

Third Policy Forum: Advancing Women's Economic Empowerment through Gender Pay Equality

'제3차 정책포럼: 성별 임금격차 해소와 여성의 경제적 역량강화'

24th November 2023 Seoul, Republic of Korea

19th Floor / Ivy Hall, Hotel President (Hybrid format)

Concept Note

I. Background and rationale

Gender pay gap is a multifaceted obstacle to women's economic empowerment, affecting their income, wealth, career prospects, and overall well-being. The World Economic Forum estimates, women are 267.6 years away from gender parity in the area of economic participation and opportunity.¹

Globally, there is growing pressure on the private sectors from investors, customers and government regulations to disclose gender pay gap. Organizations that can effectively demonstrate an accurate understanding and explanation of their gender pay gap are considered as having greater transparency, leading to higher ESG (Environmental, Social and Governance) scores.

Gender pay gap represents one of the most visible forms of structural gender discrimination, stemming from the horizontal and vertical segregation of labor markets. Factors such as occupational and workplace characteristics, informal employment, temporary contracts, and motherhood contribute to the pay gap, even within the same occupation.

Claudia Goldin, the recipient of the 2023 Nobel Prize in Economics, has contributed significantly to our understanding of the persistent gender pay gap. Her research underscores that gender pay gaps result from a complex interplay of societal norms, technological advances, institutional structures, and policy settings that influence women's workforce participation.

To gain deeper understanding of the underlying causes of gender pay gap and track progress, accurate measurement is essential. Countries rely on a variety of data sources and methodologies: some rely on labour force surveys and income and living conditions surveys, whereas others utilize structure of earnings surveys and workplace statistics.

¹ World Economic Forum, 'Global Gender Gap Report 2021', https://www3.weforum.org/docs/WEF_GGGR_2021.pdf

In addressing this enduring gender pay gap, over half of OECD national governments now require private sector employers to regularly report gender-disaggregated pay information to workers, workers' representatives, the government, and the public. This drive toward transparency is a critical step in addressing the gender pay gap and promoting gender equality in the workplace.²

Recognizing that addressing the gender pay gap requires a comprehensive approach, UN Women Centre of Excellence for Gender Equality is organising the Third Policy Forum to bring together experts, policymakers, and stakeholders to discuss the strategies that aim to bridge this gap and empower women economically.

II. Objectives

- A. Promote better understanding of the multifaceted nature of the gender pay gap and work towards developing effective policy solutions that can bridge this gap and contribute to women's economic empowerment.
- B. Explore the linkage between ESG and gender pay gap, and the role of pay transparency as a tool in addressing the gender pay gap. By showcasing the exemplary cases of pay transparency policies in OECD countries, facilitate the knowledge sharing among the participants.
- C. Foster dialogues on motherhood pay gap, scrutinising the elements such as wage penalty, employment interruptions, employment in family-friendly jobs which are lower-paying, and care responsibilities in the family.

III. Expected outcomes

- A. Increased awareness: Raise awareness among participants about the linkages between EGS and gender pay gap
- B. Knowledge sharing: Facilitate the exchange of best practices, lessons learned, and research findings on gender pay gap
- C. Enhanced partnerships: Foster new partnerships and collaborations among the stakeholders.

IV. Target audience

The forum will bring together government officers in charge of managing gender equality

² OECD 2023, Reporting Gender Pay Gaps in OECD Countries: Guidance for Pay Transparency Implementation, Monitoring and Reform https://www.oecd-ilibrary.org/sites/ea13aa68-en/1/3/1/index.html?itemId=/content/publication/ea13aa68-en&_csp_=cb036b49c30b2b5e419ca33b85864294&itemIGO=oecd&itemContentType=book

programmes at national and local levels, private sector, ESG reporting officers, and development partners.

Draft Agenda

Time	Program
15:00-15:10	<p>Opening remarks 개회사</p> <ul style="list-style-type: none"> Jeongshim Lee, Director, UN Women Centre of Excellence for Gender Equality 이정심 유엔여성기구 성평등센터 소장 <p>Congratulatory remarks 축하</p> <ul style="list-style-type: none"> Hyunsook Kim, The Minister of Gender Equality and Family (pre-recorded video message) 김현숙 여성가족부 장관 *영상메세지
15:10-15:15	<p>Group Photo 그룹사진</p>
15:15-15:30	<p>Keynote Presentation 기조 발표</p> <ul style="list-style-type: none"> Approaching the Gender Pay Gap: Crafting Evidence-Based Policies and Expanding the Discourse on Gender Inequality (Yoosik Youm, Full Professor of Sociology, Yonsei University) 성별 임금격차: 증거기반의 정책마련과 성 불평등 담화의 확장 (염유식, 연세대학교 사회학과 교수)
15:30-16:50	<p>Presentations</p> <ul style="list-style-type: none"> Measuring the gender pay gap: the factor weighted gender pay gap (Giulia De Lazzari, Economist & Wage Specialist, ILO) 성별 임금격차 측정: 요인에 가중한 성별 임금격차 (줄리아 데라자리, ILO 경제 및 임금 전문가) * Introducing Equal Pay International Coalition (EPIC) (Elena Dedova, Project Officer, ILO) 동일임금국제연합 (EPIC) 소개 (엘레나 데도바, ILO 프로젝트 담당관) UN Women’s initiatives on tackling the gender pay gap (Anna Falth, Head, Women’s Empowerment Principles Secretariat, UN Women) – Pre-recorded video message UN여성기구의 성별 임금격차 해소를 위한 이니셔티브(안나 팔스, 유엔여성기구 여성역량강화원칙 사무국장) Gender pay gap reporting in OECD countries: Guidance for pay transparency implementation, monitoring and reform (Valerie Frey, Senior Economist, OECD) OECD 국가의 성별 임금격차 보고 현황: 임금 투명성 이행, 모니터링 및 개혁 지침 (발레리 프레이, OECD 선임 이코노미스트) Gender pay gap and ESG (Haejin Kim, Professor, Sejong University) 성별 임금 격차와 ESG (김혜진, 세종대학교 교수)
16:50-17:50	<p>Panel discussion and Q&A/ Moderator: Kumjoo Huh, Strategic Consultant, International Relations at Kyobo Life &</p>

	G20 Empower Alliance Korea Representative 토론 및 질의응답/좌장: 허금주, 교보생명 국제협력담당 전문위원 & G20 엠파워 얼라이언스 한국 대표
17:50-18:45	Networking dinner 만찬

* Simultaneous interpretation from English to Korean, and vice versa will be available.

* 한-영통시통역이 제공됩니다.