



**CONFERENCE ON “PROFESSIONAL EQUALITY BETWEEN WOMEN
AND MEN, AN ECONOMIC STAKE FACING
THE DEMOGRAPHIC CHALLENGE”**



Programme ● November 13th & 14th 2008
Lille Grand Palais, LILLE

November 13th

9:30 a.m. Inaugural Speeches

- > Valérie LÉTARD, Secretary of State for Solidarity, France
- > Belinda PYKE, Directorate for Equality between Men/Women, Action against Discrimination, Civil Society, European Commission

10:15 a.m. Presentation of the clause of the most favoured European woman by Gisèle HALIMI, President of the Association “Choisir la cause des femmes”

10:30 a.m. **ROUND TABLE N° 1: “Diversifying choices in career guidance, improving the men-women balance in jobs and women’s access to decision-making positions”**

- > The fight against stereotypes in careers guidance :
 - Guiding girls towards scientific and technical options in Europe (Florence ROBINE, General Inspector, Ministry of Education, France)
 - Non-stereotyped choices in school and professional career guidance (Sofie CARSTEN NIELSEN, Assistant Deputy Head of Gender Equality Department, Ministry of Social Welfare, Denmark)
- > Company involvement in diversifying boys’ and girls’ choices of career (Marianne NAUD, Director of Social Policy, Areva company, France)
- > Accompanying women in accessing decision-making jobs (Hilde BAUTZ-HOLTER GEVING, Senior Adviser, Ministry of Children and Equality, Norway)

11:45 a.m. Discussions with the audience

12:15 p.m. Lunch

1:45 p.m. **ROUND TABLE N° 2: “Improving the quality of women’s jobs and securing their career paths”**

- > Introduction by Greet VERMEYLEN, European Foundation for the Improvement of Living and Working Conditions
- > Improving job quality by acting on working hours and working conditions:
 - Part-time work (Lucia VAN WESTERLAAK, Policy Advisor, FNV Confederation, Netherlands)
 - Improving part-time work and developing skills (Anne-Karine STOCCHETTI, Manager of Optimômes Ltd, France)
- > Limiting the impact of careers interruptions :
 - Parental leave and re-employment policies (Eva Maria WELSKOP-DEFFAA, Ministry of Family, Old Persons, Women and Youth, Germany)
 - Good practices in companies (Eva Maria ROER, Chairwomen of the TOTAL E-Quality e.V. board and Managing Director of DT&SHOP GmbH company, Germany)

3:15 p.m. Discussions with the audience

3:45 p.m. Break

- 4:15 p.m. ROUND TABLE N° 3: “How to arrive at equal pay between men and women?”**
 > The case-law of the Court of Justice of the European Communities concerning equal pay (Ana SANTAMARÍA DACAL, Court of Justice)
 > Means of arriving at equal pay?
 - Social dialogue (Catelene PASSCHIER, Confederal Secretary, European Trade Union Confederation and Vladimíra DRBALOVÁ, Vice President of the Social Affairs Committee, BusinessEurope)
 - States’ voluntaristic policies (Michel PASTEEL, Director of the Institute for Equality between Women and Men, Belgium)
 - Recognize good practices of companies (Catherine BELOTTI, Manager in charge of Equal Opportunities, Schneider électrique company, France)
- 5:45 p.m. Discussions with the audience**
- 7:30 p.m. Reception and dinner at ”Préfecture”, Lille**

November 14th

9:00 a.m. Speech of Nadine MORANO, Secretary of State for Family, France

- 9:15 a.m.** Presentation of the report on assessing the “reconciliation of family and professional lives” indicators in the context of follow-up to the Beijing Platform for Action (Rachel SILVERA, Economist and Salima RAIRI, Manager of the Cabinet MARWETT)

9:30 a.m. ROUND TABLE N° 4: “Reconciling professional and private lives, a stake in play for the attractiveness of regions and company performance”

- > A local policy for reconciling professional and private lives (Irmeli VAINIO, Equality Committee of the city of Turku, Finland)
- > A company policy for reconciling professional and private lives (Anna HESSELMAN, Öhrlings PricewaterhouseCoopers company, Sweden)
- > An industrial area policy for reconciling professional and private lives (Pierpaolo DETTORI, Servizi alle Imprese SRL, Italy)
- > Good parenthood practices in companies awarded by an “Equality Label” (Cristina LUNGHI, organizer of the Club of the companies awarded by an “Equality Label”, France)

10:45 a.m. Discussions with the audience

11:15 a.m. Closing Speeches

- > Anna ZÁBORSKÁ, Chairwomen of the Committee Women’s Rights and Gender Equality, European Parliament
- > Vladimír SPIDLA, Commissioner for Employment, Social Affairs and Equal Opportunities
- > NYAMKO SABUNI, Minister for Integration and Gender Equality, Sweden
- > Džamília STEHLIKOVA, Minister for Human Rights and Ethnic Minorities, Czech Republic
- > Valérie LÉTARD, Secretary of State for Solidarity, France

12:00 p.m. Cocktail

Dominique ROUSSET, journalist, will animate the conference.