

Nordic expert meeting on Pay Equity

Time: 31st October, 10 am-5 pm (GMT)

Place: Hallveigarstaðir, Túngötu 14, Reykjavik

PROGRAMME

Moderator: Milla Järvelin, Nordic Trade Union Confederation, NFS

09:30 Coffee

10:00-10:10 **Welcome**

10:10-10:35 **Keynote speaker**

Sonja Ýr Þorbergsdóttir, president, Icelandic Federation of State and Municipal Employees (IS)

10:35-11:05 **Introduction to the current situation: Legislation and case law**

A new publication provides an overview of legislation and policy initiatives in the Nordic countries and the practical implications of legislation through case law.

Eberhard Stüber, lawyer/report writer (SE)

11:05-11:15 Break

11:15-11:45 **Preliminary results: Measuring pay gaps for work of equal value in national statistics**

How can available official statistics be used to measure the gender pay gap in jobs of equal value? What are the implications of different methods of measuring pay gaps, with their in-built assumptions, for how we perceive challenges and opportunities in different countries? A new pilot study will examine the statistics in Finland, Norway and Sweden, with some additional numbers in Denmark and Iceland.

Minna Salminen Karlsson, associate professor/report writer (SE) and Anna Fogelberg Eriksson, senior associate professor/report writer (SE)

11:45 -12:40 **Comments and reflections**

- Byrial Rastad Bjørst, The Danish Association of Professional Technicians (DK)
- Maria Forthun Hoen, Institute for social research (NO)
- Kevät Nousiainen, University of Turku (FI)

12:40 -13:30 Lunch

13:30-13:45 Time for group picture

13:45-14:15 **Good examples from trade unions: Closing the Gender pay gap in the Nordics and Germany**

Presentation of a new report from the Nordic-German trade union cooperation. How do we reach pay equity and how do we close the gender pay gap?

Lina Stenberg, consultant/report writer (SE) and Andrea Jochmann-Döll, consultant/report writer (DE)

14:15-15:00 **Comments and reflections**

- Dagný Aradóttir Pind, Icelandic Federation of State and Municipal Employees (IS)
- Janina Henkes, The German Education Union GEW (DE)
- Linn Andersen, Norwegian Confederation of Trade Unions (NO)

15:00-15:30 Coffee break

15:30-16:30 **Panel: Lessons learned and ways toward Pay Equity**

- Alina Brüser, ETUC European Trade Union Confederation (BE)
- Christina Stockfisch, German Trade Union Confederation (DE)
- Johanna Lähti, the Finnish Ministry of Social Affairs and Health (FI)
- Þorgerður Jennýjardóttir Einarsdóttir, University of Iceland (IS)

16:30-17:00 **Summary and conclusions**

Closing remarks by Kristína Birke Daniels, Friedrich-Ebert-Stiftung