



Conference

“Better Performance through Diversity — Equal Opportunities as an Asset for Tomorrow’s Management”

7 and 8 June 2007 - Stockholm, Sweden

City Conference Center, Folkets Hus, Barnhusgatan 12-14 –SE - 10726 Stockholm

- **“2007: European Year of Equal opportunities for All”**

Despite extensive European legislation on guarantying equal opportunities on the labour market, some categories of the population are still confronted with **discrimination** concerning the access to employment or in their career (elderly, ethnic and religious minorities, gay and lesbian people, disabled, etc).

Moreover **women** are still confronted with **numerous obstacles in their career** (pay gap, stereotypes, work and family life balance, etc.) that limit their access to **decision-making positions**.

Managing our diversity by ensuring fairness and equality is becoming crucial in today’s changing and complex society. Some successful organisations understand these changes and see the **benefits of promoting diversity**.

- **Objectives of the conference**

The CEC conference aims at **raising awareness** of all stakeholders on the advantages of **promoting gender equality and diversity policies in the companies**. CEC will focus on **good practices** on equal opportunity in the workplace and on the **role of executives and managerial staff** both as promoter of diversity and potential victim of discriminative behaviour.

- **Languages**

The interpretation will be provided in English and French.

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With the support of the European Commission

Programme

Thursday 7 June:

An overview of the current situation and initiatives at European level

14.00 Registration

14.30 Welcome Address by Georges Liarokapis, CEC President
and Annika Elias, Ledarna President

15:00 Discrimination at the Workplace: Sketches on Practical Discrimination Cases

15:00 "Framtidens Ledarskap"
Theatre group :
Discrimination at the workplace with focus on management
Exchange with the audience

16:15 Coffee break

16:30 PANEL DISCUSSION - Equal Opportunities: What happens in Europe ?

Moderator: Georges Liarokapis, CEC President

16:30 Pia Engstrom Lindgren, European Commission - DG Employment, social affairs & equal opportunities - Unit G2: *Equality between Men/Women, Action against Discrimination*

16:50 Robert Anderson, European Foundation for the Improvement of Living and Working Conditions:
Measures to promote diversity in the workplace: gender, age and disability

17:15 Panel discussion: The European Social Partners
ETUC: Maria Helena André, Deputy Secretary General
BUSINESSEUROPE: Loes van Embden Andres, Director International Social Affairs
VNO-NCW, Netherlands
EUROCADRES: Christer Forslund, Vice-President
CEC/Ledarna: Annika Elias, Ledarna President
The Framework of Action on Gender Equality: an Example of the European Social Partners Initiatives to Promote Equal Opportunities.

17.45 Discussion

18.00 End of the first day

20.00 Dinner at the Vasa Museum (*Galärvarvsvägen 14, S-102 52 Stockholm*)

Friday 8 June:

Good Practices at National and Company Level

08.30 Registration

09:15 Introduction by Erica Grundberg, HR Manager, IKEA Stores, Stockholm

PARALLEL WORKSHOPS : Sharing Best Practices to Promote Equal Opportunities in Companies

09.45 Workshop 1: Women in Management – Good Practices to Tackle the Obstacles (pay gap, stereotypes, work and family life balance, etc.)

Moderator and Rapporteur: Alvaro Larramendi, Lawyer and Laurence Matthys, CFE-CGC

- François Vincent, Expert, *Total Company agreement on gender equality*
- Carole Couvert, National Secretary, CFE-CGC, France
- Antje Schilling, Solicitor, VAA: *Equal Opportunities for Women in Management in Germany*
- Petra Wilton, Head of Corporate Affairs, Chartered Management Institute, UK
- Beata Nagy, Professor Corvinus University of Budapest: *The Situation of Women and Management in Hungary*

Panel discussion

09.45 Workshop 2: Diversity at the Workplace - Innovative Practices to Retain and Integrate Groups of Workers Discriminated on the Ground of Age, Ethnicity or Race, Disability, Sexual Orientation, Religion/Belief

Moderator and Rapporteur: Ludger Ramme, CEC Secretary General and Andreas Zimmermann, Director of social policies in ULA

- Caroline Houdent, Manager, Diversity initiative for Europe, IBM
- Sylviane Balustre-d'Erneville, Diversity and Inclusion Manager, L'OREAL, France
- Katarina Janvid, Ombudsman Against Ethnic Discrimination, Sweden
- Albert Kehrer, Board Member, Völklinger Kreis, Federation of Gay Managers, Germany
- Anne-Sophie Parent, Director AGE, European Older People's Platform

Panel discussion

12.30 Lunch

14.00 Plenary Session: Presentation of the Results from the Workshops

Report on Workshop 1 and 2: content of the debates, results

15.00 Discussion and drafting of conclusions: Toolkit for managers to promote diversity

15:30 Closing remarks : Marcia de Wachter, Director of the National Bank of Belgium

16.00 End of the conference



The CEC represents 1,5 million executives and managerial staff in Europe organised into national federations and European branch federations. Since the end of the 1980s, the CEC contributes, as a social partner, to the European social dialogue. The CEC has made the task of defending the managers' specific interests its own, while maintaining dialogue with other parties.

CEC is consulted by the European Commission on all initiatives in the field of employment and social affairs (articles 138 and 139 EC Treaty). It is also part of the employees delegation in the negotiation with the employers' organisations at European level.

The CEC promotes a European integration clearly in favour of the principle of performance and competition, but also the social market economy and a value-oriented way of conducting business, since the respect of social obligations is an added value for economy in the long run.

For more information please visit : www.cec-managers.org