

# Equinet Seminar on Work Life Balance and Pregnancy Related Discrimination

Tallinn, 1-2 July 2015

## VENUE

Nordic Hotel Forum, Viru Väljak 3, 10111 Tallinn, Estonia

## DRAFT AGENDA

### DAY 1

12.30 – 13.30 **Registration and Welcome Lunch**

#### 13.30 – 14.00 **OPENING SESSION**

##### **Opening Address**

13.30 – 13.50 **Evelyn Collins** – Chair of Equinet and Chief Executive of the Equality Commission for Northern Ireland

**Mari-Liis Sepper** – Gender Equality and Equal Treatment Commissioner of Estonia and Equinet Board Member

13.50- 14.20 **The work of Equality Bodies – findings from Equinet perspective** Niall Crowley

14.20 – 14.40 **Questions & Answers**

#### **SESSION 1 – DISCRIMINATION**

14.40 – 16.30 **This session focuses on the existing EU legal framework and the work of equality bodies to combat discrimination on the basis of pregnancy, and on promoting a legal framework supporting equality.**

14.40 – 15.10 **EU legislation and foreseeable changes** **Andreas Stein**, European Commission, Head of Unit, Equal Treatment Legislation, DG Justice TBC

15.10 – 15.35 **Pregnancy related discrimination – combining litigation with research and communication** TBC Equality and Human Rights Commission, Great Britain

15.35- 16.00 **Pregnancy related discrimination – combining litigation with awareness raising and the need for paternity leave** TBC Institute for Equality of Women and Men, Belgium

16.00 – 16.30 **Questions & Answers – Discussion**

16.30 – 16.50 **Coffee break**

#### **SESSION 2 – WORKSHOPS: DISCRIMINATION**

16.50-18.30 **This session aims at discussing equality bodies' strategies to successfully implement and improve the existing legislation, including on leave**



**arrangements, on pregnancy and parenthood related discrimination and on flexible working arrangements**

No rotation is foreseen but the change of room during the workshop is possible.

Hosts of the workshops include:

- *Netherlands Institute for Human Rights TBC*
- *Ombudsman for Gender Equality , Croatia TBC*
- *Equality and Anti-Discrimination Ombud in Norway TBC*
- *Equality Ombudsman in Sweden TBC*

**SOCIAL EVENT (19-22)**

**DAY 2**

**SESSION 3 – PROMOTING CHANGE**

**09.30-10.50**

**This session aims at supporting a cultural change towards supporting work life balance. It will touch upon culture, attitudes, children infrastructure, communication work and promotion of active labour market.**

**Equality action plans and research on childcare**

TBC Equality Commission for Northern Ireland

**Communicating change**

TBC CITE - Portugal

**Promoting change in Estonia**

TBD

10.30 – 10.50

**Questions & Answers – Discussion**

10.50 – 11.10

**Coffee break**

**SESSION 4 – WORKSHOPS: PROMOTING CHANGE**

**11.10 – 12.30**

**This session aims at discussing equality bodies' strategies to promote a cultural change towards supporting work life balance.**

No rotation is foreseen but the change of room during the workshop is possible.

Hosts of the workshops include:

- *Gender Equality and Equal Treatment Commissioner of Estonia, TBC*
- *Commission for Protection of Equality in Serbia TBC*
- *Ombudsman for Equality in Finland TBC*
- *Danish Institute for Human Rights TBC*

12.30 – 13.30

**Lunch Break**

**SESSION 5 – WORKPLACE PRACTICE**

**13.30 – 15.00**

**This session aims at discussing how the work of equality bodies can support workplace practices which enable work-life balance**

13.30 - 13.50

**Working with employers and national framework committees**

TBC Irish Human Rights and Equality Commission

13.50 – 14.10

**Providing equality marks and supporting teleworking**

TBC National Commission for the Promotion of Equality, Malta

14.10 - 14.30

**Social partners' practices**

TBC European Trade Union Confederation, ETUC

14.30 – 14.50

**Questions & Answers – Discussion**

14.50 -15.10

**Coffee break**

**SESSION 6 – WORKSHOPS: WORKPLACE PRACTICE**

15.10 – 16.30

**This session aims at discussing equality bodies' strategies to successfully support workplace practices which enable work-life balance**

Workshops hosted by the speakers of the previous sessions – no rotation but change of room during the workshop is possible

- *Institute for Equality of Women and Men, Belgium, TBC*
- *Irish Human Rights and Equality Commission, TBC*
- *National Commission for the Promotion of Equality, Malta, TBC*
- *ETUC, TBC*

**CLOSING SESSION**

16.30 – 17.00

**Anne Gaspard** – Executive Director, Equinet Secretariat

**Mari-Liis Sepper** – Gender Equality and Equal Treatment Commissioner of Estonia and Equinet Board Member

**FOLLOW-UP**

Equinet will publish a summary report of the seminar and will upload the speakers' presentations on its website at:

**[www.equineteurope.org/activities/events](http://www.equineteurope.org/activities/events)**

A photographer will take pictures during the event which will be used on Equinet website and publications. In case you do not agree to the use of your image by Equinet please contact the Secretariat.

In addition to visiting our **website**, you can also follow the work of Equinet and its 42 European member equality bodies by subscribing to our **monthly newsletter** from our homepage or by following us on **Facebook** ([facebook.com/EquinetEurope](https://facebook.com/EquinetEurope)) or **Twitter** ([@equineteurope](https://twitter.com/equineteurope))



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