Fostering Gender Equality in the Workplace: Developing Inclusive Labour Markets for Women Across the EU

Tuesday 10th April 2018
Thon Hotel Brussels City Centre, Brussels
Overview

Women’s participation in the European labour force is critical in terms of quantity and quality. In 2016, the EU28 gender employment gap was 11.6%, with this gap varying considerably between Member States, ranging from 1.9% (Lithuania) to 27.7% (Malta). Additionally, women often constitute the workforce for low-skilled and low-paid jobs, and frequently with precarious employment conditions. The EU average gender pay gap is 16.3%, meaning that for every €1 earned by a man, a woman gets only 84 cents.

The second principle of the European Pillar of Social Rights, proclaimed in November 2017, calls for the equality of treatment and opportunities between women and men, while stating the right to equal pay for work of equal value. The proposal for a Directive on Work-Life Balance for Parents and Carers represents the first deliverable to implement the Pillar, modernising the current EU legal framework on family-related leaves and flexible working arrangements, thus encouraging a better sharing of caring responsibilities between women and men. In addition to that, and consistently with the Strategic Engagement for Gender Equality 2016-2019, in November 2017 the European Commission adopted an Action Plan to tackle the gender pay gap, presenting a set of measures to be implemented in 2018-2019. The Action Plan was accompanied by an Evaluation Report of the Pay Transparency Recommendation, adopted by the Commission in 2014.

Pay discrimination is linked to the so-called vertical segregation of women in the labour market, their career progression to senior roles being less frequent when moving up the hierarchies. But segregation is horizontal too, with women still mostly excluded from some male-dominated fields and professions. This segregation, together with further vulnerabilities deriving from violence and harassment experienced in the workplace, are persistent obstacles for the achievement of gender equality at work. Besides this, the gaps experienced by female workers are also influenced by how societies deal with the issue of unpaid care work. The unbalanced distribution of such activities between women and men limits female employment opportunities, reducing the time that could be spent in work-related training and skill development.

This symposium provides a timely opportunity for experts, national authorities, social partners and other key stakeholders to discuss the latest policy developments at EU level to tackle gender-based discrimination in the workplace. It will also allow delegates to analyse the different drivers of inequality between female and male workers, and to identify priorities for future policy actions in order to remove the remaining barriers to women’s access to the labour market.

Why Attend?

- Delve into the latest EU policy developments aiming at the achievement of gender equality at work
- Understand the dynamics behind the horizontal and vertical segregation of female workers and debate about proportionate remedies
- Explore effective solutions to close the gender pay gap
- Discuss about measures and methods to tackle violence and harassment against women at work
- Assess the role of social partners in ensuring an empowering workplace for women
- Examine the consequences of unpaid care work on female employment
- Exchange views about innovative policy answers to encourage a more equal share of caring tasks between women and men

Who Should Attend?

- HR Professionals
- Training Managers
- Recruitment Advisers
- Private Sectors Employers
- Public Sector Employers
- Third Sector Employers
- Organisational Development Professionals
- Senior Manager and Directors
- Equal Opportunities Officers
- Social Exclusion Officers
- Equality, Diversity and Human Rights Practitioners
- Employee Relations Advisers
- Legal Advisers
- Judges and Lawyers
- Anti-Discrimination Agencies
- Campaigning Organisations
- Human Rights Groups
- Women’s Associations
- Women’s Enterprise Agencies
- Women’s Centres
- Institutes for Training and Employment
- Institutes for Social Inclusion of Women
- Research Centres for Gender Equalities
- Women’s Networks
- Women’s Councils
- Joint Committees on Women
- Healthcare Services Employers
- Police and Fire Service
- College and University Administrators
- Central Government Departments and Bodies
- Local Authority Officers and Councillors
- Small Business Owners

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“Gender equality is a fundamental right, laid down in the EU Treaties. We must use the current focus on these issues in the media and politics to turn principle into practice. Women across Europe have the right to equality, empowerment and safety, but these rights are not yet a reality for far too many women.”

- Frans Timmermans, First Vice-President
  November 2017

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Venue and Accommodation

Thon Hotel Brussels City Centre
Avenue du Boulevard 17
1210 Brussels
Belgium

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Programme

09:15 Registration and Morning Refreshments
10:00 Chair’s Welcome and Opening Remarks
10:10 Considering the European Framework to Promote Gender Equality in the Workplace
   • Achieving Equality in the Workplace in Light of the EU Strategic Engagement for Gender Equality 2016-2019
   • Evaluating the 2017 EU Action Plan to Tackle Gender Pay Gap
   • Assessing the Proposal for a Directive on Work-Life Balance for Parents and Carers
10:40 First Round of Discussions
11:10 Morning Coffee Break
11:30 Levelling the Playing Field: Combating the Discrimination of Female Workers
   • Implementing the Principle of Equal Pay: Increasing Pay Transparency to Promote Gender-neutral Wage Structures
   • Combating Occupational Gender Segregation: Expanding Educational Opportunities to Better Match Career Aspirations
   • Removing Barriers to Professional Advancements of Women: Delving into the Agile Nation 2 Programme
12:00 Second Round of Discussions
12:30 Networking Lunch
13:30 Developing Solutions to Address Violence and Harassment against Women at Work
   • Assessing the Impacts of Gender-based Violence and Harassment in the World of Work
   • Understanding the Role of Social Partners: Emphasising Gender in Collective Bargaining and Social Dialogue
   • Discussing Measures to Prevent and Eliminate Violence and Harassment in the Workplace, Including the ILO Standard-setting Process on Violence Against Women and Men in the World of Work
14:00 Third Round of Discussions
14:30 Afternoon Coffee Break
14:50 Balancing the Distribution of Unpaid Care Work between Women and Men
   • Highlighting the Effects of Unpaid Care Responsibilities on Female Employment
   • Ensuring Access to Affordable and Accessible Care Services
   • Promoting Flexible Working Arrangements and Adequate Work Life Balance Policies
15:20 Fourth Round of Discussions
15:50 Chair’s Summary and Closing Comments
16:00 Networking Reception
16:30 Close

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

Event Details

Date: Tuesday 10th April 2018
Time: 10:00am – 4:30pm
Venue: Thon Hotel Brussels City Centre, Brussels

Speakers Include:

Erika Koller, Member of the European Economic and Social Committee
Henrike von Platen, CEO/Founder, FPI Fair Pay Innovation Lab gGmbH
Lesia Radelicki, Political Adviser and PES Women Coordinator, The Party of European Socialists
Natasha Davies, Policy and Research Lead, Chwarae Teg
Hade Turkmen, Research Partner, Chwarae Teg
Samantha Rennie, Executive Director, Rosa - The UK Fund for Women and Girls
Marieke Koning, Policy Advisor, ITUC - International Trade Union Confederation
Francesca Centola, Project Officer, EUROCARERS - European Association Working for Carers
Deborah De Moortel, Senior Researcher, Vrije Universiteit Brussels/Heinrich Heine University of Düsseldorf

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Promoting Cultural and Creative Industries: Maximising their Economic and Social Contribution in the EU 27th March 2018