

# Gender Equality Training on Equal Pay AGENDA

Lisbon, Portugal – 18-19 September 2013

<b>VENUE</b>	Sana Malhoa Hotel, Av. José Malhoa 8, Lisbon, Portugal
<b>TARGET AUDIENCE</b>	Participation in this Equinet training is reserved to staff members of national equality bodies who deal with or have a special interest in equal pay for equal work and work of equal value and the fight against the gender pay gap.
<b>OBJECTIVES</b>	<p>This training aims at exploring effective approaches and activities equality bodies can put in place to support people suffering from pay inequalities, to help employers put in place non-discriminatory and gender-sensitive evaluation and pay systems and to help administrations, social partners and NGOs understand the problem and cooperate for the achievement of equal pay practices.</p> <p>This training is based on the work of the Equinet Working Group on Gender Related Issues.</p> <p>The Training strives to enhance the knowledge of staff members in the following areas:</p> <ul style="list-style-type: none"><li>• <b>Methodologies for the evaluation of jobs</b></li><li>• <b>Possible areas for cooperation with social partners, statistical offices, labour inspectorates and other possible partners</b></li><li>• <b>How to build a case</b></li></ul>
<b>FOLLOW-UP</b>	<p>Equinet will publish a summary report of the training and will upload the speakers' presentations on its website at:</p> <p><a href="http://www.equineteurope.org/activities/events">www.equineteurope.org/activities/events</a></p> <p>In addition to visiting our <a href="#">website</a>, you can also follow the work done by Equinet and its 38 European member equality bodies by subscribing to our <a href="#">monthly newsletter</a> from our homepage, joining the "Equinet Europe" <a href="#">Linked-In group</a> if you work for a member organisation, or following us on</p> <p><a href="https://www.facebook.com/EquinetEurope">Facebook</a> (facebook.com/EquinetEurope)      <a href="https://twitter.com/equineteurope">Twitter</a> (@equineteurope)</p> <div style="display: flex; justify-content: space-around;"></div>

# AGENDA

DAY 1 - 18 September 2013

08.30 - 09.00 *Registration and Welcome*

Opening Address

09.00 - 09.20 **Jozef de Witte**, *Chair of Equinet Executive Board*

**Teresa Morais**, *Secretary of State for Parliamentary Affairs and Equality of Portugal*

09.20 - 10.30 **SESSION 1 - Equal pay: scope and definitions**

**Chair: Anne Gaspard**, *Equinet Executive Director*

09.20 - 10.00 Scope, definitions and case-law

**Susanne Burri**

10.00 - 10.30 *Questions & Answers*

*Coffee break (20 minutes)*

10.50 - 11.50 **SESSION 2 - Methodologies for the evaluation of jobs**

**Chair: Elke Lujansky-Lammer**, *Member of Equinet Executive Board, Ombud for Equal Treatment (Austria)*

10.50 - 11.15 Good practice from the French Defender of Rights

**Marie Becker**

11.15 - 11.40 Good practice from the Portuguese Commission for Equality in Labour and Employment

**Sandra Ribeiro**

11.40 - 11.50 *Questions & Answers*

**SESSION 3 - Workshop on methodologies for the evaluation of jobs**

12.00 - 13.00 Participants will be divided in groups and will work on delivering a checklist/list of ideas for equality bodies on how they can suggest job evaluation systems which ensure equal pay.

*Lunch (75 minutes)*

14.15 - 15.15 **SESSION 4 - Possible alliances and further tools**

**Chair: Therese Spiteri**, *Member of Equinet Executive Board, National Commission for the Promotion of Equality (Malta)*

14.15 - 14.40 Alliances with social partners

**Edeltraud Ranftl**

14.40 - 15.05 Alliances with other stakeholders

**Maria do Rosário Fidalgo**

15.05 - 15.15 *Questions & Answers*

## SESSION 5 - Workshop on possible alliances and further tools

15.25 - 16.30 Participants will be divided in groups and will work on delivering a checklist/list of ideas for equality bodies on key actors for the achievement of equal pay, and on how to engage with them.

*Coffee break (15 minutes)*

## SESSION 6 - How to build a case

16.45 - 18.00

Chair: **Tamás Kádár**, Equinet Senior Policy Officer

16.45 - 17.15 How to shift the burden of the proof: relevant case law and practical tips **Sophie Latraverse**

17.15 - 17.45 Typical justifications for unequal pay: what is acceptable, what is not and how to counter arguments **Sandra Konstatzky**

17.45 - 18.00 *Questions & Answers*

## SOCIAL EVENT

18.15

Departure of the bus for dinner at restaurant PÉ NÚ

## DAY 2 – 19 September 2013

## SESSION 7 - Workshop on how to build a case

09.30 - 11.00 Participants will be divided in groups and will work on delivering a checklist/list of ideas for equality bodies on how to build a case on equal pay for equal work and work of equal value, at the different stages of the proceeding.

*Coffee break (15 minutes)*

## SESSION 8 - Workshop hosts presenting their conclusions

11.15 - 12.15

Chair: **Niall Crowley**, Expert, Equinet Board Advisor

12.15 – 12.45 *Questions & Answers – Discussion*

## Closing of the seminar

12.45 - 13.00

Fátima Duarte, President of the Portuguese *Commission for Citizenship and Gender Equality*

Sandra Ribeiro, President of the Portuguese *Commission for Equality in Labour and Employment*, and Moderator of the *Equinet Gender Equality Working Group*

*Networking lunch (60 minutes)*