



SAPIENZA
UNIVERSITÀ DI ROMA



Conference:
The road towards Gender Equality: the role of industrial relations
VIRAGE project

27 June 2022 – Brussels

Background

Achieving gender equality is one of the EU's main objectives, already present in the Treaty of Rome under the provision setting-out the principle of equal pay for work of equal value. In the last two decades, key actions have been undertaken to broaden the meaning of gender equality beyond equal pay, to include labour market participation and decision-making positions, and add further relevance to this policy item in the EU agenda. Besides the fairness and inclusiveness aspects, gender equality can contribute significantly to the success of the EU's economy and society. In addition to legislative action, EU institutions have recently placed considerable emphasis on soft mechanisms, highlighting the role of social partners in addressing gender equality issues. Industrial relations are central to the employment relationship between workers and firms. Therefore, they could be an important lever for achieving gender equality on the labour market.

This conference aims at fostering our knowledge of the role played by industrial relations systems in addressing gender equality on European labour markets as well as identifying key factors related to social dialogue that can impact gender equality. The research project "Visualising and Measuring the Role of Industrial Relations in Addressing Gender Equality" (VIRAGE - VS/2020/0115) will inform the discussion. Its findings will show how industrial relations and social dialogue can shape progress towards the achievement of gender equality in Europe. Further information can be found on the project [webpage](#). The conference will conclude on a panel discussion bringing together participants from EU member states and EU-level organisations. The discussion will centre around best practices and developments in stakeholder strategies to ensure and achieve progress towards gender equality.



Draft Agenda

- 09:00 – 09:30 **Registrations**
- 09:30 – 09:35 **Welcome**
Cinzia Alcidi, Director of Research, Head of Economic Policy and Jobs & Skills Units (CEPS)
- 09:35 – 10:00 **Keynote speech**
Katarzyna Szkuta, Advisor to the Belgian State Secretary for Gender Equality, Equal Opportunities & Diversity, Sarah Schlitz in the Federal Government
- 10:00 – 11:15 **Visualising and Measuring the Role of Industrial Relations in Addressing Gender Equality (VIRAGE):
The Situation in Four EU Member States**
- Presentation of research findings from national reports
 - EU-wide findings in a comparative perspective
 - Q&A
- Moderator: TBC
Presenters: Alexandre Ounnas (CEPS), Marcella Corsi (Sapienza University of Rome), Flore Debruyne (HIVA, KU Leuven), Agnieszka Chłoń-Domińczak (Warsaw School of Economics), Ylva Ulfsdotter Eriksson (University of Gothenburg)
- 11:15 – 11:45 *Break*
- 11:45 – 13:00 **Gender Equality and Industrial Relations in the Data**
This session will focus on findings from the empirical analyses using both qualitative and quantitative data on the role of industrial relations and gender equality with contributions from presenters and discussants.
Moderator: Marcella Corsi (Sapienza University of Rome)
Presenters: Giulia Zacchia (Sapienza University of Rome)
Alexandre Ounnas (CEPS)
Discussants: Irene Rioboo Leston (European Institute for Gender Equality)
Maria Caprile Elola-Olaso (Notus-asr Applied Social Research Center)
- 13:00 – 14:00 Lunch
- 14:00– 15:15 **The Road Ahead Towards Gender Equality**
This panel will discuss how to (further) mobilise social partners and all relevant stakeholders in the fight for Gender Equality.
Moderator: Ylva Ulfsdotter Eriksson (University of Gothenburg)
Panelists: Nathalie Greenan (The Employment and Labour Research Centre, CEET)
Amel Selma Djemai (The European Services Workers Union, UNI europa)
Soline Whooley (Community of European Railway and Infrastructure Companies, CER)
Outi Niiranen (European Commission)
- 15:15 – 15:25 **Visualising the Discussion**
Presentation of the live event illustration
- 15:25 –15.40 **Concluding remarks**
Karolien Lenaerts (HIVA, KU Leuven)