

Unclassified

DEELSA/ELSA/LMG/A(98)1



Organisation de Coopération et de Développement Economiques
Organisation for Economic Co-operation and Development

OLIS : 28-Sep-1998
Dist. : 29-Sep-1998

Or. Fre.

DIRECTORATE FOR EDUCATION, EMPLOYMENT, LABOUR AND SOCIAL AFFAIRS
EMPLOYMENT, LABOUR AND SOCIAL AFFAIRS COMMITTEE

Changing Labour Market and Gender Equality: The Role of Policy

DRAFT AGENDA

High level Conference organised jointly by the OECD, the Ministry of Children and Family Affairs and the Ministry of Labour and Government Administration, Norway
Oslo, 12 and 13 October 1998

69700

Document complet disponible sur OLIS dans son format d'origine
Complete document available on OLIS in its original format

DEELSA/ELSA/LMG/A(98)1
Unclassified

Or. Fre.

DRAFT AGENDA

Monday, 12th October

9h30-12h30 OPENING PLENARY

CONFERENCE PRESIDENT: Lucy Smith, Chancellor of University of Oslo

9h30-10h00 WELCOME AND OPENING STATEMENTS

Valgerd Svarstad Haugland, Minister of Children and Family Affairs, Norway

Thorvald Moe, Deputy Secretary-General, OECD

10h00-10h45 INITIAL PRESENTATIONS

Women in the labour market: A gender equality perspective DEELSA/ELSA/LMG(98)1
Jill Rubery, Manchester School of Management, United Kingdom

Enhancing gender equality by transitional labour markets DEELSA/ELSA/LMG(98)2
Günther Schmid, WZB, Germany

10h45-11h00 COFFEE BREAK

11h00-11h30 Commentary

(one or two policy makers to be confirmed)

11h30-12h30 General discussion

Issues that will be addressed in this session include:

- *What is the extent of gender inequality on OECD labour markets to-day?*
- *In which ways does this differ from those of twenty years ago when gender equality became a specific area for public policy?*
- *What changes have taken place in the functioning of labour markets over this period?*
- *Are these likely to have an impact on gender occupational concentration and segregation?*
- *Looking forward to the 21st century, what basis is there for "gender equality" as an objective for policy?*

12h30-14h30 LUNCH

Monday, 12th October

14h30-17h30 SIMULTANEOUS WORKSHOPS ON PRIORITY POLICY ISSUES

WORKSHOP A: LOW-PAY AND EQUAL-PAY

PRESIDENT: Shirley J. Wilcher, Deputy Assistant Secretary, Employment Standards
Administration, Department of Labor, United States

RAPPORTEUR: Bob Gregory, The Australian National University, Australia

The pay-gap is the most significant indicator of gender inequality in the labour market. There is still evidence in all OECD countries of a substantial gap in the average pay rates of working women and men. The workshop will discuss two major issues related to the gender pay-gap: the extent of low-pay attached to unskilled jobs held by women and the undervaluation of female-dominated skilled jobs. The effectiveness of policies such as minimum wages, wage solidarity and equal pay for work of equal value in reducing the gender pay-gap will be assessed against current trends in wage-setting mechanisms.

14h30-15h10

Womens' pay in a changing labour market

DEELSA/ELSA/LMG(98)3

Bob Gregory, The Australian National University

General discussion

15h10-15h40

Wage solidarity policy and the gender pay-gap in Norway

DEELSA/ELSA/LMG/RD(98)1

Kjell Erik Lommerud, Institute of Economics,
University of Bergen

15h40-16h00 COFFEE BREAK

16h00-16h30

Introducing equal pay for work of equal value in collective bargaining:

Belgium

DEELSA/ELSA/LMG/RD(98)2

Chris van Laere, Equal Opportunities Division,
Ministry of Labour and Employment

16h30-17h00

Minimum wages to protect women's wages and reduce the gender pay-gap:

United Kingdom

DEELSA/ELSA/LMG/RD(98)3

Shirley Dex, Judge Institute of Management,
University of Cambridge

17h00-17h30

General discussion

Monday, 12th October

14h30-17h30 PARALLEL WORKSHOPS ON PRIORITY POLICY ISSUES

WORKSHOP B: EMPLOYMENT FLEXIBILITY AND GENDER EQUALITY

PRESIDENT: Maria do Céu da Cunha Rêgo, President of the Commission for Equality in Work and Employment, Portugal

RAPPORTEUR: Margaret Maruani, CNRS-CSU, France

Flexibility in employment has several dimensions: functional, numerical and working-time flexibility. The two latter forms are those most often referred to in relation to gender equality on the labour market. Evidence shows that men and women participate to very different extents in the various forms of numerical and working-time flexibility and that this is a new source of gender inequalities. On the other hand, flexibility also brings new opportunities including for women. The workshop will focus on these new inequalities and new opportunities, in particular those inherent in working-time flexibility. It will assess the effectiveness of policies, such as part-time work, leave entitlements, family-friendly policies, in increasing employment opportunities for women and reducing gender inequalities.

