

Equinet Seminar on Pay Transparency Agenda

29 and 30 November, Brussels

Day 1 – 29 November 2022

09:30 – 09:40

Welcome

Welcome session of the seminar

- Anne Gaspard, Equinet Co-Director

09:40 – 10:15

Setting the scene – Equal pay in the EU

This session provides an academic perspective on the principle of equal pay in the EU in the last 20 years and how it has been gradually protected by policies and laws.

- Dr Sara Benedi-Lahuerta, University College Dublin
- Q&A

10:15 – 10:30

Coffee Break

10:30 – 12:30

The Pay Transparency Directive – Challenges & Opportunities

This session is focused on the proposed Directive on Pay Transparency, focusing on how the text creates challenges and opportunities for equality bodies and exploring the main points of discussions ahead of the adoption of the Directive.

Chair: Equinet Board Member

Presentations

- European Commission – *Presentation of the Directive*
- Barbara Ortiz, Belgian Institute for Equality Between Women and Men – *Presentation of findings of Equinet's upcoming report on Pay Transparency*
- Q&A

Panel discussion

- Kira Peter-Hansen, MEP Rapporteur of the Pay Transparency Directive
- Swedish Presidency
- Aline Brüser, ETUC
- Renee Laviera, NCPE



12:30 – 13:30 **Lunch Break**

13:30 – 15:00 **Parallel Workshops**

Workshop 1 – Putting in practice the concept of work of equal value

This workshop focuses on discussing tools & practices to implement the concept of work of equal value

- Speaker tbc

Workshop 2 – Gathering pay data and respecting data protection: finding a balance

This workshop focuses on the intersection between data collection on the gender pay gap and regulation on data protection (such as GDPR).

- Rossalina Latcheva & Ursula Till-Tentschert, FRA

15.00 – 15:30 **Coffee Break**

15:30 – 17:00 **Parallel Workshops - continued**

Day 2 – 30 November 2022

09:30 – 10:30 **Pay Transparency – good practices from equality bodies**

This session is dedicated to sharing good practices on pay transparency

Chair: Tamás Kádár, Equinet co-Director

- FADA, Germany: A toolbox to identifying pay discrimination
- Ombud for Gender Equality, Croatia: Project “Equal Pay – Equal Rights – Equal Pensions”
- Belgian Institute for Equality Between Women and Men: Collection of national cases on gender pay gaps

10:30 – 10:45 **Coffee break**

10:45 – 12:15 **Going deeper: parallel workshops**

Workshop 1 – Collaborating with trade unions

This workshop builds on the Croatian good practice and explores how to best collaborate with trade unions on issues related to pay discrimination and pay transparency

- Croatian Ombud for gender equality
- ETUC member



Workshop 2 – Accessing courts for cases of equal pay

This workshop builds on the Belgian good practice and discuss issues related to access to court for cases of equal pay, including for collective complaints.

- Belgian Institute
- Lithuanian or Danish equality body

12:15 – 12:45

Reporting back and concluding session

This is the concluding session of the seminar

- Rapporteurs from workshops
- Tamas Kadar, Equinet co-Director

