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