14h30-15h10

Flexibility and the challenge of equality: Employment flexibility and gender equality

DEELSA/ELSA/LMG(98)4

Margaret Maruani, CNRS-CSU, Paris

General discussion

15h10-15h45 Developments in the Nordic model of flexibility

The future of the worker-carer model in Norway

DEELSA/ELSA/LMG/RD(98)4

Anne Lise Ellingsaeter, Institute for Social Research, Oslo

Paid leave arrangements and gender equality:

the Danish experience

DEELSA/ELSA/LMG/RD(98)5

Per Kongshøj Madsen, Institute of Political Science, University of Copenhagen

15h45-16h00 COFFEE BREAK

16h00-16h30

Public policies on part-time work in Japan

DEELSA/ELSA/LMG/RD(98)6

Hiroki Sato, Institute of Social Science, University of Tokyo

16h30-17h00

Temporary and contracted work in the United states:

Policy issues and innovative responses

DEELSA/ELSA/LMG/RD(98)7

Françoise Carré, Public Policy Institute, Radcliffe College, Cambridge, MA

17h00-17h30

General discussion

Monday, 12th October

14h30-17h30 PARALLEL WORKSHOPS ON PRIORITY POLICY ISSUES

WORKSHOP C. MOBILITY AND CAREERS

PRESIDENT: Jacqueline Perker, Director, Office of the Deputy Minister for Employment and Vocational Training, France

RAPPORTEUR: Björg Aase Sørensen, Work Research Institute, Norway

Women have a relatively high level of labour market mobility when measured by movements in and out of the labour market, but a relatively low level of mobility in terms of earnings and career progression. Opportunities for continuous careers - with the same employer or in the same occupational area - are on the decline for the majority of workers, and new ways of achieving security are being sought. Maintaining employability emerges as the most important factor. Employability and mobility are improved through the accumulation of transferable skills and lifelong learning. Adjustment of social protection - particularly the "breadwinner model" - is needed to support new mobility patterns on the labour market for both women and men. The workshop will discuss the potential for gender equality of policies aimed at maintaining and developing mobility and employability over the lifecourse and at providing security linked to mobility between different activity status.

14h30-15h10

A gender perspective on mobility in the new organisational era
Björg Aase Sørensen, Work Research Institute, Norway
General discussion

DEELSA/ELSA/LMG(98)5

15h10-15h40

Gender equity and Vocational Education and Training (VET)
reform in Australia
Philip Candy, University of Ballarat

DEELSA/ELSA/LMG/RD(98)8

15h40-16h00 COFFEE BREAK

16h00-16h30

Creating conditions for women's access to top positions:
the experience of Sweden
Anna Wahl, Stockholm School of Economics

DEELSA/ELSA/LMG/RD(98)9

16h30-17h00

Gender equality, the labour market and innovation
in social protection: the need for a systemic approach.

DEELSA/ELSA/LMG/RD(98)10

Ina Brouwer, Department of the Co-ordination of Emancipation Policy,
Ministry of Social Affairs and Employment, Netherlands

17h00-17h30

General discussion

Tuesday, October 13

9h30-12h30 CONCLUDING PLENARY

CONFERENCE PRESIDENT: Lucy Smith, Chancellor of the University of Oslo

9h30-10h00 REPORTS FROM THE WORKSHOPS

Workshop A: Low Pay and Equal Pay

Workshop B: Employment Flexibility and Gender Equality

Workshop C: Mobility and Careers

10h00-10h15 COFFEE BREAK

10H15-11h45 ROUNDTABLE

Chaired by Thorvald Moe, Deputy Secretary-General, OECD

with the participation of policy-makers

and

Kristin Clemet, Confederation of Norwegian Business and Industry

Nancy Riche, Canadian Labour Congress

The debate will focus on the effectiveness of current practices and policies in achieving gender equality and at the same time improving labour market efficiency. Policy-makers responsible for the status of women and labour market policies and high-level representatives on employers and labour side will be asked to identify the highest priority concerns in their respective areas and the mechanisms they see as key to achieving the twin objectives of gender equality and labour market efficiency; and to indicate how their actions might be inter-linked to, and reinforce, those of the other actors.

11h45-12h15

General discussion

12h15-12h30

CONCLUSIONS OF THE CONFERENCE

Lucy Smith, President of the Conference