"Towards a New Gender Contract: Implementing gender equality in times of crisis"

Prague, 7-8 February 2018

Presentations

Welcome by Jan Willem Goudriaan, EPSU General Secretary and Gloria Mills, President of the Women’s and Gender Equality Committee/European Federation of Public Service Unions (WGEC/EPSU)

Jan Willem Goudriaan

In May 2014, Jan Willem Goudriaan was elected as the new General Secretary of the European Federation of Public Services Trade Unions (EPSU) at the 9th EPSU Congress. He started in the Dutch public services trade union AbvaKabo-FNV in 1989.

In November 1992 he started to work with EPSU. He was EPSU's Deputy General Secretary from 1997 to 2014. He pioneered the social dialogue with the employers in the electricity, gas as well as local government sector.

Together with the trade union delegations he negotiated European Works Council agreements and transnational company agreements including with Europe's leading energy and water companies including a groundbreaking deal on improving equality and equal pay in GdfSuez. He actively promoted the social dimension of the Energy Community for South East Europe and has been an active campaigner against the privatisation of water companies in the EU amongst others.

He proposed and is vice-President of the first ever successful European Citizens' Initiative on the Human Right to Water and Sanitation which collected 1.9 million signatures.

He is a member of the ETUC Executive Committee as well as the Executive Board of Public Services International, the global trade union federation of public services unions.
**Gloria Mills**

Gloria Mills is National Director of Equalities and a senior manager at UNISON – the public service union representing 1.3 millions members over 1 million women. Gloria became the first Black woman President of the British TUC and has been instrumental in changing the agenda, structure and culture of trade unions - putting women and equality issues at the heart of trade unions, public policy and political agendas.

Gloria is President of the European Trade Union Confederation Women’s Committee and EPSU Gender Equality Committee. A member of ETUC, TUC General Council and Employment Appeal Tribunal. She has a Master in Business Administration and was awarded the MBE for services to trade unions in 1999 and the CBE in the Queen’s New Year’s Honours in 2005 for services to equalities and an Honorary Doctorate in Laws from Staffordshire University for work on equality and employment rights.

**Mgr. Michal Novák**

Representative of the deputy for management of the administration and social policy.

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**Panel 1: Gender Pay and Employment Gaps**

**Alexa Wolfstädter**

Responsible for women's and equality policy in Ver.di (or previously ÖTV) for over 20 years with a focus on collective bargaining / equal pay and equality in public services.

For more than 10 years Member of the Gender Equality Committee of EPSU and the Board, Vice-President of the Committee for 5 years.

**Richard Pond**

Policy Officer Collective Bargaining at the European Federation of Public Service Unions (EPSU)
Manuela Tomei

Director of the Conditions of Work and Equality Department, International Labour Office (ILO) since 2013. Prior to that, Ms Tomei held various posts in the ILO, both at Headquarters in Geneva, Switzerland, and in the ILO’s Regional Office for Latin America and the Caribbean in Lima, Peru. She was the lead coordinator of the preparatory work which culminated in the adoption of the first international labour standards on decent work for domestic workers in 2011. She has overall responsibility for the coordination of labour migration-related work in the ILO, including a general discussion on labour migration at the International Labour Conference (ILC) leading to the adoption of a Resolution concerning fair and effective labour migration governance in June 2017.

She is presently leading preparatory work for new international labour standards on violence and harassment against women and men in the world of work which will be discussed at the ILC in June 2018.

She authored the first two Global Reports on discrimination at work produced in the framework of the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work. She has written and provided policy advice on a range of subject matters, including gender, poverty and work, informal and non-standard forms of employment, and wages and the gender pay gap.

Héctor Casado López

Deputy Director-General for Labour Relations - State Civil Administrator since 1999.

Degree in Law by San Pablo CEU University. Advanced Studies Diploma on Public and European Law; Diploma on University Teaching. Lawyer specialised on Public Law and arbitration (currently non practicing).

At central government, he has worked as a cabinet member of the Minister of Justice and as Cabinet Director of the Undersecretary of Justice.

At Madrid regional government, he has worked as Director-General for quality and citizen services and as Technical Secretary General for Economic Affairs and Finance.

At private sector, he has worked as head of public law department for Deloitte Spain.

Currently, he is Deputy Director-General for Labour Relations at MINHAFP and Spanish representative at EUPAE, who holds the Chair of EUPAE for 2018-2019.
Lionel Fulton

Secretary of the Labour Research Department (LRD) in London, the main independent research body for UK trade unions. During his period at the LRD he has written regularly on European industrial relation and equality issues. He worked on the ETUC’s gender equality surveys in 2016 and 2017, and he has produced a number of reports for EPSU, including a report on the gender pay gap in public services in 2013, and three reports on the impact on women in the public sector of cuts in public sector pay and employment, in 2011, 2013 and 2016.

Panel 2: Rebalancing Work and Family Life

Cinzia Sechi

Experienced policy advisor for the European Trade Union Confederation (ETUC). She mainly deals with gender equality, migration and European social dialogue issues. She has been involved in several negotiations with EU-level employers, including EU Social Dialogue work programmes, framework agreements and joint projects (some of which addressed gender equality issues). In the context of gender equality, she is responsible for producing, disseminating and monitoring policy documents and surveys among ETUC members on issues related to trade unions’ strategies on gender equality (such as: women in trade unions, gender mainstreaming, gender pay gap, reconciliation of work, family and private life, etc.).

