

Equality in the Workplace:

Towards an Effective European Strategy Against Gender Discrimination



Tuesday 27th November 2012

The Silken Berlaymont Hotel,
Brussels

"An International Symposium for gathering knowledge, discussing the latest challenges and sharing best practices in promoting gender equality in the workplace and labour market in Europe"

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Equality in the Workplace: Towards an Effective European Strategy Against Gender Discrimination

Overview

Equality between women and men is one of the fundamental principles of Community Law and, furthermore, harassment is mentioned in the national legislation of seventeen European countries. The European Union's objectives on gender equality are to ensure equal opportunities and equal treatment for men and women to combat any form of discrimination and harassment on the grounds of gender.

Whilst issues around workplace inequalities have been acknowledged for many years, statistics continue to make disturbing reading. A 2011 European Commission report suggests the employment rate for women is 62.1%; however, it is under 50% for those in full-time employment. These figures are a long way from the 75% target suggested in the *Europe 2020 Strategy*. The labour market participation of mothers is 12.1% lower than women without children, while the employment rate of fathers is 8.7% higher than men without children. Furthermore, the pay gap between women and men, even if slowly narrowing, remains high.

Moreover, gender-based discrimination is prominent in many workplaces with sexual harassment, in particular, manifesting itself in different forms. According to an EU-OSHA 2011 report, 5-20% of employees are victims of harassment in the workplace, with the LGBTI population also suffering from discrimination.

Concern about the effects of workplace discrimination and harassment on the health and safety of workers has been growing over the last decade. Although, this growing concern has led to better provision of information, there is still an urgent need to improve public and practitioner awareness, and to encourage better dissemination of the proven tools and procedures to prevent and manage these occupational risks.

Whilst there have been amendments in EU Directives recently in order to improve equal treatment in employment, maternity leave and general working conditions, much more still needs to be done. Public Policy Exchange is proud to continue its equality platform with a special symposium on tackling gender-based discrimination and harassment in the workplace through exchanging best practices between leading practitioners, international organisations and major stakeholders. The Symposium will discuss effective ways to delineate an EU-wide framework for prevention and encourage delegates to engage in thought-provoking topical debate.

“Gender roles continue to influence crucial individual decisions: on education, on career paths, on working arrangements, on family and on fertility. These decisions in turn have an impact on the economy and society. It is therefore in everyone's interest to offer genuine choices equally for women and men throughout the different stages of their lives. Equality is one of five values on which the Union is founded. The Union is bound to strive for equality between women and men in all its activities. The Charter of Fundamental Rights (4) provides for such equality and prohibits sex discrimination”

- Strategy for Equality Between Women and Men 2010-2015,
European Commission

Venue and Accommodation

**The Silken Berlaymont Hotel,
11-19, Boulevard Charlemagne
1000 Brussels - Belgium**

Through our partnership with the Silken Berlaymont Hotel we are pleased to be able to offer our delegates specially negotiated accommodation rates. These discounted room rates are subject to availability and are allocated on a first-come, first-served basis.



Why Attend?

- ✓ **Share comparative knowledge on gender-based discrimination and barriers to access to work and raise awareness of current challenges in Europe**
- ✓ **Explore innovative solutions for effective prevention, targeting the root causes of gender-based discrimination at work**
- ✓ **Trigger and contribute to debate on current and potential policy developments in this area**
- ✓ **Delineate a comprehensive strategy for Europe and provide recommendations for future initiatives**

Who Should Attend?

