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

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.

“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

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

Venue and Accommodation

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

Enquiries: +44 (0)20 3137 8630

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# Programme

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

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

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**Speakers Include:**

**Natasha Davies**, Policy and Research Lead, Chwarae Teg

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**Forthcoming Events**

- Updating the European Strategy on Energy Efficiency: Making Better Use of Energy Resources  
  **15th February 2018**
- Tackling Gender-Based Violence in Europe: Advancing Strategies to End Violence against Women and Girls  
  **20th February 2018**
- Considering the Future of Sustainable Agriculture in the EU: Ensuring Production and Preserving Biodiversity  
  **22nd February 2018**
- Fostering the Transition towards a Circular Economy in Europe: Turning Waste into a Resource  
  **27th February 2018**
- Stepping Into a Digitalised Future: Integrating eHealth Into Public Healthcare Systems  
  **28th February 2018**
- Enhancing Consumer Protection in the EU: Preserving Consumers’ Rights in the Digital Society  
  **6th March 2018**
- Implementing the Unitary Patent Protection and the Unified Patent Court: Current Situation and Future Challenges  
  **8th March 2018**

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**Marketing and Exhibition Opportunities**

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