



UCD Sutherland
School of Law



Bridging the Gender Pay Gap through Transparency

ONLINE
workshop

Comparing Supranational, National and
Non-Governmental Approaches

22-23 September 2021



Bridging the Gender Pay Gap through Transparency

Comparing Supranational, National and Non-Governmental Approaches

Organised by:

Dr. Sara Benedí Lahuerta

Sutherland School of Law, University College Dublin (UCD)

Ms. Katharina Miller

European Women Lawyers Association (EWLA)

Systemic differences in wages on the basis of gender have been actively contested at various levels for at least seventy years, with little progress. Around the globe, many jurisdictions are now turning to pay transparency as a tool for eliminating the Gender Pay Gap (GPG) by empowering women with information and placing the onus on the employer to achieve a fair pay structure.

This online workshop will be a forum to critically evaluate how and to which extent pay transparency regulation can contribute to address the GPG. Discussion will focus on key challenges and best practices to consider when enacting, implementing or reforming pay transparency regulation on the basis of the experiences of supranational, a wide range of national jurisdictions and a non-profit certification system (The Fair Pay Innovation Lab).

The speakers and discussants' diverse backgrounds (scholars in the fields of law, business and economics, practitioners, representatives of international organisations, officers of European agencies and umbrella organisations) will ensure a rich yet accessible debate on the potential that pay transparency holds to address the GPG as a regulatory tool, in theory and in practice.

Wednesday 22 September 2021

Note: All times are Irish Standard Time (IST)

13.00-14:30
IST

1

Pay inequity and transparency: Old problem, new solutions?

Introduction

Dr. Sara Benedí Lahuerta (UCD) and Ms. Katharina Miller (EWLA)

Welcome speeches

Prof. Colin Scott, Vice President for Equality, Diversity and Inclusion (UCD)
Assoc. Prof. Niamh Howlin, Dean of Sutherland School of Law (UCD)

Keynote speech 1

Ms Salla SAASTAMOINEN (Acting Director-General, DG Justice and Consumers, European Commission)

Keynote speech 2

MEP Ms. Kira Marie Peter-Hansen (EMPL Committee Rapporteur on Directive Proposal to strengthen equal pay through transparency)

14.30-14.45

Break

14.45 - 16.15
IST

2

Key concepts and key actors

Gendered Pay Inequality: The Unpaid Care and Paid Work Divide

Prof. Nicole Busby (University of Glasgow and Close the Gap)

Overview of Member States' Experiences

Dr. Christine Aumayr-Pintar (Eurofound)

The role of workers' representatives and social partners

Dr. Kalina Arabadjieva (ETUI)

Equality Bodies and Pay Transparency in the EU: Exploring Gaps and Opportunities

Ms. Moana Genevey (Equinet)

9:45 - 11.00

IST

3

Transparency & the role of social partners

Dealing with the GPG in Sweden: With or Without the Social Partners?

Prof. Laura Carlson (Stockholm University)

The Gender Pay Gap Law in Belgium: Cause or outcome of the social dialogue on gender equality?

Drs. Sem Vandekerckhove (KU Leuven)

Addressing the Gender Pay Gap in Austria: Reflections on past and present developments

Dr. Alix Frank-Thomasser (Founder of law firm Alix Frank and Vice-President of Euréseau)

Discussant: Prof. Colm McLaughlin (UCD)

11.00 - 11.15

Break

11:15 - 12:30

IST

4

Transparency via pay audits

Spain: On the path to pay equity via pay audits?

Prof. Dr. Sara Alcázar Ortiz (Universidad de Zaragoza)

The experience with pay audits in Finland

Prof. Emerita Kevät Nousiainen (University of Turku)

Resistance to equal pay auditing as an enforcement tool in the UK

Ms. Alex Patrick (University of Southampton)

Discussant: Prof. Laura Carlson (Stockholm University)

12.30 - 13.30

Lunch

13:30 - 14:45

IST

5

Transparency through certification, indexes and ICT tools

How Iceland is closing the GPG through a Certification Standard

Dr. Ines Wagner (Institutt for samfunnsforskning, Oslo)

Luxembourg: Combining labels and the Logib-Lux software

Ms. Virginie Issumo (Global Coordinator at WomenRoleInPhilanthropy)

The French Equality Index – a model in the EU for more transparency and advancing towards gender pay equity?

Ms. Sylvia Cleff Le Divillec (German/French Attorney at Law at the Paris Bar)

Discussant: Ms. Henrike von Platen (CEO / Founder FPI Fair Pay Innovation Lab)

14.45 - 15.00

Break

15:00 - 16:15

IST

6

Transparency & data disclosure levels

Pay Transparency in Ireland: towards combining individual rights and employers' pay reports

Dr. Suzanne Carthy (UCD)

Gender-disaggregated pay statistics and data disclosure at the individual level in Denmark

Assoc. Prof. Christian Højer Schjøler (University of Southern Denmark)

Information and Transparency as the central element for gender pay equity in Germany

Prof. Dr. Angela Kolb-Janssen (Former Minister of Justice and Minister for Equality for the State of Saxony-Anhalt, Germany)

Discussant: Ms. Eilís Barry (Solicitor, Chief executive of the Free Legal Advice Centres, former Head of the Equality Authority Legal Section)

16.15

IST

Concluding remarks

Dr. Sara Benedí Lahuerta (UCD)

Ms Katharina Miller (EWLA)

About the organisers:



Dr. Sara Benedí Lahuerta (LLM, PhD) is an Assistant Professor in Law at Sutherland School of Law, University College Dublin (UCD). Sara previously was a Lecturer in Employment Law at the University of Southampton Law School (UK) (2014-19) and the founding Director of the Stefan Cross Research Centre for Women, Equality and Law (2018-19). Sara's research focuses on discrimination and employment law (at EU and comparative levels). Her research has been published in leading international journals, including the Common Market Law Review and the European Law Journal, and it has been funded by various institutions, such as the ESRC and the Society of Legal Scholars. Sara is the Editor-in-Chief of the Berkeley Center on Comparative Equality & Anti-Discrimination Law E-Journal.



Ms. Katharina Miller (LLM) is a change agent using legal tools for ethics and integrity in innovation and technology, currently working for the H2020 project Path2Integrity. Katharina is an expert in corporate governance, corporate compliance, gender equality and human rights. She is a founding partner of 3C Compliance and the President of the European Women Lawyers Association (EWLA) as of November 2017. Katharina is the Incoming Head of the EU delegation of the G20 / W20. In 2017 and 2018 she was voted as one of the Spain's Top 100 Women Leaders. She is also an Adjunct Professor at the IE Law School and works as a European Commission Reviewer and Ethics Expert. She is an Advisory Board member of the Berkeley Center on Comparative Equality and Anti-Discrimination Law.

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For queries, please contact:
law.events@ucd.ie