



Achieving real gender equality

Double perspective on France and Norway with regard to equal access of men and women to labour market, professional responsibilities and equal pay

Conference organised by the HALDE
19th of May 2009
Conseil Economique et Social
9 place d'Iéna, Paris 6th

Programme

8.15 – Check-in and welcome breakfast

9.00 - 10.00 Conference Opening

9.00-9.10: **Françoise Vilain**, President of the Women's rights and Gender Equality Commission of the Economic and Social Council of France

9.10-9.20: **Louis Schweitzer**, President of the HALDE

9.20-9.50: **Lotte Grepp Knutsen**, State Secretary in the Norwegian Ministry of Children and Equality

9.50-10.00: **Manuela Ramin-Osmundsen**, Former Norwegian Minister of Children and Equality

10.00-11.10 Panel session 1 – Guaranteeing women's involvement in professional and social responsibilities, issue of Quotas

Chair: Manuela Ramin-Osmundsen, Former Norwegian Minister of Children and Equality

10.00-10.20: **Mari Teigen**, Research director/senior researcher at the Norwegian Institute for social research in Oslo

10.20-10.40: **Marie-Jo Zimmermann**, President of the Parliamentary Commission for Women's rights and Gender Equality

10.40-11.10: general discussion, questions from the audience

11.00-11.25: Coffee break

11.25 – 12.50 Panel session 2 – Discrimination based on the grounds of maternity

Chair: Manuela Ramin-Osmundsen, Former Norwegian Minister of Children and Equality

11.25-11.45: **Monica Hox**, Legal Adviser at the Norwegian Equality and Anti-discrimination Ombud

11.45-12.05: **Emmanuelle Boussard-Véréchia**, lawyer, social law specialist

12.05 -12.20: **Christelle Delage**, lawyer, Legal Department of the HALDE

12.20.-12.50: General discussion, questions from the audience

12.50: End of the morning session and lunch

14.00-15.00 Panel session 3 – Pay gap (differences established, their causes and measures against them as well as the directions of the debate)

Chair: Manuela Ramin-Osmundsen, Former Norwegian Minister of Children and Equality

14.00-14.20: **Agnes Aaby Hirsch**, Senior Executive Officer, Coordinator of Gender related statistics, Statistics Norway

14.20-14.45: **Rachel Silvera, Economist and Researcher**, University Paris-Ouest Nanterre la Défense

14.45-15.05: General discussion, questions from the audience

15.05-15.15: Coffee break

15.15–16.00 Panel session 4: Typology of discrimination based on the ground of gender with regard to career

Chair: Manuela Ramin-Osmundsen, Former Norwegian Minister of Children and Equality

15.15-15.30: **Monica Hox**, Legal Adviser at the Norwegian Equality and Anti discrimination Ombud

15.30-15.45: **Marie-Luce Cavrois**, Head of the Legal Department of the HALDE

15.45–16.00: general discussion and questions from the audience

16.00-17.30: Panel session 5: Gender equality in the 2009 social agenda, with the Trade unions' and Management representatives from France and Norway

Chair: Nicole Notat, member of the HALDE's Council, CEO of Vigeo

16.00-16.15: **Eli Ljunggren**, Federal Secretary of the Norwegian Private trade unions Confederation

16.15-17.30:

- **G rard Aschieri**, FSU General Secretary
- **Marie-Line Brugidou**, CFE-CGC National delegate
- **Pascale Coton**, CFTC Deputy General Secretary
- **Annick Coup **, Solidaires General Delegate
- **Martine Derobert**, CGT-FO Equality officer
- **Christine Dupuis**, UNSA National Secretary
- **Elisabeth Karako**, Diversity Manager of the BNP Paribas Group, Office member of the New Generations Commission of the MEDEF
- **Laurence Laigo**, CFDT National Secretary
- **Ghyslaine Richard**, Member of the Executive Commission of the CGT

17.30-17.40: Recommendations: Nicole Notat

17.40- 18.00: Conference closure: Val rie L tard, Secretary of the State for Solidarity