She represents the ETUC in various high-level and ad-hoc EU groups (ie EIGE, EC Advisory Committee on gender equality, etc.) as to promote gender equality in trade unions and in the labour market, including ETUC Projects “Safe at home safe at work: trade unions’ strategies to prevent, manage and eliminate workplace harassment and violence against women” and “Bargaining for Equality”.

She holds a Bachelor’s Degree in Political Sciences and a Master’s Degree in European Employment Relations.
Panel 3: Valuing Public Care Services

Luca Scarpiello

Vice president of the European youth forum. Responsible for the social affairs portfolio as well as the relations with the council of Europe in the YFJ. Worked in the Puglia Regional government, from 2011 he starts working within the European Parliament, first as secretary of the Intergroup on youth and then as advisor to an MEP in the GUE/NGL group. His commitment with the trade unions starts in 2005 in the European confederal office of CGIL, now he is policy assistant with EPSU dealing with social services, digitalization and tax justice.

Dr Jerome De Henau

Senior Lecturer in Economics at The Open University in the UK. With a PhD in Applied Economics and Management from the Free University of Brussels (Belgium) obtained in 2006, his research interests are in gender analysis of economic issues and fiscal and social policy. He has recently led two projects on simulating gendered employment effects of investing in care in various OECD countries and in emerging countries (funded by ITUC and UN Women), and was previously involved in numerous research projects looking at gender inequalities within and between households and the impact of social policies. He is the co-chair (Policy) of the UK Women's Budget Group, an independent think tank made up of 400 activists and academics scrutinising the UK government’s fiscal and economic policies for their gender impact.

Viktória Szűcs

President of the Democratic Trade Union of Crèche Employees (BDMSZ) from 2008. - Hungary

Due to my position I am also:

- Executive member of the Forum for the Co-operation of Trade Unions (SZEF) - Budapest
- Member of Social Protection Committee of the European Trade Union Confederation (ETUC) – Brussels
- Member of the Health and Social Services Committee of European Public Service Union – Brussels
Jiří Horecký

Started his work career as director of Caritas Tabor, later he worked as care home director. Nowadays he works as the president of the Union of Employers’ associations in the Czech Rep. and at the same time as the president of the Association of Social Care Providers. He is a member of the Governmental Council for Seniors, the Governmental Council for Addict Policy and a member of the Governmental Council for Public Administration. He is also the advisor of the minister of labour and social affairs. On the European level, he is a member of the Executive Board of the European Association EAHSA and in 2016 he was elected president of the E.D.E. - European Association for Directors and Providers of Long-Term Care Services for the Elderly. Jiří Horecký has a bachelor degree in Business administration, two masters degrees in Public administration and a PhD in Economics.

Panel 4: Violence against Women and Reproductive Rights

Kalle Liivamägi

- Chairman of State and Self-government Institutions Workers (ROTAL) of Estonia since 1994.
- Member of EPSU Executive Committee
- Member of EPSU LRG Standing Committee and EPSU NEA Standing Committee
- He was elected two times to EPSU WGEC vice-president

Daniela von Wantoch-Rekowski

Part of the German Trade Union Ver.di (or previously ÖTV).
Marina Davidashvili

EPF Senior Policy Officer, joined EPF in 2006 as a Network and Knowledge sharing Facilitator for the EPF/UNFPA/EC Reproductive Health Initiative for Youth in South Caucasus. Currently she is in charge of policy development and advocacy for Central and Eastern Europe. She is also EPF Focal point for the advocacy at the Parliamentary Assembly of the Council of Europe where she works with selected Members of Parliaments on pushing forward issues related to reproductive health and gender equality and protecting ICPD PoA from anti-choice activities. Prior to joining EPF, Marina worked as collaborator of a Member of the European Parliament and Party Executive of Social Democrats in Berlin, Germany. She holds Master’s Degree in European Studies from Hamburg University and Bachelor in International Relations from Western University in Baku, Azerbaijan, where she is also a native. Marina is fluent in English, German, Russian and Spanish and has a good command of French.

Renée Jeryd

International officer, responsible for Kommunal’s gender equality and diversity work.

Renée has written the education program for “men’s violence against women” which is an insurance that is included in the membership fee.

Muriel MARCILLOUX

Panel 5: Gender Mainstreaming

**Barbara Helfferich**
Policy Officer WGEC at the European Federation of Public Service Unions (EPSU)

**Barbara Limanowska**
Senior Gender Mainstreaming Expert at the European Institute for Gender Equality. Prior to this she was engaged as the Regional Gender Adviser at the Regional UNDP Office in Bratislava and worked as a consultant for UN Office of the High Commissioner for Human Rights and OSCE.

**Jane Pillinger**
Independent research and policy advisor and has been working with social partner organisations and international organisations for over 25 years. She has worked with EPSU and the ETUC on various gender equality projects relating to equal pay, working time, gender based violence at work and gender mainstreaming, and has recently carried out work for the ILO and UNWomen on violence against women and men in the world of work.

**Randi Røvik**
Works as adviser in NUMGE Political Unit in the fields of gender equality, working life and social policy.