

Gender Equality for Parents@work: Preventing Discrimination and Moving Forward

Online EU Expert Meeting in the context of the project „Parents@work“

1st March 2021, 10:00 – 12:00 and 13:00 – 15:00 (CET)

For participation please register at office@lrsocialresearch.at and you will receive
→ the link for the meeting.

Background Information: The project „Parents@work“ started from the premise that parents are disadvantaged in workplaces because of their parenting or childcare responsibilities. Discrimination may include pejorative remarks, deterioration in work atmospheres, designation to inferior tasks and even termination of employment. Discrimination usually occurs due to prejudices: parents are still seen as being less flexible, productive and professionally involved as well as causing organisational troubles to employers because of their parenting responsibilities. Changing attitudes of companies, parenting employees themselves and society in general is necessary. This would lead to a more positive perception and reduce discrimination against parents in the workplace. This is precisely **the goal of the parents@work project.**

The project has been running since May 2019, carried out in Austria by L&R Social Research (project coordinator) and the Austrian Ombud for Equal Treatment; in Croatia by CESI – Center for Education, Counseling and Research and the Ombudsperson for Gender Equality in Croatia.

Since then, two comprehensive studies have been conducted: one with former Ombuds clients and working parents who were discriminated against, and one with companies and their perception towards parents at the workplace. The studies and further information are available via <https://parentsatwork.eu>.

The **expert meeting has two objectives:** on the one hand to present the results of the research conducted in Austria and Croatia as well as further implications of it for the participating Ombud institutions, to discuss these with an expert audience and to present other countries' experiences with discrimination against working parents; on the other hand to discuss the research results in the light of current developments: how should gender equality policies be further developed in order to prevent discrimination against parents? What additional elements are important to include given the arising of the pandemic – at European as well as national levels?

Programme

Morning Session (10:00 – 12:00, CET)		
Presentation of Current Research: Making discrimination against working parents visible to better prevent it in the future		
Moderation: Brigitte Handlos (journalist and co-founder of the women's media network)		
10.00-10.10	Welcome and introduction	
10:10-10:35	New insights into (hidden) discrimination against mothers and fathers at work and in job applications in Austria and Croatia	Nadja Bergmann, Claudia Sorger, Anamarija Tkalčec & Lana Kučer, Research Team of Parents@Work
10.35-11.00	Experiences from the Ombuds for Gender Equality in Austria and Croatia	Sabine Wagner-Steinrigl, Ombud for Equal Treatment Austria Kristijan Kevešević, Ombudsperson for Gender Equality in Croatia
11:00-11:20	Experiences in Estonia and insights from another Parents@Work-project	Liisa Pakosta, Commissioner for Gender Equality and Equal Treatment in Estonia
11:20-11:35	MASP – Master parenting in work and life in a new “work-life synergy” perspective	Giuseppina Corvino, Municipality of Milan – Labour Market Office Coordinator
11.35-12.00	Questions and answers	
12.00-13.00	Lunch Break	
Afternoon Session (13:00 – 15:00)		
Panel Discussion: Moving forward! Further development of gender equality policy to prevent discrimination and possible Covid 19-related backsliding.		
Moderation: Brigitte Handlos (journalist and co-founder of the women's media network)		
13:00-13:10	Welcome back and introduction	
13:10-14:45	Panel Discussion including questions and statements from participants Moana Genevey , Policy Officer Equinet Cornelia Amon-Konrath , Ombud for Equal Treatment Austria Lina Salanauskaite , Researcher/Analyst at EIGE Ivana Dobrotić , Marie Curie Fellow at University of Oxford, Department of Social Policy and Intervention Christina Stockfisch , German Trade Union Confederation (DGB)	
14:45-15:00	Wrap-Up of the Discussion	