



**European Commission**  
Justice

## Exchange of good practices on gender equality

**Reducing the gender pay gap**

Berlin, 5-6 December 2011

## Agenda

## Sunday, 4 December 2011

Arrival of participants in Berlin

**Harnack-Haus**  
Innestrasse 16-20  
14195 Berlin  
Germany

For more information please visit: <http://www.harnackhaus-berlin.mpg.de/>

## Monday, 5 December 2011

**Venue:** Harnack-Haus, Ihnestr. 16-20, 14195 Berlin

Facilitation: Manuela Samek Lodovici, IRS and Monika Natter, ÖSB Consulting

- 09:00 – 09:10    **Opening** and introduction to the seminar by Manuela Samek, IRS
- 09:10 – 09:30    **Welcome**  
Eva Maria Welskop-Deffaa, Director General for Gender Equality and Equal Opportunities, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth  
and  
Daniela Bankier, Head of Unit Gender Equality, DG Justice, European Commission
- 09:30 – 09:45    **Reducing the gender pay gap: Introduction to the German policy background**  
Eva Maria Welskop-Deffaa, Director General for Gender Equality and Equal Opportunities, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth
- 09:45 – 10:00    **Presentation of the Logib-d project**  
Hans-Peter Klös, Head of Education and Labour Market Policies, Cologne Institute for Economic Research
- 10:00 – 10:30    Questions and Answers
- 10:30 – 11:00    *Coffee break*
- 11:00 – 11:20    **An example of application in companies**  
Claudia Hoffmann, Commercial Director of Marienhaus GmbH  
Sonja Weiß-Dimitrova, Head of Personnel Department of Marienhaus Klinikum St. Elisabeth Neuwied
- 11:20 – 11:40    Questions and Answers
- 11:40 – 12:00    **Assessment of Logib-D: presentation of the Discussion paper**  
Miriam Beblo, Berlin School of Economics and Law

- 12:00 – 13:00 **Discussion** along the following questions:
- Main strengths and weaknesses of the instrument to close the gender pay gap.
  - What other accompanying measures should be implemented for effectiveness? How could participation of companies be increased (for example in terms of voluntary vs mandatory participation; incentives vs sanctions; awareness rising measures, training, counselling services and assistance, etc.)?
  - How the instrument could be used in collective bargaining and in professional change processes and what could be the role of the different actors (government, social partners, employers, employees, other parties) in promoting, implementing and use it?
- 13:00 – 14:00 *Lunch*
- 14:00- 14:15 **Presentation of the Logib project in Switzerland**  
Sajeela Regula Schmid
- 14:15 – 14:30 Questions and Answers
- 14:30 – 14:50 **Presentation of the Austrian context and good practice**  
Anna Ritzberger-Moser, Federal Ministry of Labour, Social Affairs and Consumer Protection
- 14:50 – 15:10 **Assessment of the Austrian Staff Income Reports: Presentation of the discussion paper**  
Sybille Pirklbauer, AK Vienna, Chamber of Labour
- 15:10 – 15:30 Questions and Answers
- 15:30 – 16:00 *Coffee break*
- 16:00 – 17:00 **Discussion** along the following questions:
- Main strengths and weaknesses of the instrument to close the gender pay gap relative to other approaches.
  - How to treat the confidentiality and transparency trade-off?
  - What role for the social partners and /or works councils?
- 19:30 *Dinner at Harnack-Haus* hosted by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth

## Tuesday, 6 December 2011

**Venue:** Harnack-Haus, Ihnestrasse 16-20, 14195 Berlin

Facilitation: Manuela Samek Lodovici, IRS and Monika Natter, ÖSB Consulting

- 09:00 – 09:10    **Opening**  
Manuela Samek Lodovici, IRS
- 09:10 – 12:10    **Discussion of transferability aspects of the German and Austrian good practices by participating countries**  
(in two working groups): presentations by participating countries' independent experts and officials, and discussion;  
*Including a coffee break*
- What are the prerequisites for the adoption of the Logib tool in other countries (for example in terms of data availability and statistical knowledge at company level, business and gender equality culture, industrial relation system, new professional strategies of the human resource-management etc.)?
  - At what conditions could the Austrian approach be extended to other countries?
- 12:10 – 12:40    **Feedback from working groups** in plenary session and discussion
- 12:40 – 12:50    **Closing remarks from the European Commission**  
Daniela Bankier, Head of Unit Gender Equality, DG Justice, European Commission
- 12:50 – 13:00    **Closing remarks**  
Eva Maria Welskop-Deffaa, Director General for Gender Equality and Equal Opportunities, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth
- 13:00            End of exchange of good practices followed by *lunch*