

Driving Forward Gender Equality in Europe: Combating Discrimination in the Workplace and Beyond



Thursday 2nd July 2015

Thon Hotel Brussels City Centre,
Brussels



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Overview

Gender Equality, one of the founding values of the EU, is not only essential from a human rights perspective, but it also makes sense from an economic viewpoint. It means equal access to resources, as well as empowerment and visibility of both women and men in all spheres of public and private life. Although progress is visible, gender gaps still persist in many areas. At the current rate of change, it is estimated that it would take more than 70 years to make equal pay a reality and almost 40 years to ensure that housework is equally shared between women and men.

To accelerate progress, active policy initiatives are needed to reduce gender-based discrimination in the workplace and beyond. In November 2013, the first Council of Europe Strategy on Gender Equality 2014-2017 was unanimously adopted, with the aim of providing policy guidance and promoting a holistic and integrated approach. At EU level, the Post 2015 Framework is underway – a strategy facing both the difficulties of recession and the need to mainstream a gender perspective in all policies and programme.

Despite these efforts, one of the main obstacles to achieving equality between men and women continues to be gender stereotyping – a practice that can limit the development of the natural talents and abilities of men and women with negative repercussions on countries' economic development and competitiveness. Boys and girls are being placed into "pink" or "blue" boxes from early years and portrayed as such through media, in schools and in families. Girls are educated to be the carers in society, while boys are prepared for public life. Even today, despite representing almost half of the employed workforce and being more likely to have a higher education degree than men, women continue to face disadvantages on the job market. In Europe, this means that women earn 16% less per hour than men, struggle to reconcile both work and a private life, and are often in precarious employment, being under-represented in paid jobs.

This timely symposium provides an invaluable opportunity to discuss the latest developments in combating gender-based discrimination at European level. 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. Public Policy Exchange welcomes the participation of all key partners, responsible authorities and stakeholders. The Symposium will support the exchange of ideas and encourage delegates to engage in thought-provoking topical debate.

“ Europe cannot afford to underuse the potential of 50 percent of its population. Even though equal chances for women and men are more than ever becoming a reality, there is still a long way to go. For every euro a man earns in Europe, a woman still earns only 84 cents. Women are still underrepresented in leadership both in business and in politics. And worst of all, one in three women has experienced physical and sexual violence. This is unacceptable. I am committed to addressing these challenges and to achieve tangible results.”

- Věra Jourová, EU Commissioner for Justice, Consumers and Gender Equality,
European Commission
March 2015

“ A change in gender relations, women's empowerment and abolishing negative traditional gender stereotypes are key to achieving gender equality. We share the belief that when women have equal chances with men to be socially and politically active, economies and societies thrive, and overall, women's more balanced participation in decision-making contributes to positive transformative processes for societies.”

- Thorbjørn Jagland, Secretary General, Council of Europe
January 2014

Venue and Accommodation

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



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 ways to unleash the potential of women entrepreneurs

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	European Strategies for Gender Equality: Priorities and Challenges <ul style="list-style-type: none">• Council of Europe Gender Equality Strategy (2014-2017): Progress Made and Future Steps• Advancing Gender Equality in Times of Austerity• Promoting and Implementing Work-Life Balance Policies Across Europe• Recommendations for Future Actions
10:40	First Round of Discussions
11:10	Morning Coffee Break
11:30	Preventing Gender Discrimination: Identifying Underlying Drivers <ul style="list-style-type: none">• Combating Gender Stereotyping and Sexism : Social Norms and Practices Limiting Women's Role in Society• Engaging Men in Supporting Gender Equality• Example of Best Practice
12:00	Second Round of Discussions
12:30	Networking Lunch
13:30	Gender Equality in the Workplace: Providing Equal Opportunities <ul style="list-style-type: none">• Eliminating the Gender Pay Gap: Promoting Equal Pay for Equal Work and Work of Equal Value• Towards the Top: Removing Barriers to High-Level and Decision-Making Positions• Combating Gender-Based Harassment in the Workplace and Beyond• Recommendations for Future Action
14:00	Third Round of Discussions
14:30	Afternoon Coffee Break
14:50	Realising the Potential of Women Entrepreneurs <ul style="list-style-type: none">• Inspiring Women to Choose Entrepreneurship as a Career Path: The Importance of Role Models• Access to Education and Training for Female Entrepreneurs• Increasing the Attractiveness of STEM Professions among Women• Recommendations and Examples From Existing Initiatives
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: Thursday 2nd July 2015
Time: 10:00am – 4:30pm
Venue: Thon Hotel Brussels City Centre, Brussels



Speakers Include:

- ✓ **Carolina Lasen Diaz**, Head of the Gender Equality Unit, Council of Europe

Forthcoming Events

- ✓ The 7th Annual International Symposium on University Rankings and Quality Assurance 2015
20th May 2015
- ✓ Unlocking the Potential of Migrants in Europe: From Isolation to Multi-level Integration
27th May 2015
- ✓ Green Growth, Green Jobs: Integrating Environmental and Employment Policies in the EU
17th June 2015
- ✓ Strengthening Data Protection Standards in Europe: Towards a Harmonised European Digital Market
18th June 2015
- ✓ Improving Young People's Mental Health in Europe: Transforming Lives, Strengthening Prevention
23rd June 2015
- ✓ Cross-Border Healthcare in Europe: Promoting Equal Access to Quality Care
1st July 2015

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