



President:  
Ylva Thörn

General Secretary:  
Hans Engelberts

Vice Presidents:  
Dave Prentis  
Maria José Alende  
Elsinah Botsalano  
Frank Bsirske  
Jan Davidsen  
Annie Geron  
Kazuo Hitomi  
William Lucy  
Younous Mahadjir  
Tuire Santamäki-Vuori  
Evile Umaña Olivas

45, avenue Voltaire, BP 9  
01211 Ferney-Voltaire Cedex  
FRANCE  
Tel: +33 4 50 40 64 64  
Fax: +33 4 50 40 73 20  
Web: <http://www.world-psi.org>  
Email: [psi@world-psi.org](mailto:psi@world-psi.org)



CIRCULAR EU No. 1 2004

PSI European and EPSU affiliates

By mail / e-mail

File Reference: HE/JB/NW/184.17

Contact Persons: PSI: Nora Wintour - Tel: +33 450 40 12 12 / Email [nora.wintour@world-psi.org](mailto:nora.wintour@world-psi.org)  
EPSU: Nadja Salson – Tel +32 2 250 10 88 / Email [nsalson@epsu.org](mailto:nsalson@epsu.org)  
EI: Marta Scarpato – Tel +32 2 224 06 58 / Email [marta.scarpato@ei-ie.org](mailto:marta.scarpato@ei-ie.org)

28 May 2004

Dear Friends,

**EQUAL PAY WORKS!**  
**ACHIEVING PAY EQUITY FOR WOMEN IN EUROPE'S PUBLIC SECTOR**  
**Joint Conference sponsored by Public Services International, European Federation of**  
**Public Service Unions and Education International**  
**Room IX ILO Geneva - 7-8 October 2004**

It is with great pleasure that our three organisations invite you to participate in the forthcoming conference "Equal Pay Works! - Achieving Pay Equity for Women in Europe's Public Sector". The meeting will be held in Room IX at the ILO in Geneva on 7-8 October 2004. A draft programme is attached for your information.

**Conference Objective**

The objective of the conference is to strengthen the capacity of the public sector unions in Europe to implement pay equity and equal pay strategies. The conference will provide an important opportunity to discuss pay equity trends across Europe, to review the international, EU and national legislative framework, including the role of social dialogue and collective bargaining, and to exchange information on successful strategies and best practice. The conference will use participatory methods and include a mix of presentations, panel discussions and workshops. It is expected that the conference will adopt a pay equity charter for Europe, which could then be submitted for consideration and possible adoption by the statutory bodies of the three organisations.

**Participants' Profile**

The conference is particularly intended for union officials responsible for gender equality issues, officials involved in wage setting and collective bargaining and union leadership. The number of conference participants will be limited and it is anticipated that up to 80 people will attend.

### **Sponsorships**

There will be a limited number of sponsorships, based on gender parity, available for participants from unions in Central and Eastern Europe, under the condition that their financial obligations towards both PSI and EPSU have been fulfilled (payment of affiliation fees up to and including 2004).

### **Interpretation**

Interpretation will be provided in the following languages: English, French, German, Russian, Spanish and Swedish. This list may be subject to changes in the light of registered participation.

### **Accommodation**

A group booking has been made at Hotel Grand-Pré, Hotel Strasbourg-Univers and Hotel Auteuil Manotel in Geneva and at Hotel Voltaire Palace in Ferney-Voltaire (in France on the Swiss border). All hotels are a short bus ride to the ILO building. Details of hotels and prices are annexed. Sponsored participants will be accommodated in Hotel Grand-Pré in Geneva or Hotel Voltaire Palace in Ferney-Voltaire.

### **Participation Form and Equal Pay Survey**

Please send in the participation form to **PSI** at the latest by **June 30<sup>th</sup>**. We also request you to fill in the EPSU annual Equal pay survey if your union has not already done so. We wish to broaden its scope to include all unions in Central and Eastern Europe.

We very much hope that your union will be in a position to send one or two participants. EI, EPSU and PSI are all contributing towards this conference and are pleased to acknowledge the financial support of the International Labour Organisation (ILO)

Yours sincerely,



HANS ENGELBERTS  
PSI General Secretary



CAROLA FISCHBACH-PYTTEL  
EPSU General Secretary



FRED VAN LEEUWEN  
EI General Secretary

Encl. Draft programme  
Hotel information  
Participation form  
Equal pay survey

**Equal pay works ! Achieving pay equity for women in Europe's public sector**  
**Joint Conference sponsored by Public Services International, European Federation of Public Service Unions and**  
**Education International, Geneva, October 7-8 2004**

**Draft Programme May 2004**

	Thursday 7 <sup>th</sup> October 2004	Friday 8 <sup>th</sup> October 2004
9:30	<b>Welcome and Introductions</b> <ul style="list-style-type: none"> <li>• Participatory exercises on wage gap in Europe</li> <li>• over-view of main trends in pay equity in Europe Robert Plasman (tbc)</li> </ul>	<b>Low Pay, No Pay:</b> Union actions to defend women's rights to fair wages: <ul style="list-style-type: none"> <li>• Olga Klimova Russia; (tbc)</li> <li>• Inta Gavarina, Latvia (tbc)</li> <li>• EI participant from CEE</li> <li>• EU participant</li> </ul>
11:00	Pause	Pause
11:30	<ul style="list-style-type: none"> <li>• <b>Presentations:</b></li> <li>• Equal pay survey by Jane Pillinger</li> <li>• Follow-up on ILO Global Report on Discrimination by Manuela Tomei, ILO</li> <li>• EI on pay equity in CEE</li> </ul>	<b>Presentations on legislative framework:</b> <ul style="list-style-type: none"> <li>• Role of EU social dialogue–Catelene Passchier ETUC</li> <li>• MEP on legislative developments at EU level</li> <li>• CEE legislation Constance Thomas ILO (tbc)</li> </ul>
12:30	Lunch	Lunch and Media Conference and Concert
14:00	<b>Workshops on:</b> <ul style="list-style-type: none"> <li>• Problems and challenges faced by the unions?</li> <li>• Sharing examples of how to campaign on pay equity</li> </ul>	<b>Workshops: tools to achieve pay equity</b> (1) job evaluations (2) low pay and minimum wages (3) collective bargaining
15:30	Pause	Pause
16:00	<b>Round table: panel presentations on best practices:</b> <ul style="list-style-type: none"> <li>• Swedish government on gender budgeting/or equality plans</li> <li>• Best practice from education sector</li> <li>• Best practice from health sector</li> </ul>	<b>Workshop reports</b> <b>Conclusions and adoption of pay equity charter</b>
17:30	Close and Reception	Close



