

Promoting better indicators, statistics, data and policies to reduce the gender pay gap

02-03 April 2019

Venue: Björtuloft Meeting room
Harpa Concert Hall
and Conference Centre
Reykjavik, Iceland



Government of Iceland
Prime Minister's Office



Introduction

The gender pay gap is a widely used indicator of gender inequality in the world of work, and a frequent measure of progress towards gender equality at the national or the international level. In a simple definition, the gender pay gap refers to the difference in wages between all men and women who are engaged in paid employment.

The method of measure often relies on either the average wage among all wage employees (the mean) or the wage that represents the middle wage earner in the population (the median). Both measures provide a simple summary of the wage dispersion among all wage employees in a population. However, in a considerable number of countries, these basic summary measures are not very effective at capturing gender pay gaps due to the difference in the participation behaviour of women and men as well as the fact that women's participation in wage employment is often lower than that of men.

The gender pay gap is symptomatic of the many challenges, including discrimination that women face before entering the labour market and throughout their working lives. The analysis of pay gaps must be seen in the broader context of other dimensions of inequality between women and men, including women's more limited access to paid employment (in emerging and low income countries) and the unequal division of unpaid work within the household (in all economic contexts).

Measuring and decomposing gender pay gaps can help inform policy makers of the appropriate mix of policies depending on country specific circumstances. In most cases, the policy mix will involve action, including in some of the following areas:

- Bridging the educational gap through STEM studies and vocational training;
- Reducing occupational segregation;
- Ending discrimination in pay and ensuring equal pay for work of equal value;
- Facilitating work-family balance;
- Setting minimum wages
- Supporting collective bargaining and formalization;
- Enhancing pay transparency within companies;
- Improving data, indicators and statistics.

Objectives

The objectives of this technical meeting are threefold:

1. To review different methodologies and tools used to measure the gender pay gap, and its implications;
2. To deconstruct the gender pay gap, with a view to unveiling the unexplained portion; and
3. To consider appropriate policy measures to eliminate the unexplained portion of the gender pay gap.

AGENDA

Date	Activity
Tuesday 2 April 2019	
08:30 – 09:00	Registration
Welcome & Opening Remarks	
09:00 – 09:15	<p>Moderator: <i>Sylvie Durer</i> – Director, Federal Office for Gender Equality, Switzerland and Chair EPIC Steering Committee</p> <p>Presenters: <i>Rósa Guðrún Erlingsdóttir</i> – Senior Advisor, Prime Minister’s Office, Department of Equality, Iceland and EPIC Steering Committee Member <i>Manuela Tomei</i> – Director, Conditions of Work and Equality Department, ILO</p>
Findings and recommendations of the 2018/19 ILO Global Wage Report & General discussion.	
09:15 – 10:30	<p>Moderator: <i>Sylvie Durer</i> – Director, Federal Office for Gender Equality, Switzerland and Chair EPIC Steering Committee</p> <p>Presenter: <i>Manuela Tomei</i> – Director, Conditions of Work and Equality Department, ILO</p>
10:30 – 11:00	Coffee Break
Adjusting the Gender Pay Gap in Iceland and Finland. Followed by a general discussion.	
11:00 – 12:30	<p>Moderator: <i>Willem Adema</i> – Senior Economist, Social Policy Division, OECD</p> <p>Presenters: <i>Margrét Vala-Gylfadóttir</i> – Leading Statistician, Wages, Income and Education, Statistics Iceland <i>Eyjólfur Sigurðsson</i> – Analyst, Wages, Income and Education, Statistics Iceland <i>Anu Uuttu</i> – Senior Statistician, Statistics Finland</p>
12:30 – 13:30	Lunch
Decomposing the Gender Pay Gap – methodologies, measurement issues and data. Followed by a general discussion.	
13:30 – 15:00	<p>Moderator: <i>Willem Adema</i> – Senior Economist, Social Policy Division, OECD</p> <p>Presenter: <i>Rosalía Vazquez Alvarez</i> – Econometrician and Wage Specialist, Inclusive Labour Markets, Labour Relations and Working Conditions Branch, ILO</p>
15:00 – 15:30	Coffee Break
Panel Discussion – Policies to address the explained components of the gender pay gap: – Experiences, practices and lessons learned from around the world	
15:30 – 17:00	<p>Moderator: <i>Lopa Banerjee</i> – Director Civil Society Division, UN Women.</p> <p>Panellists: <i>Ana Catarina Fontes</i> – Advisor to the Secretary of State for Employment, Ministry of Labour, Solidarity and Social Security, Portugal <i>Margaret Kidd</i> – Minister-Counsellor (Employment), Australian Government Department of Jobs and Small Business, Australia <i>Akustina Morni</i> – Policy Advisor International Organisation of Employers <i>María José Ochagavía</i> – Cabinet Advisor/Ministerial Gender Advisor, Ministry of Labour and Social Welfare, Chile, <i>Lori Stranznick</i> – Executive Director, Pay Equity, Labour Program, Employment and Social Development, Canada</p>
Panel Discussion – Policies to address the unexplained components of the gender pay gap: – Experiences, practices & lessons learned from around the world	
17:00 – 18:30	<p>Moderator: <i>Shauna Olney</i> – Chief, Gender, Equality and Diversity and ILOAIDS Branch, ILO.</p> <p>Panellists: <i>Sylvie Durer</i> – Director, Federal Office for Gender Equality, Switzerland and Chair EPIC Steering Committee. <i>Guðný Einarsdóttir</i> – Equal Pay Specialist, Ministry of Finance and Economic Affairs, Iceland, <i>Henrike von Platen</i> – CEO/Founder, Fair Pay Innovation Lab, Germany, <i>Guðrún Agústa Guðmundsdóttir</i> – General Secretary, Icelandic Confederation of Labour</p>
18:30 – 20:00	Reception

Wednesday 3 April 2018

Tools and methodologies to measure the gender pay gap – are they practical, adaptable and relevant to different socio-economic realities. Followed by a general discussion

09:00 – 11:00

Moderator: *Manuela Tomei* – Director, Conditions of Work and Equality Department, ILO.
Presenter: *Patric Aeberhard* – Equal Pay Expert, Director, Federal Office for Gender Equality, Switzerland.

11:00 – 11:30

Coffee Break

Taking stock of achievements and identifying gaps and setbacks since the adoption of the Beijing Declaration and Platform for Action 1995

11:30 – 12:30

Moderator: *Sylvie Durer* – Director, Federal Office for Gender Equality, Switzerland and Chair EPIC Steering Committee.
Presenter: *Lopa Banerjee* – Director, Civil Society Division, UN Women.

Closing Remarks

12:30 – 12:45

Sylvie Durer – Director, Federal Office for Gender Equality, Switzerland and Chair EPIC Steering Committee

12:45 – 14:00

Lunch

To learn more about EPIC: <https://www.equalpayinternationalcoalition.org>
Contact EPIC at: epic@ilo.org