

# EQUAL PAY POLICY IN PRACTICE: AN INTERNATIONAL RESEARCH WORKSHOP

The goal of the international research workshop partially funded by the Fil de l'Eau LIEPP program held this past summer was to bring together researchers who work on equal pay policy to present their ongoing research on the current impact and implementation of these policies in their countries and to discuss next steps in the comparative analysis of the implementation of equal pay policy. The 20 member research group for this project is a part of a larger international network, co convened by Isabelle Engeli and Amy G. Mazur, the Gender Equality Policy in Practice Project (GEPP).

## Working with LIEPP on GEPP Equal Pay

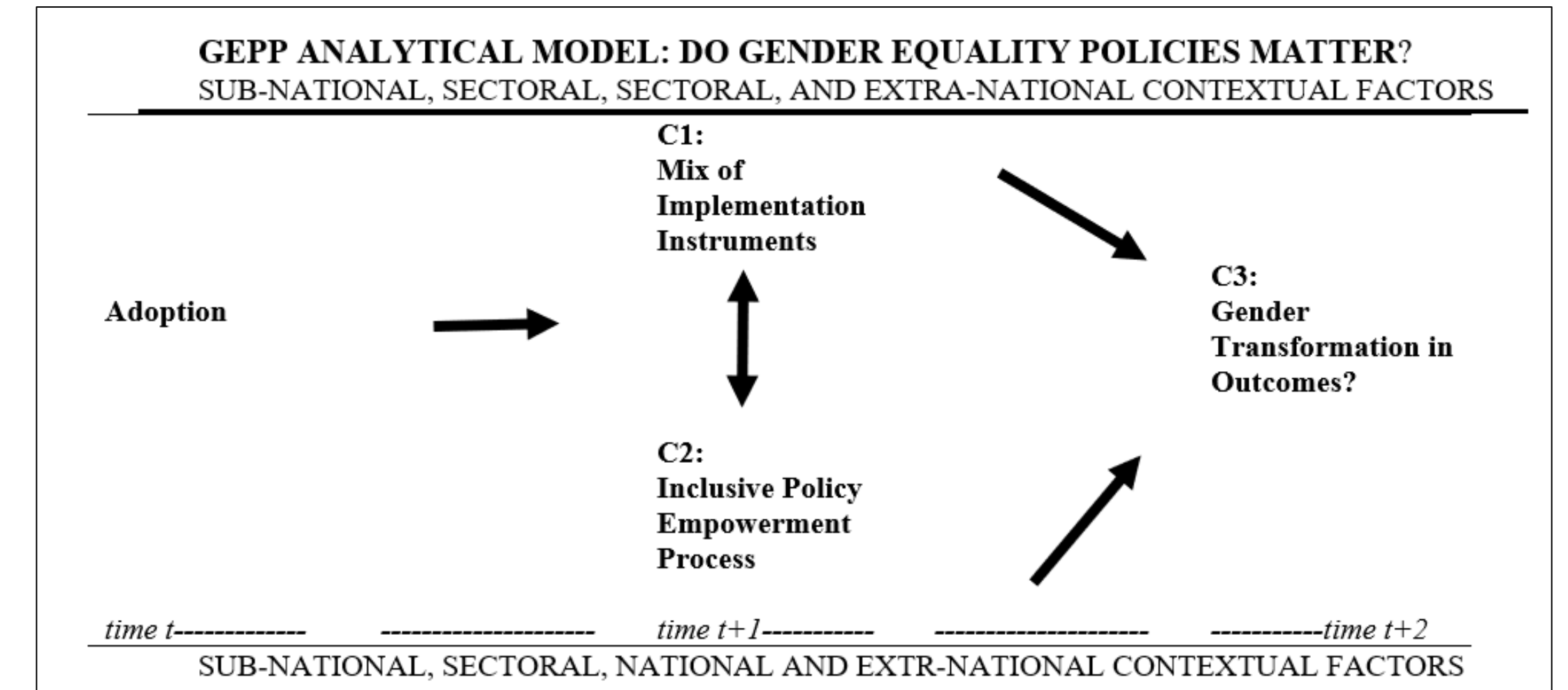
Much research shows that **wage gaps between men and women have been difficult to narrow**, in part due to the limits of regulatory policies and collective negotiations. Through an **international and interdisciplinary comparison**, this project contributes to understanding the obstacles and opportunities to achieving gender wage equity and gender equality more broadly speaking. Researchers use the Gender Equality Policy in Practice (GEPP) Approach which provides a **uniform analytical framework to study gender equality policies** in action with innovative measures for policy success - gender transformation and women's empowerment - that allow for a more global evaluation of the responsiveness of contemporary democracies to demands for social justice and equality.

