

# Call 10

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## Summer School

The gender pay gap revisited – causes and consequences of horizontal and vertical gender inequalities on the labour market

7-11 July 2014  
University of Amsterdam/AIAS, Amsterdam, The Netherlands

Website: <http://inclusivegrowth.be/events/call10>

Programme: <http://inclusivegrowth.be/downloads/calls/call-10-aias/call-10.pdf>

Application form: <http://inclusivegrowth.be/events/call10/registration-summer-school-july-2014>

Practical information

Financial information for participants

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### Focus of the Summer School

Many countries worldwide have made significant progress towards gender equality in recent decades. Nonetheless, women continue to earn less than men, are less likely to advance their careers as far as men, and are more likely to spend their retirement in poverty. The problem of the so-called 'gender pay gap' remains because of differences in men's and women's labour market participation. The reasons for these differences include (but are not limited to) vertical and horizontal segregation, under-valuation of women's work, an uneven distribution of caring responsibilities, and pay systems that lack transparency. The list of factors used to explain the gender pay gap seems to be long and relationships among the various factors are complex. However, besides this complexity, it is also evident that a coherent common legislative framework and a range of policies are required to strike at the root of the problem. According to economist Alan Manning of the London School of Economics, the process of closing the gender pay gap has slowed down substantially and women could earn less than men for the next 150 years because of discrimination and ineffective government policies.



European policy-oriented research can and must deliver useful contributions to tackle the EU2020 challenges of Inclusive Growth. Key tools in this social science research are all types of data: earnings statistics, administrative social data, labour market data, surveys on quality of life or working conditions, policy indicators. The project aims to integrate and optimise these existing European data infrastructures and accompanying expertise.

At the European Union level the gender pay gap has been a policy concern for some time. Since 2003, where the European Commission stated that one of the objectives of the European Employment Strategy was ‘to achieve by 2010 a substantial reduction in the gender pay gap in each Member State’, the elimination of the gender pay gap has been addressed by different European bodies and through several strategies, directives and resolutions. In 2010 the European Parliament criticized the persistence of the gender pay gap in Europe, demanded a better implementation of the principle of ‘equal pay for equal work’ and deplored the fact that the European Commission had not yet made a legislative proposal on that subject. Most recently, the European Commission launched a Strategy for Equality between Men and Women 2010-2015, one of the priorities of which is to promote equal pay for work of equal value in the EU. In this, the Commission acknowledges the subsistence of the gender pay gap, stating that there are many causes, in particular segregation in education and in the labour market.

## **Aims**

Against this background the Summer School aims to provide participants with an overview of the causes and consequences of the gender pay gap from a cross-national perspective. Moreover, the focus is on increasing students’ understanding of the methodological challenges in measuring, analysing and comparing the gender pay gap as well as in applying gender-relevant wage analyses (across countries).

Therefore, the Summer School combines morning sessions on substantive topics with methodological workshops in the afternoon. It also encourages participants to present their own research and fosters feedback and exchange with senior colleagues.

## **General schedule**

- Session I (09:30-12:00): Lecture on substantive topics by senior researcher;
- Session II (13:00-15:00): Methodological workshop by senior researcher;
- Session III (15:30-18:00): Participant’s Presentation of current research.

## **Venue**

The Summer School takes place at the University of Amsterdam/ AIAS, Amsterdam (The Netherlands).

## **For applicants**

The Summer School is aimed at PhD students/postdocs/early-stage researchers and practitioners.

The programme is tailored to:

- researchers wishing to acquire interdisciplinary and cross-national competences in the quantitative analysis of the gender pay gap;
- practitioners who primarily deal with issues related to gender pay equity and gender pay discrimination.

Participants are expected to fill in the application form

(<http://inclusivegrowth.be/events/call10/registration-summarschool-july-2014>) on the website before April 30<sup>th</sup>, 2014, including a short motivation and CV. Participants are expected to present a paper or poster during the Summer School.