

# Equal Pay for Women: Tools and Policies

Mon 22 March 2021 9:00–10:30 AM EST (14:00–15:30 CET)

Welcoming remarks:

- **Ms. Jana Maláčová**, Minister of Labour and Social Affairs of the Czech Republic

Speakers:

- **Ms. Sylvie Durrer**, Director of the Federal Office for Gender Equality, Switzerland
- **Ms. Katrín Björg Ríkarðsdóttir**, Director of the Directorate of Equality, Iceland
- **Ms. Lesia Radelicki**, Member of Cabinet of EU Commissioner for Equality Helena Dalli
- **Ms. Marie-Thérèse Chicha**, Professor at the University of Montreal, ILO Geneva
- **Ms. Lenka Simerská**, Head of GPG Reduction Portfolio at the Ministry of Labour and Social Affairs of the Czech Republic

Moderator:

- **Ms. Martina Štěpánková**, Deputy Minister for European Funds and International Cooperation, Ministry of Labour and Social Affairs of the Czech Republic

The persisting difference in earnings between women and men (the so-called Gender Pay Gap - GPG) is 15% in the European Union. While the multiple causes of GPG are of very similar nature worldwide, some countries started looking into the problem earlier and with a more effective approach. In our panel discussion, we will bring forward tools and policies that are in place to reduce GPG at the level of the state and key stakeholders in EU countries as well as worldwide. Special focus will be given to gender-neutral job evaluation and experience with reporting and certification up to the present point in time.

**Marie-Thérèse Chicha**, Professor at the University of Montreal and the author of the gender-neutral job evaluation audit, will cover the topic of equal pay and work of equal value, focusing on biases in respect to the demands, complexity and responsibility of jobs done mainly by men or women and also focusing on explaining how to avoid prejudices and evaluate jobs in a neutral way.

**Katrín Björg Ríkarðsdóttir**, Director of the Directorate of Equality of Iceland, will cover the topic of the Certification of the Equal Wage Management System based on the Icelandic Standard which has been in effect since 1 January 2018. She will share the experience from private sector as well as public institutions.

**Sylvie Durrer**, Director of the Swiss Federal Office for Gender Equality, will share her experience with the Logib analysis tool used to reveal the Gender Pay Gap within the evaluation process done by employer itself.

**Lesia Radelicki**, Member of Cabinet of EU Commissioner for Equality Helena Dalli, will talk about the Acts that the Commission will take with respect to Transparency and Guidelines on how to use and apply gender – neutral job evaluation and classification systems as well as the adoption of legal provisions of equal work and the work of equal value in practice.

**Lenka Simerska**, Head of GPG Reduction Portfolio at the Ministry of Labour and Social Affairs of the Czech Republic, will speak mainly about the uniqueness of the complex approach being realised at the Ministry. She will mention the Policies and Tools adapted from other countries, what works well and what is missing. Her topic will also be the linkup with the Government Strategy 2030 and the public opinion regarding Transparency in the Czech Republic.

## Side event organised by the Czech Republic.

The event will be held online.

You may join in the conversation via Webex Meetings:

<https://mpsvcz.webex.com/mpsvcz/j.php?MTID=me95c26783def5d4d0daeba2ca2172e15>

Please RSVP at [conference-registration@mpsv.cz](mailto:conference-registration@mpsv.cz) by 18 March.



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