

“EQUAL PAY – HOW DO WE STRENGTHEN ACCESS TO JUSTICE?”

FRIDAY, 11TH OF MAY 2012

THE NATIONAL MUSEUM · FESTSALEN · NY VESTERGADE 10 · COPENHAGEN

PROGRAMME

8:00 Registration

9:15 Welcome and introduction to the conference, by Mr Jonas Christoffersen,
Director of the Danish Institute for Human Rights

9:25 Minister of Employment Ms Mette Frederiksen

9:35 Minister for Gender Equality Mr Manu Sareen

9:45 **Session 1: The value and meaning of access to justice in the field of discrimination**

Why is “Access to Justice” important, and how can it be strengthened? Mr Andreas Stein, Head of Unit, Equal treatment legislation, DG Justice, the European Commission

The legal framework for “Access to Justice” in Denmark and the European Union – development and present state. Ms Ruth Nielsen, Professor, dr. jur., Copenhagen Business School

10:45 Coffee break

11:15 **Session 2: Some important conditions for litigation and pay transparency**

How is the task of ensuring “Access to Justice” of plaintiffs within the field of equal pay organised in the UK, and what is the background for the heavy case load found in the UK? Ms Jennifer Earle, Senior Lawyer, the Equality and Human Rights Commission, UK

How does the Ombudsman for Equality work to secure the enforcement of equal pay in Finland? Recent developments in the regulation on gender planning and pay transparency. Ms Pirkko Mäkinen, Ombudsman for Equality, Finland

Q&A

12:30 Lunch

13:45 Session 3: Litigation in Denmark – Possibilities and difficulties

How is the filing of an equal pay complaint in Denmark experienced by the complainant? Partial results of DIHR's interview survey of persons who have filed or completed an equal pay case in Denmark. Ms Susanne Nour, Director of the Equality Department, the Danish Institute for Human Rights

How does the Board of Equal Treatment perceive its opportunities for strengthening the enforcement of the regulations regarding equal pay? Presentation of the board's tasks, opportunities and challenges. Ms Tuk Bagger, Chair of the Board of Equal Treatment, High Court Judge

The new Board of Equal Pay's options in terms of enhancing the enforcement of the regulations on equal pay. Presentation of the board's tasks, opportunities and challenges. Ms Sannie Tvermoes, Head of Secretary, the Board of Equal Pay

Q&A

15:00 Coffee break

15:20 Session 4: Ways of handling “Work of equal value”

A common understanding and acceptance of the concept “work of equal value” is crucial in both the labour market and in the broader society. In order to implement the concept in the determination of wages, development of methods and procedures are needed. The presentations will illustrate different approaches to the concept “work of equal value”.

Survey on pay discrimination in same job grades in 18 hospitals. Ms Laurien J.L. Koster, Chair, Equal Treatment Commission, The Netherlands

How to build a broad partnership for the development of a common job evaluation method. Ms Sandra Ribero, Chair, Portuguese Commission for Equality in Labour and Employment

The strategy of the Danish Confederation of Trade Unions with regards to equal pay, including clarification of the term “work of equal value”. Ms Jette Lykke, Adviser, LO DK, the Danish Confederation of Trade Unions

Q&A

16:20 Closing remarks by Ms Susanne Nour

Organised by the Danish Institute for Human Rights with the support of the Danish EU Presidency and the Danish Ministry of Employment.

In 2011 the Danish Institute for Human Rights was appointed the National Equality body for the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on grounds of sex.