- Training Managers
- Local Authorities
- Recruitment Advisers
- Gender Equality Councils
- Social Funds
- Organisational Development Professionals
- Equal Opportunities Officers
- Equality, Diversity and Human Rights Practitioners
- Equal Opportunity Ombudsman
- Women's Associations
- Women's Enterprise Agencies
- Institutes for Occupational Health
- Childcare Service Agencies
- Associations for Education and Development of Women
- Institutes for Training and Employment
- Institutes for Social Inclusion of Women
- Women's Centres
- Anti-Discrimination Agencies
- Research Centres for Gender Equalities
- Academics and Universities
- National Agencies on Gender Equality
- Women's Networks
- Trade Unions
- Employers' Associations
- Equal Opportunity Agencies
- Women's Councils
- NGO Networks
- International and Regional Organisations
- National Ministries and Institutes
- Confederations of Women's Organisations
- Joint Committees on Women
- National Coordinators on Gender Equality and Equal Opportunities
- Social Exclusion Officers
- Judges and Lawyers
- Human Rights Groups
- Disability Forums and Associations
- Confederations of Independent Unions
- Social Care Professionals

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Programme

- 09:15** Registration and Morning Refreshments
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- 10:00** **Chair's Welcome and Opening Remarks**
Prof. Dr. Karen Celis, Department of Political Science, Vrije Universiteit Brussels;
Member, RHEA – Centre for Gender Studies and Diversity Research (confirmed)
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- 10:10** **Gender Stereotypes and Gender-Based Discrimination**
- Genders and their Representation - Media, Politics and Employment Issues
 - Gender Mainstreaming - Progress in Policy for Women and the LGBTI Population
 - Discrimination and Unequal Treatment - the Root Causes and Possible Solutions
 - Public Policy Perspective - Quotas, EU Legislation, National Legislation and Further Recommendations
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- 10:40** **First Round of Discussions**
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- 11:10** Morning Coffee Break
-
- 11:30** **Tug-of-War Over Gender Equality – Legislative Perspectives**
- Equality in Law - European Progresses Since the Beijing Declaration
 - Legislation against Discrimination and Harassment for Women and the LGBTI Population - Which Platforms for Which Actions?
 - From Science Education for Girls, and Rights for Family-Leaves to Quotas in Top Management - Pragmatic Approaches and Concrete Results in Public Policy
 - Towards Equality in Law - Recommendations
-
- 12:00** **Second Round of Discussions**
-
- 12:30** Networking Lunch
-
- 13:30** **Tackling Gender Barriers in Employment – From Theories to Practices**
- Gender Biases in Education, Career Advancement and Leadership – Root-Causes and Best Practices
 - Tackling Pay Gaps- Status Quo and Latest Developments in EU Countries
 - Overcoming the Male-Bias in Science and Technology
 - The Importance and Value of a Female Workforce – The Economic Case
 - Recommendations
-
- 13:55** **Third Round of Discussions**
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- 14:00** Afternoon Coffee Break
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- 14:40** **Zero Tolerance on Gender-Based Harassment and Violence in the Workplace**
- Violence, Bullying and Harassment in European Workplaces: An Epidemiology
 - Psychological and Economic Consequences of Workplace Harassment
 - Creating a Positive and Inclusive Work Environment - Public Policy Tools and Best Practice Management
 - Protecting Workers' Health and Wellbeing - Recommendations
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- 15:05** **Fourth Round of Discussions**
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- 15:35** **Chairman's Summary and Closing Comments**
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- 15:40** Networking Reception
-
- 16:40** Close

Please note that the programme is subject to change without notice

Event Details

- Date:** Tuesday 27th November 2012
Time: 10:00am – 4:10pm
Venue: The Silken Berlaymont Hotel, Brussels



Speakers include

- ✓ **Agnes Hubert**, Adviser, Bureau of European Policy Advisers (BEPA), European Commission (confirmed)
- ✓ **Senior Representative**, Working Conditions Unit Research Coordinator, Eurofound (tbc)
- ✓ **Evelyn Paradis**, Executive Director, International Lesbian, Gay, Bisexual, Trans and Intersex Association for Europe (ILGA Europe) (confirmed)

“**...We have a common goal. Let us work together for equal opportunities in leadership positions where gender is not the key factor for the benefit of Europe's economy. I hope you will join the right side in the tug of war over the women quota! Bringing more women on boards is not just the right thing to do. More women on boards is the bright thing to do!**”

- **Viviane Reding**, Vice-President of the European Commission, EU Justice Commissioner, Munich, July 2012

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