



EQUINET SEMINAR

Date: 13-14 November 2017

LOCATION:

*Sokos Hotel Viru, Viru väljak 4,
10111 Tallinn, Estonia*

Equinet and equality bodies have had a strong focus on the [discrimination women face](#) on the labour market, including issues around [harassment and sexual harassment](#), [equal pay](#), and [work-life balance](#). There are a number of factors contributing to the discrimination women face in seeking access to career progress on an equal footing with their male peers. European level action has focused on [work-life balance](#) and women in decision-making, including [women on boards](#). The Equinet Working Group on Gender Equality has highlighted the matter of career progress as an emerging area where legal and policy action are challenging.

This Equinet seminar therefore aims to provide an introduction to the reasons behind women's lack of career progress compared to their male peers, as well as to discuss the consequences of this gender gap on the labour market. To assist those seeking to promote gender equality in career progress, arguments supporting the utility of equal opportunities in career progress will be discussed, as well as good practice examples where the inequality experienced by women throughout the course of their working lives has been effectively addressed. The legal perspective will be addressed by looking at tools that can be used to address discrimination women may face in access to promotions and career progress.

The seminar will address 45 equality body staff members, and could be of interest professionals focusing on the legal aspects, as well as those working on policy or communication related to women's career progress.

AGENDA

Breaking the glass ceiling: career progress for women DAY ONE

09:00 – 09:30	Registration	
OPENING SESSION		
09:30 – 09:40	<i>Welcome address</i>	Tena Šimonović Einwalter , Chair of the Equinet Executive Board and Deputy Ombudswoman of Croatia
09:40 – 09:45	<i>Welcome address</i>	Mari-Ann Lumeste , Counsellor to the Estonian Gender Equality and Equal Treatment Commissioner
09:45 – 09:50	<i>Video address</i>	Liisa Pakosta , Estonian Gender Equality and Equal Treatment Commissioner
09:50 – 10:10	<i>The glass ceiling in a digital world</i>	Linnar Viik , Programme Director, eGovernance Academy
10:10 – 10:30	Q&A	All participants
SESSION 1		
Supporting women's career progress		
Chaired by Tena Šimonović Einwalter , Equinet Chair		
<i>This session aims to introduce participants to ways of working to promote women's career progress and tools they may find useful in this regard</i>		
10:30 – 10:45	<i>Obstacles to women's career progress</i>	Erika Kispeter , Research Fellow, Warwick Institute for Employment Research
10:45 – 11:00	<i>Designing policies to further women's career progress</i>	Barbara Helfferich , Advisor, European Trade Union Confederation (ETUC)
11:00 – 11:15	<i>European Commission's package on Work-Life Balance</i>	Katrin Höövelson , Senior Economic Expert, European Commission Representation in Tallinn
11:15 – 11:30	Q&A	All participants
11:30 – 11:45	Coffee break	
Workshop 1		
How can equality bodies support women's career progress?		
<i>This workshop aims to allow participants and employers to discuss ways in which equality bodies may support the efforts of companies willing to promote gender equality in career progress, as well as explore ways pioneering companies can be promoted to stimulate change</i>		
11:45 – 12:45	<i>Project "Working Forward"</i>	Anna Wilthew , Equality and Human Rights Commission
	<i>Gender equality in public sector employment</i>	Martina Strunjak , legal advisor, Croatian Gender Equality Ombudswoman

	<i>Working with trade unions to support women's career progress</i>	Barbara Helfferich , ETUC
12:45 – 13:00	<i>Sharing conclusions of group discussion</i>	All participants (in plenary)
13:00 – 14:00	Lunch break	
SESSION 2		
Promoting women's career progress: legal and policy tools		
Chaired by Mari-Ann Lumeste , Estonian Gender Equality and Equal Treatment Commissioner <i>This session aims to map the tools available to duty bearers, as well as their legal duties to promote gender equality in career progress</i>		
14:00 – 14:15	<i>Equality duties in Europe and women's career progress</i>	Niall Crowley , Independent expert
14:15 – 14:30	<i>Transparency and open processes supporting gender equality</i>	Katrin Höövelson , Senior Economic Expert, European Commission Representation
14:30 – 14:45	<i>Active measures and women's career progress</i>	Arja Lehto , Equality Ombudsman, Sweden
14:45 – 15:00	Q&A	All participants
15:00 – 15:30	Coffee break	
Workshop 2		
Working with duty bearers		
<i>This workshop aims to explore ways equality bodies can work with duty bearers in different fields, exploring good practices for partnerships and sharing experiences of ways of working.</i>		
15:30 – 16:30	<i>Working with digital platforms to promote gender equality</i>	Linnar Viik , Programme Director, eGovernance Academy
	<i>Gender mainstreaming and other enabling measures</i>	Niall Crowley , Independent expert
16:30 – 17:00	<i>Sharing conclusions of group discussions</i>	All participants (in plenary)
17:00	End of first day A guided tour of Tallinn will begin at 18:00 from the hotel lobby, followed by dinner at 19:00.	

Breaking the glass ceiling: career progress for women DAY TWO

09:00 – 09:30 Arrival

SESSION 3

Tools to avoid unlawful gender bias in career progress

Chaired by **Nathalie Schlenzka**, Co-moderator of Equinet Working Group on Gender Equality
This session aims to introduce participants to available tools that may assist in combating gender discrimination in career progress.

09:30 – 09:45	<i>Quotas and other enabling measures</i>	Morten Huse , Professor, Norwegian Business School
09:45 – 10:00	<i>Using data to promote equality in women's career progress</i>	Barbara Limanowska , researcher, European Institute for Gender Equality (EIGE)
10:00 – 10:15	<i>Using gender neutral procedures</i>	Charlotte Kastner , Federal Anti-Discrimination Agency (FADA), Germany
10:15 – 10:30	<i>Suing for life-long damages in sex discrimination cases?</i>	Anu Laas , Estonian gender equality expert for the European Network of Legal Experts

10:30 – 11:00 Coffee break

SESSION 4

Panel Debate: How effective are our tools?

Chaired by: **Anne Gaspard**, Equinet Executive Director

This session aims to discuss how effective current tools are in promoting women's career progress, what their limitations may be and what enabling factors exist, and explore with participants what tools they consider most effective in their own national contexts

11:00 – 11:30	Panelists: <ul style="list-style-type: none"> Morten Huse (Norwegian Business School) Barbara Limanowska (EIGE) Charlotte Kastner (FADA) Anu Laas (European Network of Legal Experts) 	
11:30 – 12:00	Discussion with all participants	

CLOSING SESSION

12:00 – 12:30	<i>Closing remarks</i>	Anne Gaspard , Equinet Executive Director
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12:30 – 14:00 Lunch break

