

Agenda Conference:
“From membership to leadership: advancing women in trade unions”
Date: 11 – 12 March 2010
Venue: Parc Hotel Alvisse, Luxembourg

Day one - 11 March 2010

- 09:30 – 10:00 Registration of participants
- 10:00 – 10:30 **Welcome speeches by:**
- Viviane Goergen, *Deputy General Secretary LCGB, former President of the ETUC Women’s Committee*
 - Nicolas Schmit *Minister of Labour Luxembourg*
 - Catelene Passchier, *ETUC Confederal Secretary*
- 10:30 - 11:00 **Presentation of ETUC 8th of March 2010 survey findings: overview of progress made with regard to gender equality in the European trade union world**
- Cinzia Sechi, *ETUC Adviser*
- 11:30 - 11:45 Coffee break
- 11:45 – 13:00 **Panel: Female “ambassadors” (women in high level positions in politics, trade unions, business, EU Institutions)**
Moderator: Jane Pillinger (Expert)
- **Evie ROOS**, *VP human resources and board member, Arcelor Mittal SA*
 - **Ivana Brenkova**, *VP of the Trade Union of Health Service and Social Care in the Czech Republic*
- With debate*
- 13:00 - 14:30 Lunch break
- 14:30 - 15:30 **Exchange of good practices: how women have broken through the glass ceiling in trade unions. Case study examples from the national confederations and sectors**
Moderator: Karin Enodd (LO-Norway)
- *“How to cope with gender stereotypes, the glass ceiling and the sticky floors in ‘male dominated’ branches”, Katrien van der Helst , FGTB Belgium*
 - *“Mainstreaming, empowerment and women’s value: the experience of CGIL”, Aitanga Giraldi, CGIL Italy*
- With debate*
- 15:30 - 16:00 Coffee break
- 16:00 - 17:15 Work in smaller groups (EN, FR and multi-lingual) to prepare recommendations
- 17:15 - 17:30 End of day one, practical announcements



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Day two - 12 March 2010

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| 09:00 – 09:45 | Report back from working groups |
| 09:45 – 10:30 | <i>"How to empower women in leadership?"</i> Mirella Visser, Centre for Inclusive Leadership, The Netherlands

<i>With debate</i> |
| 10:30 - 10:45 | Coffee break |
| 10:45 – 11:30 | Implementation of the European Social Partners' Framework of Actions on Gender Equality, priority "Promoting women in decision-making"
<i>National/sectoral cases/ examples</i>
Moderator: France Sponem Perez (FO, France) <ul style="list-style-type: none">• <i>"Women in decision-making and collective bargaining in trade unions- 20 years experience of independent Latvia"</i>, Ariadna Abeltina, LBAS Latvia• <i>"Workplace negotiations and women's access to decision-making positions"</i>, François Fatoux, ORSE (Study Centre for Corporate Social Responsibility), France |
| 11:30 – 12:45 | Panel: "How to promote women in decision-making in trade union structures in view of the ETUC Congress 2011".
<i>Round table with trade union leaders to discuss strategy and possible actions.</i>
Chair: Catelene Passchier, ETUC Confederal Secretary <ul style="list-style-type: none">• Carola Fischbach-Pyttel, EPSU General Secretary• Jean-Claude Reding, OGBL President• Patrick Dury, LCGB Secretary General |
| 12:45 – 13:00 | Final recommendations and action plans to be taken forward to all relevant decision-making bodies ETUC and member organisations . <ul style="list-style-type: none">• Catelene Passchier, <i>ETUC Confederal Secretary</i> |
| 13:00 | Lunch and end of conference |

