gender pay gap remains a significant marker of gender inequality in the EU and has only changed minimally over the past decade. The European Commission Gender Equality Strategy 2020-2025 sustains its focus on addressing this challenge at European level, under the theme 'Thriving in a gender-equal economy'. It commits to tabling binding measures on pay transparency by the end of 2020.

The concept of 'work of equal value' reflects a complexity for policy makers, in a context that encompasses: a segregated labour market, where different sectors of the economy are valued differently; and companies with a diversity of payroll policy and job evaluation systems, where defining which jobs are of the same value is a challenge. Accurately defining and creatively addressing this complexity is central for gender pay gap policy to have an impact, including pay transparency legislation.

Objectives

The seminar seeks to:

- Deepen knowledge about and understanding of the different challenges related to the concept of 'work of equal value'.
- Stimulate insights into effective means of addressing the issue of equal pay for work of equal value in legislation and policy.
- Explore the parameters of and ideas for addressing the issues in relation to 'equal pay for work of equal value' through pay transparency measures.

Participants

European Commission staff (DG JUST, DG EMPL, and other staff involved in the Equality Task Force) and experts from academia.

Agenda

Part One: Monday 22 June, 2020

- 9.30** **Welcome and Introduction to the Format**
Niall Crowley, FGB, Webinar Moderator
- 9.35** **Equal Pay for Work of Equal Value: Ongoing Work & the Issues at Stake**
Ingrid Bellander Todino, Deputy Head of Unit, Gender Equality Unit, DG Justice and Consumers
- 9.55** Questions & answers and comments
- 10.10** **Gender Segregation in the Labour Market: Valuing work in female dominated sectors or occupations**
Dr. Anne Laure Humbert, Associate Professor Oxford Brookes University, UK
- 10.40** Questions & answers and comments
- 10.55** **Debate with the experts**
Implications for policy on the gender pay gap and, in particular, pay transparency.
- 11.30** *Close*

Part Two: Monday 22 June, 2020

- 14.30** **Welcome and Introduction to the Format**
Niall Crowley, FGB, Webinar Moderator
- 14.35** **Equal Value: Wage regulation systems, wage inequalities, and collective bargaining**
Presentation by Jill Rubery, Director of the Work and Equalities Institute at Alliance Manchester Business School, University of Manchester, UK
- 15.00** Questions & answers and comments
- 15.15** **Workplace pay systems: Job evaluation and classification, and payroll policy: the case of Iceland**
Presentation by Ines Wagner, Institute for Social Research, Norway
- 15.40** Questions & answers and comments
- 15.55** **Debate with experts:**
Recap on ideas emerging from Part One session.
Implications for policy on the gender pay gap and, in particular, pay transparency.
- 16.30** *Close*