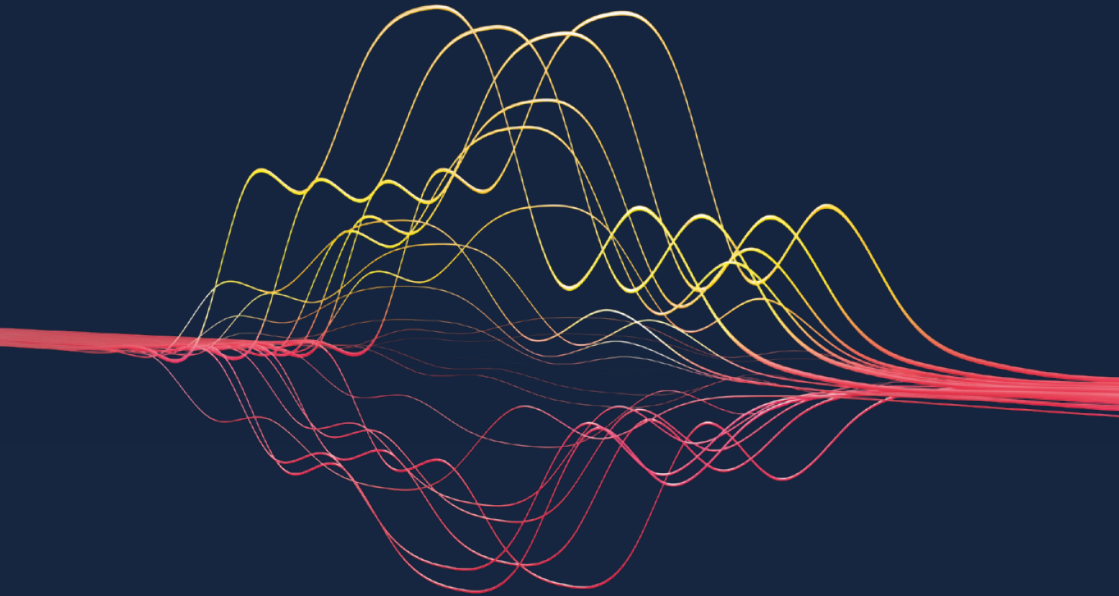


MONDAY: 9 DECEMBER 2019

# Equal Pay @50: Making equal and fair pay a reality





# Equal Pay @50: Making equal and fair pay a reality

**Monday: 9 December 2019**

May 2020 will be 50 years since the passing of the UK's Equal Pay Act (1970) and this event will bring together speakers and contributors from academia, law, business, unions and equality organisations to provide insight into the context of unequal pay, strategies that have been successful and strategies that have failed.

This event will provide the opportunity to share ideas on how change might take place in multiple arenas in order to affect fair and equal pay and built a strategic way forward. It will also be an opportunity to share and transfer ideas across sectors and contexts.

Organised by the Centre for Employment Relations Innovation and Change at the University of Leeds Business School and in partnership with The Equality Trust and sponsored by DLA Piper, Global Law firm.



# Programme

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10:00 – 10.30      Registration and networking

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10:30 – 11:00      **Session 1: Welcome and opening session: Equal Pay @50: making equal and fair pay a reality**

Chair: Jane Holgate

- **Jane Hannon:** Partner, DLA Piper.
- **Jenny Tomlinson:** Professor and Director of the Centre for Employment Relations Innovation and Change, Leeds University Business School.
- **Bill Adams:** Regional Secretary Yorkshire and Humber Trades Union Congress.
- **Naeema Choudry,** Partner, Human Resources Practice Group, Eversheds

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11:00 – 12:00      **Session 2: Unequal pay in the private sector**

Chair: Jana Javornik

- **Bob Padron:** CEO Penrose Care Ltd.
- **John Page:** Fair Pay Campaigner, Equality Trust.
- **Harriet Eisner,** Regional Officer and Equality Representative, Unite the Union.

Workshop activity (30 mins): Challenging gender pay gap in the private sector

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12:00 – 13:00

**Session 3: Gender inequality and the law**

Chair: **Iyiola Solanke**

- **Karon Monaghan**, QC Matrix Chambers.
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13:00 – 13:45

Lunch

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13:45 – 14:45

**Session 4: Unequal pay in the public sector**

Chair: **Jo Burgess**

- **James Lewis**, Deputy Leader of Leeds City Council.
- **Victoria Jones**: National Officer & Women's Lead, First Division Association.
- **Catherine Coady**, Deputy Director, People, Capability and Change, Ministry of Housing, Communities and Local Government.
- **Gabriella Alberti**, Leeds University and Colleges Union

Workshop activity (15 mins):- different challenges to achieve equal pay in the public and private sectors

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14:45 – 15:30

**All panel speakers:**

Chair: **Jane Holgate**

10 minutes for each table to prepare 2 key questions to put to the day's speakers

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15:30 – 16:00

**Taking forward the challenge of equal pay**

Chair: **John Page**

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# Presentation titles and bios

## Jane Holgate

### CHAIR OF SESSION 1



Jane is professor of employment relations at the University of Leeds. Her research interests include trade unions and the development of organising and recruitment strategies, particularly as they relate to under-represented groups in the union movement; gender and industrial relations; the labour market position of migrants and black and minority ethnic groups; new geographies of labour and the politics of intersectionality.

