

# Equality in the Workplace: Zero Tolerance on Gender-Based Discrimination and Harassment in Europe



**Tuesday 6<sup>th</sup> March 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"

In partnership with



Centre for  
Parliamentary  
Studies

**GOVERNMENT GAZETTE**



# Equality in the Workplace:

## Zero Tolerance on Gender-Based Discrimination and Harassment in Europe

### 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 and to combat any form of harassment and discrimination on the grounds of gender.

Gender-based discrimination is prominent in many workplaces with sexual harassment, in particular, manifesting itself in different forms; it is always one-sided and unwelcome for the victim. A single incident can constitute sexual harassment, although it often consists of repeated unwelcome and imposed actions. Moreover, such abuse can take the form of psychological intimidation, threats or physical violence. Gender-based harassment and violence both reflects and reinforces inequalities between women and men.

2010 saw the Spanish Presidency of the European Union place the eradication of violence against women at the top of its priorities but much work still needs to be done. Indeed, whilst issues around workplace inequalities have been acknowledged for many years, statistics continue to make disturbing reading. In 1998, 30 to 50 per cent of women had experienced some form of violence at work, and in 2001 one in six women was a victim of harassment. This figure rose to an alarming number in 2002 with 56% of women experiencing sexual harassment in the workplace. In the case of sexual harassment, female employees report cases of abuse more than three times as often as males.

Concern about the effects of workplace discrimination and harassment on the health and safety of workers has been growing over the last decade. Both third-party violence and harassment may have severely negative consequences for the individuals affected and their families, as well as being detrimental to society generally. 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.

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.

**“Removing barriers to gender equality, tackling gender-based violence, getting more women into the labour market, company boardrooms and into top level jobs, has a positive impact on the economy and on the development of each woman and man. Between 40 and 50% of women in the European Union report some form of sexual harassment in the workplace”**

- 100th International Women's Day – 100 Inequalities remain, European Institute for Gender Equality, March 2011

### 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 harassment at work and raise awareness of current challenges in Europe**
- ✓ **Explore innovative solutions for effective prevention, targeting the root causes of gender-based harassment at work**
- ✓ **Tackle definition challenges and trigger debate on potential policy developments in the 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

# Equality in the Workplace:

## Zero Tolerance on Gender-Based Discrimination and Harassment in Europe

### Programme

09:15	Registration and Morning Refreshments
10:00	<b>Chair's Welcome and Opening Remarks</b>
10:10	<b>Strengthening Policy Development to Tackle Gender-Based Discrimination and Harassment at Work in Europe</b> <ul style="list-style-type: none"><li>• Existing Typologies and Methodologies for Measuring this Phenomenon</li><li>• Prevalence and Trends in the Experience of Gender-Based Harassment</li><li>• Exchanging Best Practices for Effective Prevention</li><li>• New European Legal Standards Against Sexual Harassment in the Workplace and Beyond</li><li>• Recommendations</li></ul>
10:50	<b>First Round of Discussions</b>
11:20	Morning Coffee Break
11:40	<b>Understanding and Dealing with the Consequences of Sexual Harassment for Individuals</b> <ul style="list-style-type: none"><li>• Prevalence Rates and Diversity Issues (e.g. Gender, Disability, Ethnicity, Sexual Orientation)</li><li>• High Risk Work Environments</li><li>• Negative Behavioural, Psychological and Physical Health Consequences</li><li>• Negative Consequences for Public and Private Life</li><li>• Recommendations</li></ul>
12:00	<b>Second Round of Discussions</b>
12:30	Networking Lunch
13:30	<b>The Economic Consequences of Gender-Based Harassment at Work</b> <ul style="list-style-type: none"><li>• Efficiency and Dissatisfaction Factors</li><li>• Gender Equality as a Contributor for Economic Growth in Europe</li><li>• Confidence, Morale and Performance Consequences – Learning from Best Practices</li><li>• Economic Efficiencies of European Enterprises – Challenges and Possible Solutions</li><li>• Lower Organisational Commitments</li></ul>
14:10	<b>Third Round of Discussions</b>
14:40	Afternoon Coffee Break
14:55	<b>Creating an Effective Prevention Strategy against Gender-Based Discrimination and Harassment in Europe</b> <ul style="list-style-type: none"><li>• Latest EU Initiatives in the Field of Sexual Harassment</li><li>• Gender Equality Index – Practical Implications</li><li>• Exchanging Best Practices and Lessons Learned</li><li>• Recommendations</li></ul>
15:35	<b>Fourth Round of Discussions</b>
16:05	<b>Chairman's Summary and Closing Comments</b>
16:10	Networking Reception
16:40	Close

\*\*Please note that the programme is subject to change without notice\*\*

### Event Details

**Date:** Tuesday 6<sup>th</sup> March 2012  
**Time:** 10:00am – 4:10pm  
**Venue:** The Silken Berlaymont Hotel, Brussels



### Speakers include

- ✓ **Ms. Johanna Nelles**, Programme Advisor, Violence against Women and Domestic Violence, DG Justice and Human Dignity Directorate, Council of Europe (confirmed)
- ✓ **Prof. Marilyn J. Davidson**, Emerita Professor of Work Psychology, Manchester Business School, University of Manchester (confirmed)
- ✓ **Mr. Gijs van Houten**, Research Officer, Eurofound (confirmed)
- ✓ **Prof. Joop Schippers**, Professor of Labour and Economics of Equal Opportunities, Utrecht University, The Netherlands (confirmed)
- ✓ **Ms. Manuela Samek Lodovici**, Head of the Labour Market Area, Institute for Social Research (IRS), Milan, Italy (confirmed)
- ✓ **Ms. Brigitte Triems**, President, European Women's Lobby (confirmed)
- ✓ **Mr. Alan Martin**, Unit D1 "Equal Treatment Legislation", European Commission (tbc)

“**The European Commission's Strategy for equality between women and men 2010-2015 focuses on the following five priorities: equal economic independence; equal pay for equal work or work of equal value; equality in decision-making; dignity, integrity and an end to gender-based violence; and gender equality in external actions; the Strategy also addresses a set of important horizontal issues relating to gender roles, legislation, governance and tools for gender equality**”

- Council conclusion on the European Pact for gender equality for the period 2011-2020, March 2011

### Sponsorship and Exhibition Opportunities

We offer a range of opportunities to enable your organisation to raise its profile and communicate with key decision makers in the public sector.

For further information please contact:

**Parvin Madahar** on +44 (0) 20 3137 8630

or email [parvin.madahar@publicpolicyexchange.co.uk](mailto:parvin.madahar@publicpolicyexchange.co.uk)