

PROGRAMME

IVth EQUALITY SUMMIT: EQUALITY AND DIVERSITY IN EMPLOYMENT

ORGANISED BY THE BELGIAN PRESIDENCY OF THE COUNCIL OF THE EUROPEAN UNION WITH THE SUPPORT OF THE EUROPEAN COMMISSION

15-16 November 2010- Crown Plaza and Sheraton Hotel
(3, Rue Gineste, 1210 Brussels)

Monday, 15 November 2010

8:00-09:00 **Welcome of participants**

9:00-10:30 **Introductory session: Discrimination and Equality in the workplace**

- Ms Joëlle MILQUET, Deputy Prime Minister and Minister for Employment and Equal Opportunities;
- Ms Viviane REDING, Vice-President of the European Commission, responsible for Justice, Fundamental Rights and Citizenship;
- Representative of the European Parliament (tbc);

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- Mr Conny REUTER, President, Social Platform;
- Ms Bernadette SEGOL, Secretary of UNI-Europa;
- Ms Thérèse DE LIEDEKERKE, Managing Director, BusinessEurope

Key note speech

- Ms Kyung-wha KANG, Deputy High Commissioner for Human Rights, United Nations
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10:30-11:00 **Coffee break**

11:00-12:30 **Film projection:** "Making the best use of everyone's talents: promoting diversity in the workplace"

Combating discrimination in the workplace: Panel with Equality bodies and Equinet

Chair: Ms Belinda PYKE, Director, DG Employment, Social Affairs and Equal opportunities, European Commission

Panelists:

- Ms Mandana ZARREHPARVAR, Chair of the Executive Board, European Network of Equality Bodies (EQUINET);
- Mr Jozef DE WITTE, Director, Belgian Centre for Equal Opportunities and Opposition to Racism;
- Ms Katri LINNA, Equality Ombudsman, Swedish Equality Ombudsman;
- Ms Mari-Liis SEPPER, Commissioner, Gender Equality and Equal Treatment Commissioner, Estonia;
- Mr Vasilis KARYDIS, Deputy Ombudsman, Office of the Greek Ombudsman Human Rights Department

12:30- 14:00 **Lunch**

14:00-15:30 **Workshops:**

➤ **Workshop 1 : Contribution and role of the social partners to equality and diversity policies**

Moderated by M. Jean-Pierre GARSON, Head of the Non-Member Economies and International Migration Division in the Directorate for Employment, Labour and Social Affairs, Organisation for Economic Co-operation and Development

Panelists:

- Ms Maria GALLOTTI, Geneva, ILO Migration- Brussels;
- M. Said DARWANE, representative of ETUC ;
- M. Matthew HIGHAM, Adviser, Social Affairs Department, Business Europe
- Ms Helen HOFFMAN, representative of UEAPME;
- M. Kasia JURCZAK, Programme Manager, Fundamental Rights Agency;
- Representative of The Labour Foundation, Netherlands;
- Ms Paloma LOPEZ, Confederal Secretary in charge of Employment and Migration at Trade Union Confederation of Worker's Commissions, Spain;
- M. Adam ROGALEWSKI, OPZZ LGBT;
- M. Stefaan PEIRSMAN, Diversity Consultant, Coördinator Diversiteitwerking ACV

➤ **Workshop 2 : Contribution and role of the public employers to equality and diversity policies**

Moderated by M. Krzysztof SMISZEK, Deputy President, Polish Society of Antidiscrimination Law, Poland

- M. Fabrizio MARRAZZO, President, Arcigay Roma, Italy;
- Ms Anne-Sophie PARENT, AGE Platform, Belgium;
- Ms Rosa Maria BRIGNONE, Head of Equality and Diversity Unit/DG Personnel, European Parliament, Belgium;
- M. Ilie DINCA, President, National Agency for Roma, Romania;
- Ms. Gloria MILLS, National Secretary for Equalities, UNISON, United Kingdom;
- Ms Silvia AKIF, Responsible for the Diversity Projects, SELOR, Belgium;
- Ms Marie-Claire Foblets, Professeur de Droit et d'Anthropologie, Katholieke Universiteit Leuven, Belgium (tbc).

➤ **Workshop 3 : Which tools to welcome diversity in companies?**

Moderated by M. Vasco MALTA, Legal adviser, High Commission for Immigration and Intercultural Dialogue (ACIDI), Portugal

- M. Stig LANGVAD, Chairman, Danske Handicaporganisationer, Denmark;
- M. Johannes GUTMANN, Managing Director, SONNENTOR Kräuterhandels GmbH, Austria;
- M. Uduak ARCHIBONG, Director Centre for Inclusion and Diversity, University of Bradford, United Kingdom;
- Ms Polena BENIC, Human Resources Manager, Mercator IP, Slovenia;
- Ms Anita CELAREC, Psychologist, Mercator IP, Slovenia;
- Ms Kay ALLEN, Head of Social Action and Inclusion, Royal Mail Group, United Kingdom;
- M. Jos WOUTERS, Policy officer Employment and Reasonable Accommodations, Equal Rights for Every Person with a Disability, Belgium;
- Ms Lia KALLIDOU, Publicity - Promotion and Press Office, Democratic Labor Federation, Cyprus;

➤ **Workshop 4 : Which tools to react to discrimination in companies?**

Moderated by Ms Patricia PRENDIVILLE, Independent equality expert, Director of Equality Works, Ireland

- M. Carsten TAMS, Senior Vice President, Bertelsmann Ethics & Compliance Executive, Bertelsmann Inc., Germany;
- Ms Rózsáné Mariann LUPKOVICS, Deputy of the Women's Board, Hungarian Trade Union's Confederation, Hungary;
- M. Chibo ONYEJI, Deputy President of the Management Board, ENAR, Belgium;
- M. Geoffrey ROSS, L'autre Cercle

15:30-16:00 **Coffee break**

16:00-17:30 **Workshops**

19:30 **Dinner and social event : Halles St Géry** (23, Place St Géry, 1000 Brussels- Shuttles departing from 7pm to 7.30pm and returning from 10.30pm to 11pm)

Tuesday, 16 November 2010

9:00-9:30 **The economic and financial crisis: a catalyst or an obstacle?**

Key note speech

- Ms Ilze BRANDS-KEHRIS, Chairperson of the Fundamental Rights Agency management board
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9:30-11:00

Recommendations from workshops and stakeholders debate

Moderated by M. Niall CROWLEY, Independent equality expert, Ireland

- Ms Evelyne PARADIS, Vice Chair of the Social Platform's Working Group on Fundamental Rights and Non-Discrimination, Belgium;
- Ms Veronica NILSSON, Policy officer gender equality and LGBT, European Trade Union Confederation, Belgium;
- Ms Heidi LOUGHEED, Chair of Equal Opportunities Network, Business Europe, Belgium;
- M. Daniel VAN DAELE, Secretary General, FGTB, Belgium;
- Ms Lianou Eygenia, Human Resources Manager, COCO-MAT, Greece.

11:00-11:30

Coffee break

11:30-12:30

Session with Ministers, moderated by Ms Joëlle MILQUET, Deputy Prime Minister and Minister for Employment and Equal Opportunities:

Which way forward?

12:30-13:00

Closing statements

- Representative of the Polish Government;
- Mr László ANDOR, European Commissioner responsible for Employment, Social Affairs and Inclusion;
- Ms Joëlle MILQUET, Deputy Prime Minister and Minister for Employment and Equal Opportunities.

13:00

Lunch

End of the Conference
