



ZiF Workshop

Equal Pay in Practice Comparative Research on Policy Implementation

Convenors

Isabelle Engeli (Exeter University)
Amy G. Mazur (Washington State University)
Ania Plomien (London School of Economics)
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Equal Pay in Practice: Comparative Research on Policy Implementation
Workshop at ZIF, University of Bielefeld
June 20th-21st , 2022

Co Sponsored by ZIF, LIEPP (Sciences Po) and the Journal of Policy and Politics
Schedule

MONDAY JUNE 20TH COUNTRY ANALYSIS BY REGION

Short 10 minute presentations with 30 minutes of discussion after each regional grouping (s) and a question or two from the discussants to kick-off discussion.

Discussants:

Jill Rubery (University of Manchester) (Day 1)
Iga Magda (Warsaw School of Economics)

Introductions: Welcome, Goals, Framework and Agenda

Welcome from the Managing Director of ZIF, Dr. Anika Haverig

Co Conveners: Isabelle Engeli (Exeter University), Amy Mazur (Washington State University), Sophie Pochic (CNRS Centre Maurice Halbwachs), Alexandra Scheele (Bielefeld University), Ania Plomien (London School of Economics)

Southern Europe

Spain National: Olga Salido (Universidad Complutense Madrid)
France Firm level: Sophie Pochic (CNRS Centre Maurice Halbwachs)
Italy Elisa Chierigato (Goethe University/ University of Verona)

Germanic Europe

Germany Alexandra Scheele (Bielefeld University) and Andrea Jochmann-Doell (GEFA, Essen)
Belgium Patrizia Zanoni (University of Hasselt) and Veronika Lemeire (University of Hasselt)

Nordic Countries

Norway Mari Teigen and Ines Wagner (Institute for Social Research, Oslo)
Sweden
National: Lenita Friedenvall (University of Stockholm)
Sub-national/ Firm Level : Anne Charlotte Callerstig (Orebro University) and Johanna Kumlin

EU

Sophie Jacquot (Université Saint-Louis – Bruxelles)

Central Eastern Europe

Poland Ania Plomien (London School of Economics) and Zofia Łapniewska (Jagiellonian University in Kraków)
Albania and Montenegro Ingrid Bego (Western Carolina University) online
Croatia and North Macedonia Andrea Spehar (University of Gothenburg)

Anglo-American Countries

Australia Lucie Newsome (University of New England)
Canada Francesca Scala (University of Concordia), Stephanie Paterson (Concordia University) and Stephanie Bradford (Concordia University)
UK Susan Milner (University of Bath)
USA

National Level: Ashley English and (University of North Texas) and Meredith Neizgoda (University of North Texas) online
Sub-National/ State: Season Hoard (Washington State University) and Sydney Smith (Washington State University)

GROUP DISCUSSION: Lessons Learned Thus Far?

TUESDAY JUNE 21ST DISCUSSION OF CROSS-NATIONAL THEMES

Divided into 4 thematic sessions that come out of the papers. Each theme had a 60 minute facilitated discussion with the discussant starting.

Theme 1: Collective Bargaining System as Implementation Practice (Actors and Empowerment)

Theme 2: Mix of Policy Instruments: Legislation, Court Cases, Pay Transparency (Reporting)/ Certificates/ Complaints – Outputs and Practice (Actors and Empowerment)

Theme 3: Multi Level/ Dimensional Issues

- **By Level of Governing Institution: EU/ National/ Sub-National (Federal Systems)**
- **By Collective Bargain Structure: Intersectoral/ Sectoral Firm Level – Practice and Empowerment**
- **“ Street-Level”**

Theme 4: Outcomes/ The What If Problem

- **Direct – Gender Wages Gaps – How to Measure**
- **Indirect – Change in implementers frames and social attitudes about equal pay Coffee Break**
- **Overall Gender Transformation**

Closing Session

Summing up Common Themes and Comparative Observations

Next Steps: workshop related publications; grant proposals, independent publications, etc