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## Jane Hannon

### THE EFFECTIVENESS OF GENDER PAY REPORTING



Jane Hannon is an experienced employment law practitioner, advising private and public-sector employers on the full range of issues arising in the employment lifecycle including employment policies and procedures, disciplinary and capability matters, workforce diversity, redundancy and termination issues. Jane regularly advises many of her clients on international projects including as global restructures and change programmes. Jane has particular experience in advising businesses and public-sector bodies on outsourcing and corporate transactions including the application of TUPE/Acquired Rights Directive. She has a particular interest in supporting employers to manage mental health in the workplace and recently co-authored a DLA Piper thought leadership report on this.



## Jennifer Tomlinson

### EQUAL PAY: KEY THEMES AND FUTURE ISSUES



Jenny is professor of gender and employment relations, and co-director of the Centre for Employment Relations Innovation and Change (CERIC) at the University of Leeds. She is the academic co-lead on the Leeds University Business School Athena Swan submission and has provided Institutional level and faculty leadership in Equality and Inclusion over the last 10 years. Her research focuses on various aspects of gender and broader inequalities in organisations, occupations and labour markets, as well as social theories of inequality and gender relations. Jenny is currently an associate editor of Gender, Work and Organization.

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## Bill Adams

### MIND THE GAP FOR HOW LONG?



Bill Adams is currently Regional Secretary of the TUC Yorkshire and Humber. He has worked for the TUC for the last nineteen years; firstly, as education officer covering an area from Sheffield to the Scottish border, and for the last fourteen years as Regional Secretary. Before this, Bill worked as a lecturer in law and trade union studies at colleges in Manchester, Leeds, Preston and London. Recently Bill has been appointed to the board of the Sheffield city region LEP, and as a skills commissioner for Yorkshire and the Humber.



## Naeema Choudry

### EQUAL PAY: AN INTERNATIONAL PERSPECTIVE



Naeema is a partner at Eversheds Sutherland. She is an expert on equality law and heads up the firm's discrimination practice. She advises on all aspects of employment law for clients in the public and private sector, including for a number of large employers who are household names. She has particular experience of dealing with clients in the consumer, nuclear and aerospace industries. Naeema regularly works in a cross-border environment and is currently advising clients on how to prepare for ethnicity pay reporting. She is also Co-Chair of the Eversheds Sutherland BAME Network, Verve and sits on the firm's Central Diversity Committee which is chaired by the CEO. In addition, she is a Trustee of the Eversheds Sutherland Charitable Trust and is an Ambassador for Women on Boards. Naeema is also a fee paid Employment Tribunal Judge sitting in the Midlands (West) Region and recently been appointed to sit as a Deputy Chair of the CAC dealing with collective employment issues.

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## Jana Javornik

### CHAIR OF SESSION 2



Jana is Associate Professor in Work and Employment Relations. She returned to Leeds in November 2018, after her tenure at the University of East London, where she worked as Associate Professor in Social Policy and Director of Noon Centre for Equality and Diversity in Business. Prior to that, she was a research fellow in Sociology and Social Policy at Leeds and Ume University in Sweden, after having spent more than ten years in policy making, working as Senior Policy Advisor for central governments and high-profile international organisations, including the European Commission, World Bank, and ILO.

## Robert “Bob” Stephenson-Padron

### HOW THE LIVING WAGE IN HOME CARE CONTRIBUTES TO TACKLING SOCIETY-WIDE GENDER INEQUALITY



Bob Padron is a healthcare industry expert and former public servant. Prior to starting Penrose Care in 2012, he was a healthcare research analyst at Merrill Lynch (2010-12), which he joined from Barclays Capital/Barclays PLC (2007-10). From 2003-2006, he served as a commissioner of the City of Berkeley, USA. Mr. Padron also worked for a number of years as a research assistant to eminent epidemiologist Prof. Alison Galvani of Yale University. In 2014, Mr. Padron was named the UK's Most Outstanding Leader in the Care Sector [acceptance speech] for his pioneering work on establishing Penrose Care, the UK's pioneer in ethical home care. Bob received the honour again with respect to the year 2016.

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## John Page

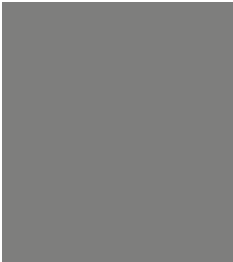
### FROM PIN MONEY TO FAT CATS



John Page runs the Equality Trust's Fair Pay Campaign looking at both gender pay gaps and the ratios between chief executive pay and that of their workforce. John has extensive experience of community and trade union organising and is seeking to use that experience to develop an effective strategy to effect positive change on these issues.

