

# A European Strategy for Gender Equality: *Tackling Discrimination in the Workplace and Beyond*



**Wednesday 9<sup>th</sup> October 2013**

The Silken Berlaymont Hotel  
Brussels



# A European Strategy for Gender Equality: Tackling Discrimination in the Workplace and Beyond

## Overview

Despite countless legislative efforts, gender discrimination continues to exist in Europe at all levels: be it an unspoken social norm, a pay gap, or even physical violence and harassment, figures are still high across Europe. The main findings of the 2010 Background document to the European Commission's 2010-2015 Strategy for Equality between Women and Men shows that although women's participation in the labour market has approached 60% on average in the EU, 31.5% of them are working part-time – while only 8.5% of men do. The gender pay gap decreased in the last decade, but nevertheless remains high at 12.1 percentage points. According to statistics, women have lower pensions than men, they are more likely to suffer from poverty and they account for less than 30% of managerial positions.

Within the framework of the 2010-2015 Strategy for Equality between Women and Men, the Commission is working hard to promote gender equality at all policy levels. Central to the mission is to provide women with the same levels of economic independence that men benefit from, to ensure that the pay gap is minimised and ultimately erased, and to provide them with equal access to decision-making and managerial positions – measures which will lead to faster and smarter economic recovery and growth.

Public Policy Exchange is proud to continue its platform for discussion of gender equality with this timely international symposium, which will provide participants with an invaluable opportunity to discuss the latest developments in the context of the 2010-2015 Strategy. The symposium will explore how social, cultural and political obstacles can be overcome in order to implement innovative policies that will put an end to gender discrimination in the workplace and in society.

**“Gender equality at work is not a women's issue, but a business and economic imperative. Today, women still only represent 16% of board members in Europe – a shocking waste of talent when you think that 60% of university graduates are female. Making use of female talent can improve companies' performance. A number of studies from business actors suggest that companies with a higher share of women at top levels deliver stronger organisational and financial performance. The question is just: how to get there? The answer is simple: time-limited regulatory intervention can make all the difference. The push for gender balance on boards is gaining steam. The glass ceiling is starting to crack. The increase in the share of women on boards in Europe over the past year has been the highest yet recorded. It has been greatest in countries such as France, Italy and Denmark, which have recently introduced legislation on this matter. They are the motor of change.”**

- Vice-President Viviane Reding, Justice Commissioner, May 2013

## Venue and Accommodation

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

In the heart of the European district you will find the Silken Berlaymont Brussels. It offers warm hospitality and an exclusive setting, combining fine architecture with comfort and elegance.



## Why Attend?

- ✓ **Share comparative knowledge on gender-based discrimination and harassment and raise awareness of current challenges in Europe**
- ✓ **Explore innovative solutions for effective prevention, targeting the root causes of gender inequalities at work and beyond**
- ✓ **Trigger and contribute to the 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

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## Programme

- 09:15** Registration and Morning Refreshments
- 10:00** Chair's Welcome and Opening Remarks
- 10:10** **An Insight into the Underlying Drivers of Gender Discrimination**
- Direct and indirect influence of social norms and practices in limiting women's role
  - Gender equality at school: sex discrimination in access to education
  - The role of the family and its influence on women's potential
  - Gender discrimination in the labour market: stereotypes, entry barriers and organisational practices
- 10:40** **First Round of Discussions**
- 11:10** Morning Coffee Break
- 11:30** **The EU Strategy 2010-2015: Assessing the Priorities, Setting the Goals**
- "Strategy for Equality between Women and Men 2010-2015": What progress has been made?
  - Promoting female entrepreneurship and self-employment. Which policies are in place?
  - Reducing the negative effects of the economic crisis on women's employment
  - Successes and failures of the PROGRESS and DAPHNE programme
  - Recommendations for future policy developments
- 12:00** **Second Round of Discussions**
- 12:30** **Networking Lunch**
- 13:30** **Gender Equality in the Workplace**
- Overcoming the gender pay gap: ensuring adequate measurement and evaluating proper policy responses
  - Gender balance in decision-making positions
  - Discussing the issue of gender-based harassment in the workplace
  - Putting the business case for greater female presence in the workforce
  - Recommendations
- 14:00** **Third Round of Discussions**
- 14:30** Afternoon Coffee Break
- 14:50** **Gender Equality: Sharing Best Practices**
- Gender equality: the Swedish approach to fairness
  - Innovative approaches to tackling gender segregation
  - Engaging men in addressing gender inequalities and transforming discriminatory social norms
  - Gender mainstreaming
  - Taking LGBT rights into consideration
- 15:20** **Fourth Round of Discussions**
- 15:50** Chair's Summary and Closing Comments
- 16:00** Networking Reception
- 16:30** Close

## Marketing 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:

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## Event Details

**Date:** Wednesday 9<sup>th</sup> October 2013

**Time:** 10:00am – 4:30pm

**Venue:** The Silken Berlaymont Hotel, Brussels



## Speakers Include

- ✓ **Erika Mezger**, Deputy Director, Eurofound
- ✓ **Clara Moraru**, Director, Inspiring Wo-Men

## Forthcoming Events

Young People and Sexual Health: Reducing Risky Behaviour through Education and Engagement

*4th September 2013*

The EU Drugs Strategy 2013-2020: Combating Illicit Trafficking and Substance Misuse

*18th September 2013*

Supporting Inclusive Entrepreneurship in Europe: Creating Sustainable Employment and Growth

*24th September 2013*