

**“Trade Unions against Discrimination”  
project**

***3<sup>rd</sup> Seminar on Gender***

**Wednesday 18 & Thursday 19 September 2024**

Julián Besteiro UGT School  
 Azcona, 53 PC 28028 Madrid – Spain

*Interpretation: English, Spanish, Italian*

**Agenda**

Day 1	Wednesday 18 September 2024
9h00 – 9h30	<i>Registration &amp; welcome coffee</i>
9h30 – 10h00	<b>Welcome words and Opening</b> <ul style="list-style-type: none"> <li>- Cristina Antoñanzas Peñalva - UGT Deputy General Secretary</li> <li>- Giulio Romani - ETUC Confederal Secretary</li> <li>- Aina Calvo Sastre - State Secretary for Equality and for the Eradication of Violence against Women</li> </ul>
10h00 – 11h00	<b><u>Panel discussion</u></b> <b><i>The concept of intersectionality in EU legislation on gender equality: potentials and shortcomings</i></b>  <b><u>Chair:</u></b> Aline Brüser – ETUC Advisor <ul style="list-style-type: none"> <li>- Kalina Arabadjieva - ETUI Senior Researcher</li> <li>- Marta Pompili, EQUINET Policy Officer</li> <li>- Cristina Hernández Martín, Director of the Women's Institute</li> <li>- Ana Maria Corral - UGT Head of the Migration Department</li> </ul> Q&A
11h00 – 11h30	<i>Coffee break</i>
11h30 – 13h00	<b><u>Workshop 1</u></b> <b><i>Experiences of women being discriminated at the workplace (intersectional approach)</i></b>  <b><u>Moderator:</u></b> Francesca Carrerra - Fondazione Giuseppe Di Vittorio Expert <i>Open discussion</i>

13h00 – 15h00	<i>Lunch at the CIRKuK Gastrobar Av. de Bruselas, C. de Bayona, 44 esquina, 28028 Madrid, Espagne</i>
15h00 – 16h30	<p><b><u>Workshop 2</u></b>  <b><i>Best trade unions practices to combat discrimination and gender inequality</i></b></p> <p><i>Moderator: Sarrah Bentahar - ETUC Project Officer  Roundtable discussion during which one representative per trade union will be invited to present a good practice</i></p>
16h30 – 17h00	<p><b>Conclusions of the 1st day</b></p> <ul style="list-style-type: none"> <li>- Cristina Antoñanzas Peñalva - UGT Deputy General Secretary</li> </ul>

<b>Day 2</b>	<b>Thursday 19 September 2024</b>
9h00 – 9h30	<i>Registration &amp; welcome coffee</i>
9h30 – 11h00	<p><b><u>Workshop 3</u></b>  <b><i>Policy recommendations to overcome intersectional discrimination at the workplace (drafting exercise)</i></b></p> <p><i>Moderator: Mercedes Milette - ETUC Senior Advisor  Open discussion</i></p>
11h00 – 11h30	<i>Coffee break</i>
11h30-12H30	<p><b><u>Thematical focus</u></b>  <b><i>Tackling Violence and Harassment against Women at Work</i></b></p> <p><i>Presentation of the ETUC report “Safe at work, safe at home, safe online”</i></p> <ul style="list-style-type: none"> <li>- Aline Brüser – ETUC Advisor</li> </ul> <p><i>Reaction</i></p> <ul style="list-style-type: none"> <li>- Sonia Álvarez Enríquez - UGT Equality Secretary</li> <li>- Olga Elizabeth Sánchez Ortiz- Spokesperson of the Rumiñahui's Association's board of directors</li> <li>- Nikki Pound, TUC Women's Policy Officer</li> </ul> <p>Q&amp;A</p>
12h30 – 13h00	<p><b>Conclusions of the 3<sup>rd</sup> learning seminar</b></p> <ul style="list-style-type: none"> <li>- Giulio Romani - ETUC Confederal Secretary</li> </ul>
13h00	<i>End of the seminar &amp; light lunch</i>