## Harriet Eisner

### TRADE UNIONS, EQUAL PAY AND THE PRIVATE SECTOR



Harriet Eisner has worked for Unite for 26 years in a number of roles and is currently a Regional Officer in its North East, Yorkshire and Humberside Region. Over the years she has looked after members across a range of public and private sector employers and currently has an allocation of workers in the warehousing and logistics, engineering and education sectors. She is also the Equalities Convenor for the TUC's Yorkshire and Humberside Region.

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## Iyiola Solanke

### CHAIR OF SESSION 3



Iyiola Solanke is a Professor at the School of Law at the University of Leeds, where she holds the Chair in EU Law and Social Justice, and a Visiting Professor at Wake Forest University Law School. She is an Academic Bencher of the Inner Temple and a Member of the Valuation Tribunal for England (VTE). She founded the Temple Women's Forum North and the Black Female Professors Forum (BFPF). At Leeds, she teaches EU law, Discrimination Law and Alternative Dispute Resolution. Her most recent book, *Discrimination As Stigma: A Theory of Anti-Discrimination Law*, was published by Hart in 2017. She currently chairs the Inquiry into the History of Eugenics at UCL.

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## Karon Monaghan

### GENDER INEQUALITY AND THE LAW



Karon Monaghan QC practises principally in the fields of equality and discrimination law, human rights and EU law. Her work spans the fields of employment law, civil actions and judicial review. She has appeared in numerous cases at appellate level, including in the Court of Appeal and Supreme Court and (on references under Art 267, TFEU) in the CJEU. Karon also undertakes advisory work for public bodies and NGOs and is an A Panel member of the Equality and Human Rights Commission's Panel of Preferred Counsel. She is also the author of 'Equality Law' (2013, OUP). Karon was named Employment Silk of the Year at both the 2017 Chambers & Partners Bar Awards and the 2017 Legal 500 Awards and was featured in The Lawyer's 'Hot 100' list for 2018.

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## Jo Burgess

### CHAIR OF SESSION 4



Jo Burgess is an ESRC funded postgraduate researcher and teaching fellow at Leeds University Business School. Her research project explores the persistence of gender segregation in vocational education and training focusing on the choices and constraint which shape opportunity for young people. Prior to this she worked in the Further Education sector for fourteen years initially as an English teacher and subsequently managing a diverse range of curriculum provision including the International Baccalaureate Diploma, 14-19 strategy, and English and maths provision.

## James Lewis

### EQUAL PAY IN LOCAL AUTHORITIES DURING AUSTERITY



Cllr James Lewis has been Deputy Leader of Leeds City Council since May 2015. He is also the Council's Executive Board Member for Resources. This portfolio includes oversight of the Council's financial management, corporate planning and policy development, Human Resources, and the digital and "smart city" agenda. He is also responsible for improving the air quality in Leeds through various initiatives including the implementation of a Clean Air Charging Zone. Cllr Lewis was first elected as a Labour Councillor to represent the Barwick and Kippax ward, now the Kippax and Methley ward, in 2003. He has held numerous positions during his time as a Councillor, including being the Chair of Metro (West Yorkshire's Integrated Transport Authority) between 2010 and 2015.

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## Victoria Jones

### WHY UNIONS NEED TO LEAD THE WAY ON EQUAL PAY – TAKING THE FIGHT TO COURT



Victoria Jones is a National Officer at the FDA, a trade union representing 18000 managers working across the public and civil service. Victoria represents members working in 5 government departments, including the Ministry of Justice and the Department for Exiting the European Union. Victoria also leads on women's issues – from periods, to menopause and very much more, Victoria has revived the FDA's 5000 strong Women's Network by focusing on flexible working and career development issues.

## Catherine Coady

### CLOSING THE GENDER PAY GAP IN THE CIVIL SERVICE



Catherine is a Deputy Director HR in the Ministry of Communities, Housing and Local Government where she is responsible for a portfolio of activities including Learning and Development, Performance Management and Brexit Resourcing. Over the past 6 years she has worked in several HR roles across Government including as Senior HR Business Partner in the Department for International Trade and Pay Policy lead in the Foreign and Commonwealth Office. Before joining the Civil Services Catherine worked in the Property Sector in Leeds and the East Midlands. Catherine is an alumnus of Leeds University Business School where she completed the Masters in HR Management in 2013.

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## Gabriella Alberti

### GENDER INEQUALITY IN EDUCATION



Gabriella Alberti is an Associate Professor at Leeds Business School, Work and Employment Relations. Her research interests are: the intersection of migration and precarious employment, intra-EU mobility, temporary agencies, trade unions strategies towards migrant workers, social movements and union renewal. She is a member of UCU branch committee at the University of Leeds and has been Equality officer during the Great strike of 2018 focusing on the representation of migrant workers.







