

Foundation Seminar Series 2013

Session Two: Promoting diversity at the workplace: a strategy for inclusion and competitiveness

Dates: 3 October 2013, 8h30 – 16h30
4 October 2013, 8h30 – 16h00

Venue: Fundamental Rights Agency (FRA)
Schwarzenbergplatz 11
1040 Vienna, Austria

Programme

Interpretation: Simultaneous Interpretation English - French - German - Plenary Sessions only

Thursday 3 October

8.30 Registration & coffee

9.15 Welcome address and Introduction

Friso Roscam Abbing, Head of Communication Department, Fundamental Rights Agency
European Union Agency for Fundamental Rights

Isabella Biletta, Research Manager, Working Conditions and Industrial Relations Unit,
Eurofound

Maurizio Curtarelli, Research Officer, Working Conditions and Industrial Relations Unit,
Eurofound

09.55 Key points on Managing diversity

Isabella Biletta, Research Manager, Eurofound

10.00 Between regulatory and voluntary action

Alain Klarsfeld, Professor, Toulouse Business School

Discussion

10.45 Gender and diversity management

Francesca Bettio, Professor of Economics, Università di Siena and European Network of
Experts on Gender Equality (ENEGE) network

Comment: **Irene Riobóo Lestón**, European Institute for Gender Equality and Universidad Rey
Juan Carlos, Madrid

11.30 Coffee break

12.00 Ethnic diversity and the Roma in the labour market

Chair: **Vida Beresnevičiūtė**, Freedoms and Justice Department, Fundamental Rights Agency, European Union Agency for Fundamental Rights

Andrey Ivanov, Senior Policy Advisor, Fundamental Rights Agency

Comment: **Tadas Leoncikas**, Research Manager, Living Conditions and Quality of Life, Eurofound

12.45 Lunch

14.30 Country Profiles – Three parallel workshops

Workshop 1

Presentations: **Austria, Italy, Belgium, Slovakia**

Moderator: **Maurizio Curtarelli, Anna Ludwinek**

Workshop 2

Presentations: **Portugal, Estonia, Ireland**

Moderator: **Isabella Biletta, Tadas Leoncikas**

Workshop 3

Presentations: **Spain, Finland, Slovenia**

Moderator: **Barbara Schmidt, Hans Dubois**

16.30 End of day one

20.00 Dinner

Restaurant “SALMBRÄU”

Rennweg 8, 1030 Wien



Friday 4 October

8.45 **Registration & coffee**

9.00 **What is in it for business and workers?**

Chair: **Isabella Biletta**, Research Manager, Working Conditions and Industrial Relations Unit, Eurofound

How beneficial is labour diversity for firms' productivity and innovation?

Mariola Pitlikova, Assistant Professor at Aarhus School of Business, Aarhus University

Negotiations clusters for SMEs' diversity policies

Jean-Paul Peulet, Head of Department, Coordination NAALC-ARACT Network, ANACT

10.00 **Company Case Studies – Three parallel workshops**

Workshop 1

Presentations: **Carrefour** (**Mathilde Tabary**, Social Development Officer) and **Dublin Bus and Veolia Transport Company Dublin**, (**Patricia Normanly**, Manager, Employee Development & Equality, Dublin Bus and (**Sammy Deen Akorede**, Revenue Protection Officer, Veolia)

Facilitator: **Maurizio Curtarelli, Anna Ludwinek**

Workshop 2

Presentations: **Farnell Element 14** (**Catherine Kirkland**) and **Tryg** (**Birgitte Kofod**, Head of CSR)

Facilitator: **Isabella Biletta, Tadas Leoncikas, Sophia MacGoris**

Workshop 3

Presentations: **U. S. Steel Košice** (**Gabriel Kadar**) and **DEAKON Degen GmbH Kabelkonfektion**, (**Anneliese Degen**, Managing Director)

Facilitator: **Barbara Schmidt, Hans Dubois**

11.30 **Tripartite Sharing**

12.00 **Lunch**

13.00 **Discussion: challenges and solutions - Three parallel workshops**

Workshop 1 - Governments

Facilitator: **Maurizio Curtarelli**

Workshop 2 - Employers

Facilitator: **Tadas Leoncikas**

Workshop 3 - Unions

Facilitator: **Barbara Schmidt**

15.00 **Coffee break**

15.15 **Plenary session – Reporting back from the workshop sessions**

Moderator: **Maurizio Curtarelli**, Eurofound

15.45 **Wrap up and closing remarks**

John Kellock, Senior Policy Advisor to the Director of FRA, Fundamental Rights Agency
Juan Menéndez-Valdés, Director, Eurofound

16.00 **Seminar ends**