

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



**Wednesday 22<sup>nd</sup> June 2016**

Thon Hotel Brussels City Centre,  
Brussels



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

## Overview

Gender equality is a fundamental right recognised by the Treaty of Rome in 1957 as well as by the EU Charter of Fundamental Rights. The promotion of gender equality is therefore not only essential from a human rights perspective, but 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.

In order to reinforce the continuous work made so far, the European Commission released in December 2015 a Strategic Engagement for Gender Equality 2016-2019 which sets the framework for the Commission's future work towards the promotion of gender equality. The Council of Europe, through its Europe Gender Equality Strategy (2014-2017) has also set guidelines that will lead the activities of the organisation towards its ambitious achievements.

Although inequalities still exist, the EU has made significant progress over the last decades, mainly thanks to equal treatment legislation, gender mainstreaming – such as the integration of the gender perspective into all other policies - and specific measures for the advancement of women. However, more efforts are required: gender gaps in the labour market remain, women are still under-represented in decision-making positions and over-represented in lower paid sectors. Women are still earning on average 16% less than men for each hour worked and continue to face big challenges addressing entrepreneurship - on average, from the 52% of the total European population, only 34,4% of the EU self-employed are female and 30% of start-up entrepreneurs. Addressing gender equality therefore signifies guaranteeing women the same levels of economic independence that men benefit from, ensuring that the pay gap is minimised and ultimately erased, and providing them with equal access to decision-making and managerial positions.

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 achieving tangible results”**

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

## Venue and Accommodation

**Thon Hotel Brussels City Centre**

**Avenue du Boulevard 17, 1210  
Brussels - Belgium**



## Why Attend?

- ✓ **Share comparative knowledge on gender-based discrimination, violence and harassment by raising awareness of current challenges in Europe**
- ✓ **Explore innovative solutions to fight the causes of gender inequalities at work and beyond**
- ✓ **Promote measures to enhance 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

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## Programme

09:15	Registration and Morning Refreshments
10:00	Chair's Welcome and Opening Remarks
10:10	<b>European Strategies for Gender Equality: Priorities and Challenges</b> <ul style="list-style-type: none"><li>• Discussing the European Strategic Engagement for Gender Equality 2016-2019</li><li>• The Council of Europe's Gender Equality Strategy (2014-2017): Progress Made and Future Steps</li><li>• Strengthening Gender Mainstreaming within Projects and Programmes at Regional and Country Levels</li><li>• Recommendations for Future Actions</li></ul>
10:40	<b>First Round of Discussions</b>
11:10	Morning Coffee Break
11:30	<b>Preventing Gender Discrimination in the Labour Market: Providing Equal Opportunities</b> <ul style="list-style-type: none"><li>• Eliminating the Gender Pay Gap: Promoting Equal Pay for Equal Work and Work of Equal Value</li><li>• Increasing Female Labour-Market Participation and Promoting Gender Balance in Decision-Making Positions</li><li>• Eliminating Barriers for the Vulnerable Groups: Access to Labour market for Migrant women, Single Parents and other Minorities</li><li>• Recommendations for Future Policy Action</li></ul>
12:00	<b>Second Round of Discussions</b>
12:30	Networking Lunch
13:30	<b>Women Entrepreneurship: Towards a Better Access to Training and Education</b> <ul style="list-style-type: none"><li>• Fostering and Promoting Gender Equality in all Levels of Education</li><li>• Increasing the Attractiveness of STEM Professions among Women</li><li>• Supporting Measures to Enhance Digital Skills Among Women and Girls: Promoting Female Employment in the ICT Sector 2016</li><li>• Exchange of Best Practices and Peer-learning within Europe</li></ul>
14:00	<b>Third Round of Discussions</b>
14:30	Afternoon Coffee Break
14:50	<b>Tackling Gender-Based Violence, Protecting and Supporting Victims</b> <ul style="list-style-type: none"><li>• Combating Gender-Based Harassment in the Workplace and Beyond</li><li>• Engaging Men in Supporting Gender Equality</li><li>• Addressing the Challenges and Step up Efforts to Guarantee Equal Access of Women to Justice</li><li>• Conclusions and Recommendations</li></ul>
15:20	<b>Fourth Round of Discussions</b>
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\**

## 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 us on **+44 (0) 20 3137 8630** or email **info@publicpolicyexchange.co.uk**

## Event Details

**Date:** Wednesday 22nd June 2016  
**Time:** 10:00am – 4:30pm  
**Venue:** Thon Hotel Brussels City Centre, Brussels



## Speakers Include:

- ✓ **Mary Collins**, Policy Officer, European Women's Lobby
- ✓ **Izaskun Bernal**, Senior Policy Adviser, European Parliament and President and Co-founder, Carmen Cerdeira Associations of Jurists
- ✓ **Haroon Saad**, Director, Local Urban Development European Network(LUDEN)
- ✓ **Lenka Formánková**, Researcher, Institute of Sociology of the Czech Academy of Sciences
- ✓ **Tine Brouckaert**, Gender Policy Advisor, Ghent University
- ✓ **Flo Clucas**, President, ALDE Gender Equality Network

## Forthcoming Events

- ✓ Tackling Childhood Obesity in Europe: Promoting Healthy and Active Lifestyles  
18th May 2016
- ✓ Driving Forward Multilevel Integration for Migrants in Europe: Improving Access to Education and to the Labour Market  
19th May 2016
- ✓ Promoting Entrepreneurship in Europe: Developing Solutions Towards Economic Growth and Job Creation  
24th May 2016
- ✓ The 8th Annual International Symposium on University Rankings and Quality Assurance 2016  
15th June 2016
- ✓ Cross Border Healthcare in Europe: Improving Transparency and Patient Mobility  
16th June 2016