

Gender Hub, 24<sup>th</sup> March 2015

## ***Equal Pay. What are the obstacles ?***

- Pinpointing the Issue:

What keeps companies from paying men and women equally in 2015 ? In this workshop we want to come to a clear understanding of the underlying resistance and obstacles to make Equal Pay possible and to become more knowledgeable about the techniques and models to guarantee Equal Pay.

- What are the main obstacles?
- What is the underlying argumentation ? How to overcome possible resistance ?
- What are possible solutions to arrive at Equal Pay? What are best practices in Belgium ?

### **Speakers :**

- Barbara Ortiz, Institute for Equal Chances for women and men
- Vincent Van Damme, Berenschot
- Béatrice Meulders, The HR Framework
- Laurence Nigot & Clotilde Ghyselinckx, Quintiles HR Team

## Agenda

- 12:00      Arrival and Lunch
- 12:30      Introduction by Isabella Lenarduzzi, JUMP
- 12:40      Barbara Ortiz :
- Pinpointing the Issue.
  - Current state on Equal Pay in Belgium.
- 13:00      Laurence Nigot & Clotilde Ghyselinckx , Quintiles Belgium, a best practice in Equal Pay
- A deeper insight in how Quintiles Belgium established Equal Pay
  - Sharing concrete experiences
- 13:20      Béatrice Meulders presenting a tool on Gender Equality
- 13:40      Networking Break
- 14:00      Panel Debate with
- Vincent Van Damme
  - Quintiles, Laurence Nigot & Clotilde Ghyselinckx
  - Barbara Ortiz
- 15:00      Close of the Hub Session