To build and harmonize this international comparison through GEPP, Sophie Pochic and Amy G. Mazur successfully applied for Fil de l'Eau LIEPP funding for a workshop that brought together scholars to begin discussing how to study and apply the GEPP framework to their own research on the implementation of equal pay policies in their home countries and at the EU level. Twenty-four researchers from 15 countries participated in a two-day workshop, at the University Bielefeld, June 20th-21st, 2022 that also received funding from the Interdisciplinary Institute at the University of Bielefeld, Germany and the journal of Policy and Politics.

The next step for GEPP-Equal Pay is for researchers to **use the GEPP approach to complete their country-based field work in Australia, Belgium, Canada, Croatia, France, Germany, Italy, Norway, Sweden, the UK and the USA as well as at the European Union level**. They will then attend a second workshop to present their findings held at LIEPP in the end of November 2023, with funding from l'Axe Discriminations et Politiques Catégorielles, the journal Mage, CMH- Atelier Tepsis and Washington State University. Research will use the GEPP analytical framework (see model below) to collect their data on equal pay policy implementation and impacts, write-up their findings in article length form and present their first drafts at the two-day workshop in Paris next Fall. The final output will be a co edited book by Engeli and Mazur with an estimated publication date of 2024 (see outline below) as well as a LIEPP Policy Brief and several comparative articles submitted to the journal, Policy and Politics, for review. The group plans to hold a large public conference in Paris with key stakeholders and scholars of equal employment policies to release the book in 2025.

## Approach, framework and methods

GEPP brings together researchers to use a common analytical framework developed for and by the group to study **whether gender equality policies put on the books over the past 20-30 years have actually achieved their goals** and ultimately promoted gender transformation post-industrial democracies (Engeli and Mazur 2018). GEPP takes a combined approach of conducting process-tracing cases of policy implementation and evaluation within each country with a cross-national analysis of the dynamics and determinants of policy post adoption across countries. Both the country-specific case analyses and the cross-national assessment are guided by the GEPP model.



## Hypotheses to be examined in GEPP Equal Pay

To date, GEPP researchers have published studies on France across 6 sectors, Political Representation, Care and Corporate Boards (see references below). As these previous studies have shown, there is often no single pattern of implementation and outcomes by country, but rather gender equality policy dynamics in post adoption have similar trends by sector. Thus, the major hypothesis/ question to be examined in the GEPP Equal Pay is: do implementation and evaluation practices and their outcomes vary by regional grouping of countries or sector? The preliminary research indicates that actually there is quite a striking similarity across all of the countries in the study. That is, despite years of policy action that seeks to address gender-based wage inequality at national and EU levels, there has been a remarkably low level of inclusive policy empowerment in the post adoption processes and gender transformation in the policy outcomes. The title of the comparative book and the working titles of the chapters below reflect this continuity in poor policy performance.

## How does this project contribute to public policy evaluation

Policy evaluation is at the heart of **GEPP Equal Pay**.

- The innovative framework of GEPP specifically focusses on how policies are evaluated in the post adoption phase both as an integral part of implementation and a separate act. Previous research on gender policy in action often had not focused on the process of evaluation as such. That is, how do both state and society-based actors assess the impact and outcomes of policy? what is the content of that evaluation? and what is done with that evaluation after it is formalized?
- GEPP uses a complex notion of the evaluation process that identifies both formal program evaluation by state actors and evaluation conducted by NGOs, policy experts, think tanks, etc. Moreover, the process of evaluating policy is seen as an arena in which actors struggle for control of the frame, content and outcome of policies to make more responsive policies.



Research team

## Discriminations and category-based policies research group

### Isabelle ENGELI



Professor of Public Policy at Exeter University. She is the Scientific Representative of HORIZON 2020 COST ACTION Professionalization and Social Impact of European Political Science (COST 15207). Editor of the European Journal of Political Research and was Founding Editor of the European Journal of Politics & Gender.

### Amy G. MAZUR



Distinguished Professor in Political Science at Washington State University and Associate Researcher at LIEPP, Sciences Po Paris and member of the Axe Discriminations et Politiques Catégorielles. Most recently conducted mixed method research to produce the guide, Institutional Mechanisms for Gender Equality as Critical Actors: A Guide for Success in the OSCE (forthcoming), for the Organization of Security and Cooperation of Europe. For more on her work and activities, see <https://pppa.wsu.edu/amy-mazur/>.

### Sophie POCHIC



Research director at the CNRS and Associated Professor to the and member of the Axe Discriminations et Politiques Catégorielles at LIEPP. She is member of the editorial board of Travail, Genre et Sociétés and of the executive committee of the network, MAGE – Marché du travail et genre.