

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 parenthood, and on promoting a legal framework supporting equality and work-life balance.**

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** **Quinn Roache**, 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** **Liesbet Stevens**, 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:

- *Equality and Anti-Discrimination Ombud, Norway, Cathrine Sørliie and Knut Oftung*
- *Equality and Human Rights Commission, Great Britain TBC*
- *EIGE 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.

Shaping public policy on childcare to promote work /life balance

Darren McKinstry/Simon Hookham
Equality Commission for Northern Ireland

Communicating change

Ana Curado/Anita Sares CITE – Portugal TBC

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, Kosana Beker*
- *Ombudsman for Equality between Women and Men 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

Chair: Theresa Hammer, Moderator of Equinet Gender Equality Working group

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

Renee Laiviera National Commission for the Promotion of Equality, Malta

14.10 - 14.30

Social partners' practices

TBC European Trade Union

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, Liesbet Stevens*
- *Irish Human Rights and Equality Commission, TBC*
- *National Commission for the Promotion of Equality, Malta, Renee Laiviera*
- *ETUC, TBC*

16.30 – 17.00

CLOSING SESSION

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

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) or **Twitter** (@equineteurope)

