



European
Commission

Reducing the Gender Pay Gap: Role, Costs and Benefits of Pay Transparency Initiatives

Dialogue between the European
Commission and Social Partners

THEMATIC SEMINAR

Tuesday, 7 May 2019

H 8:45 – 16:00

Thon Hotel EU

Rue de la Loi, 75 - Brussels



SAAGE – Scientific Analysis and Advice on Gender Equality in EU

Justice

Purpose

The seminar aims to stimulate and support a dialogue with and among the Social Partners about the role, costs and benefits of pay transparency measures to reduce the gender pay gap. It also aims at enabling an engagement between the European Commission and the Social Partners on the further steps that could be taken to reduce the gender pay gap.

Aims

The seminar should enable participants to better understand and to contribute in establishing:

- What works and what might not be effective in pay transparency measures, including from a cost/benefit perspective.
- What enables more effective enforcement of the equal pay principle.
- Ideas and considerations for next steps that could be taken on pay transparency measures.

Agenda

The impulse

8:45 – 9:00 **Welcome coffee**

Registration

9:00 **Welcome and Introduction**

Seminar Facilitator

9:05 **Action to Promote Pay Transparency Measures**

Karen Vanderkerckhove

Head of Unit for Gender Equality Unit, DG Justice and Consumers,
European Commission

9:20 **Evaluation of the 'equal pay' provisions in Directive 2006/54/EC**

Nathalie Meurens

Managing Consultant – Public Policy - ICF

Taking an Overview – Recent Studies

9:30 **Implementation of Pay Transparency Measures**

Christine Aumayr-Pintar

Eurofound

Costs and Benefits of Pay Transparency

Mark Smith

SAAGE - Grenoble Ecole de Management

Does Pay Transparency Close the Gender Pay Gap

Morten Bennedsen

INSEAD – University of Copenhagen

Daniel Wolfenzon

Columbia University Business School

Comments, Questions and Answers

10:30 **Tea/Coffee Break**

Implementing Pay Transparency Measures

10:45 **Individuals' Right to Information: Experience in Germany**

Alexandra Scheele

SAAGE- Universität Bielefeld

Company Reporting on Pay Levels: Experience in the UK

Colette Fagan

SAAGE – University of Manchester

Pay Audits in Companies: Experience in France

Anne Eydoux

SAAGE – LE CNAM

Including Equal Pay in Collective Bargaining: Experience in Sweden

Anita Nyberg

SAAGE – Stockholm University

Deliberation at Social Partner tables and plenary feedback and discussion

12:30 **Lunch**

13:30 **Enforcement of the principle of equal pay for equal work or work of equal value**

Petra Foubert

Hasselt University – Centre for Government and Law

Equality Bodies Building Cases on Equal Pay

Katarzyna Wilkońska-Żuromska

EQUINET - Moderator of the Working Group on Gender Equality

Deliberation at Social Partner tables and plenary feedback and discussion

14:30 **Deliberation at Social Partner tables and plenary feedback and discussion**

15:30 **Concluding remarks from Social Partners and European Commission**

16:00 ***Close***