

**Westminster Employment Forum Keynote Seminar:
Women in the workplace - next steps for policy and best practice**

Timing: Morning, Thursday, 5th March 2015

Venue: Royal Aeronautical Society, No.4 Hamilton Place, London W1J 7BQ

Agenda subject to change



8.30 - 9.00 Registration and coffee

9.00 - 9.10 **Chair's opening remarks**

Professor Colette Fagan, Faculty of Humanities, University of Manchester

9.10 - 10.00

Inspiring the next generation: careers advice, education and challenging the norm

Coca-Cola Enterprises Ltd

What steps can be taken to ensure that girls receive effective careers advice and guidance on all possible career pathways? What are the opportunities for innovation in how female role models and mentors demonstrate how women can pursue careers in non-traditional areas? What lessons have been learnt from the 'Inspiring Women' campaign ran by the Education and Employers Task Force and how can these be built upon? Have work experience and school visits proved effective in encouraging girls to study STEM subjects at GCSE, A-level and beyond; what further approaches could be tried? What future strategies can be pursued to encourage more women to take up Apprenticeships and technical education; how successful has the Government's 'Get in, Go far' campaign been in this regard so far? Given the recent figures showing that a record number of women are now in work, what further steps can be taken to help more women who are experiencing underemployment progress in their careers or move into full-time employment or training?

Sponsored by
**Coca-Cola
Enterprises**

Maria Kokkinou, Chief Diversity Officer and Talent Acquisition Director, Coca-Cola Enterprises

Lucy Collins, Research Assistant, Naval Architecture and Marine Engineering Office, University College London, on segment from the Ministry of Defence and Member, WISE Young Women's Board

Megan Clatworthy, Director of Programmes and Partnerships, Future First

Dr Jane Sullivan, Director, Newton Rigg College, Cumbria

Questions and comments from the floor

10.00 - 10.45

Future priorities for policy

Sharon Hodgson MP, Shadow Women and Equalities Minister

Jo Swinson MP, Parliamentary Under Secretary of State for Women and Equalities

Questions and comments from the floor

10.45 - 10.50

Chair's closing remarks

Professor Colette Fagan, Faculty of Humanities, University of Manchester

10.50 - 11.25

Coffee

11.25 - 11.30

Chair's opening remarks

Professor Colette Fagan, Faculty of Humanities, University of Manchester

11.30 - 11.45

Case study: Best practice in supporting working mothers

Sharron Pamplin, HR Director, UK & Europe, Atkins

11.45 - 12.20

Improving gender equality in the workplace

What impact has the right to request flexible working had so far in enabling more women to pursue their careers? Will the introduction of shared parental leave in April 2015 lead to additional pressure being placed on mothers who still choose to take 12 months' maternity leave? To what extent will the introduction of the Government's tax-free child care scheme prove effective in helping mothers return to the workplace; should the government's contribution to this scheme be extended further than its current level? Has the Government's 'Think, Act, Report' initiative been successful so far in improving in promoting greater transparency on gender employment issues in the workplace? What are the principal drivers for the continuing national pay gap between male and female employees working in equivalent roles? Are voluntary equal pay audits, as called for by Government in response to its consultation, published in June 2014, sufficient; should these be made compulsory for all large employers? Is the falling number of sexual discrimination claims resulting in an employment tribunal a cause of concern; what has been the impact of the introduction of employment tribunal fees?

Professor Suzan Lewis, Professor of Organisational Psychology, Middlesex University London

Gillian Howard, Employment Lawyer

Sally Brett, Senior Equality Policy Officer, TUC

Questions and comments from the floor with **Sharron Pamplin**, HR Director, UK & Europe, Atkins

12.20 - 12.55

Encouraging the next generation of female leaders

Perspectives on increasing the number of women in senior positions. What are the current barriers to women progressing within their organisations and how might these be overcome? How can employers actively encourage the promotion of female employees whilst maintaining fairness to male colleagues; how effective are boardroom quotas? Which industries are ones in which there are particular causes for concern with regard to lack of female leadership and how might these issues be addressed? Are all-women shortlists an effective way to improve the gender balance in Parliament, the Civil Service and other areas of public office? What other approaches could be taken to encourage more women to come forward as prospective candidates?

Dr Jane Grant, Member, Fawcett Society, Historian on the Women's Movement and former Director, National Alliance of Women's Organisations

Professor Simonetta Manfredi, Director, Centre for Diversity Policy Research and Practice, Oxford Brookes University

Ruth Passman, Head of Equality and Health Inequalities, NHS England

Questions and comments from the floor

12.55 - 13.00

Chair's and Westminster Employment Forum closing remarks

Professor Colette Fagan, Faculty of Humanities, University of Manchester

Thomas Overend, Forum Lead, Westminster Employment Forum