**PSI/EPSU/EI PAY EQUITY CONFERENCE  
7-8 OCTOBER 2004**

**HOTEL INFORMATION**

Note that rooms will be allocated on the principle of first come first served.

**HOTEL GRAND-PRE \* \* \* \***

35 rue du Grand Pré, 1202 Geneva

Tel.: +41 22 918 11 11

Fax: 41 22 734 76 91

e-mail [info@grandpre.ch](mailto:info@grandpre.ch)

Single room: 165.60 CHF (with shower)/186.60 CHF (with bath)

Prices are per person per night and include buffet breakfast, service and taxes

**HOTEL STRASBOURG-UNIVERS \* \* \***

10 rue Pradier, 1201 Geneva

Tel.: +41 22 906 58 00

Fax: +41 22 7384208

E-mail: [info@hotel-strasbourg-geneva.ch](mailto:info@hotel-strasbourg-geneva.ch)

Single room: 190 CHF

Price is per person per night and includes buffet breakfast, service and taxes

**AUTEUIL MANOTEL \* \* \* \***

43 rue de Lausanne, 1201 Geneva

Tel.: +41 22 909 81 81

Fax: +41 22 909 81 99

E-mail: [info@manotel.com](mailto:info@manotel.com)

Single room: 199 CHF/Twin room 242 CHF

Prices are per person per night and include buffet breakfast, service and taxes

**HOTEL VOLTAIRE PALACE \* \* \***

Avenue du Jura, 01210 Ferney-Voltaire, France

Tel.: +33.4.50 40 77 90

Fax: +33.4.50408300

Single room: 95.80 Euros/Double room 126.60 Euros

Prices are per person per night and include buffet breakfast, service and taxes



**PARTICIPATION FORM  
PSI/EPSU/EI PAY EQUITY CONFERENCE  
7-8 OCTOBER 2004  
ROOM IX ILO GENEVA**

FAMILY NAME .....

FIRST NAME .....

UNION .....

COUNTRY .....

GENDER                      MAN [ ]                      WOMAN [ ]

FAX/ E-MAIL number where you can be contacted .....

Phone Number

.....

**Responsible for: (please tick box)**

Equality ☐      Wage setting and collective bargaining ☐      Union leadership ☐

**Sponsorship**

I wish to apply for sponsorship [ ]

I am a non-sponsored participant [ ]

**Accommodation:**

I require accommodation to be booked by PSI..... [YES] [NO]

I will require accommodation at the Hotel Grand Pré / Strasbourg-Univers /  
Auteuil Manotel / Voltaire Palace **(please circle hotel requested)**

[Single] [Double] room arriving..... departing.....

*Please note that if you do not attend and fail to cancel your hotel room (via PSI or to the hotel directly), the hotel bill will be sent on to your union.*

**Interpretation:**

I can participate in the meeting in the following languages (please circle)

English - French - German - Spanish - Swedish - Russian

I can follow the meeting in the following languages (please circle)

English - French - German - Spanish - Swedish - Russian

**Documents:** I would like to receive documents in the following language (please circle)

English - French - German - Spanish – Swedish – Russian (depending on availability)

***Insurance:*** Please note that participants who have confirmed their attendance in time are automatically included in a PSI insurance which covers accidents during the meeting. We would strongly advise appropriate personal arrangements for insurance against other risks, e.g. loss of luggage, medical care, etc.

**TO BE RETURNED BY 30 JUNE 2004**

**FAX No. (33) 4 50 40 73 20**

**EMAIL [psi@world-psi.org](mailto:psi@world-psi.org)/[veronika.darras@world-psi.org](mailto:veronika.darras@world-psi.org)**





## PSI/EPSU Equal pay survey

*If you have not already filled in this questionnaire, please do so and send back to  
PSI Secretariat by 30 June 2004*

*E-mail: [equality@world-psi.org](mailto:equality@world-psi.org) or Fax+33 450 40 73 20*

*Many thanks*

Union: .....

Sector: .....

Name of the Contact Person: .....

Address: .....

Country: .....

Tel / Fax: .....

E-mail: .....

- **New laws**

Please give details of any changes to equal pay laws in your country in the last two years?

---

---

---

---

---

---

---

- **Using the law**

Please give details of any equal pay cases covering workers in the public services in the last two years?

---

---

---

---

---

---

---

- **Changes to pay systems**

Please give details of any recent changes to pay systems specifically to tackle the gender pay gap?

---

---

---

---

---

---

- **Negotiating targets**

Please give details of any of your union's recent or planned pay claims which include proposals aimed at reducing the gender pay gap.

---

---

---

---

---

---

- **Gender pay gap – statistics**

Some pay data at the European level has been questioned for failing to reflect the full extent of the gender pay gap. Can you provide any recent data which shows the situation in your country, particularly within the public services?

---

---

---

---

---

---