

Towards Gender Equality in Europe

Call for contributions!

26th – 27th September 2023, Bratislava

Slovak National Centre for Human Rights invites all experts on gender equality to an international multidisciplinary conference on gender equality at the workplace. If your goal is to promote gender equality through human rights advocacy and education, legal counselling and services, legal and social-science research or through public policy or employment practices at your organisation, you certainly have inspiring story to share!

At the conference, we will discuss whether we as a European community have come closer to the desired destination – gender equality, what are the accomplishments and failures from the previous decades and which direction will lead us towards our goal in the era of multiple world crises. All the above aspects will be discussed in the context of three specific thematic areas:

- 1. Work-life balance**
- 2. Gender, intersectionality, and discrimination in employment**
- 3. Sexism and sexual harassment at the workplace**



Submission of contributions to the conference

Do you focus on one of the above-mentioned areas in your professional work or activism? Would you like to present results or best practice of your organisation be it a CSO, public body or private company? Would you like to present relevant research findings? Submit your contribution to our conference!

Send us a short abstract with a description of your contribution until **25 June 2023** via [registration form](#). We will inform you about the selection of contributions in the first week of July.

Each contribution will have allocated time of **20 – 40 min**, there isn't any strict format requirement - including but not limited to interactive, digital, or experiential methods.

Authors of accepted contributions will be offered accommodation and reimbursement of travel costs. Further information regarding travel and accommodation will be provided to invited guests.

There is no registration fee applied.

For more information, please contact: ujhazyova@snslp.sk

1. Work-life balance

In the work-life balance section, we will discuss what we know about the real working conditions and work-life balance based on available data in various countries or internationally, especially about the conditions for vulnerable groups of employees at the workplaces. At the same time, we will discuss the relevance of the concept of work-life balance for the improvement of working conditions and gender equality in the context of current societal challenges.



Our societies stand in the centre of multiple crises, with climate crisis as the ultimate one. Measures implemented during COVID pandemics and new technologies including AI have brought visions of new opportunities in some professions but created higher vulnerability in others. We should also reflect the knowledge gathered by research of youth that Gen Z, who will live through the crises and will bear the burden of the solutions, focuses on living now, values memories over possessions and puts personal life over work instead of trying to find the balance between them in standard understanding.

2. Gender, intersectionality, and discrimination in employment

Women still face gender-based discrimination in recruiting, payment and working conditions or carrier opportunities. However, social situation of women, their nationality and other aspects of their identities might underline discrimination or do the opposite.



In the section on gender, intersectionality, and discrimination in employment we will reflect the culture of employment (and respect of employees' rights) in general. To what extent is the respect towards employees including their identity, personality, and specific social roles transferred into the personal policy of an organization? Apart from the soft concept of the employment culture, we will focus on the legal framework, effectivity of protective measures and access to justice. Finally, we will share inspiring practices of promoting diversity at the workplace and countering intersectionality through communication campaigns or on policy level.

3. Sexism and sexual harassment at the workplace

Sexism at the workplace might take various forms, from implicit sexist culture to direct forms of discrimination which might transform into aggressive behaviour. Although it might be hard to capture sexist culture in the legal framework, social science research confirms that sexist culture at the workplace is a very strong precursor to incidents of sexual harassment and, at the same time, it creates de facto barrier for any effective protection of victims.



Elimination of sexism, including formalized internal norms and unwritten rules and dynamics at the workplace, is, therefore, necessary to fight sexual harassment and to achieve authentic gender equality at work. Many workplaces had undergone numerous trainings or preventive programmes. The question is, which approaches are effective in transformation of internalized sexism, and which just slide on the surface.

In the section of sexism and sexual harassment we will focus on education of diverse groups (children, youth, employers, employees), prevention mechanisms and protection of victims at the workplaces. In relation to this topic, we will also question the changes in perspectives across generations and ask whether we head towards higher sensitivity or rather political correctness.