

Seminar

**FATHERHOOD AND EQUALITY POLICIES:
CHALLENGES AND INNOVATIVE APPROACHES FOR MINISTRIES,
HR DEPARTMENTS AND PUBLIC EMPLOYEES**

Maastricht, 20-21 January 2010

*Seminar venue:
European Institute of Public Administration
O.L. Vrouweplein 22
NL – 6211 HE Maastricht*

Organised by the

*European Institute of Public Administration (EIPA)
Website: www.eipa.eu*

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Despite all political rhetoric, men, fathers, and the issue of managing fatherhood policies are still underrepresented in all aspects of HRM-, equality- and other public service-reform policies.

Many studies show that fathers want to spend more time caring for their children, but often encounter different cultural and managerial problems in their workplace; meanwhile, equality of opportunity for women depends on the expanding role of men in family work. Moreover, fathers' low share of participation in parental leave contributes to upholding a gender-segregated labour market, which in turn helps to maintain the wage differential between women and men on the labour market.

However, many cultural changes are taking place and men are increasingly willing to achieve a better share between professional and family tasks.

For example, the number of European men taking parental leave is rising. Nevertheless, little is known with regard to what difficulties and consequences men experience when applying for leave in their organisations. What kind of organisational and HRM challenges exist for the public employers when designing, offering and implementing better opportunities (also for top managers) to combine professional and private life?

So far, despite the documented benefits and the political rhetoric, only a fraction of public services have implemented real 'family-friendly' measures, effective career development strategies and HRM policies, which make it more attractive for men to take parental leave and to take their share with regard to family life. However, workplace culture, management styles and HRM policies are decisive factors in managing effective fatherhood policies and in whether men decide to take more time for their families. In fact, more and more public employers wish to support workplaces that are promoting a culture allowing men to take the parental leave to which they are entitled. Indeed, many men would be willing to take parental leave if management practices, corporate culture and HRM policies were to make it more attractive.

Target Group:

This seminar is designed for public officials, HRM managers, anti-discrimination experts, staff of international organisations, universities, NGOs, and interested parties from the private sector involved in equality policies, the implementation of EU directives in the field of anti-discrimination, and all persons interested in the issue of men's- and fatherhood policies.

Objective:

This seminar aims at providing a platform for exchanging and sharing experiences of fatherhood policies within the national public services. Our objective is NOT to approach the topic negatively (i.e. most men are not willing...), but rather to discuss innovative and effective management and HRM approaches in the field.

Method:

Since participants will come from various Member States, this seminar will provide a unique opportunity to exchange ideas, experiences as well as good- and bad practices, in the form of a highly interactive conference. We will offer a combination of presentations, lectures, case studies, discussion forums, as well as an informal dinner.

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PROGRAMME

Wednesday 20 January 2010

- 9.00 **Introduction and welcome**
Christoph Demmke, Professor, EIPA Maastricht (NL)
Eberhard Schäfer, Väterzentrum (Berlin Fathers' Centre), Berlin (DE)
- 9.15 **The Politics of supporting active Fatherhood as part of Gender Equality.
European Practice with a Focus on Slovenia**
Maruša Gortnar, MA, Senior Advisor, Office of Equal opportunities,
Government of the Republic of Slovenia, Ljubljana (SI)
- 10.45 Coffee break
- 11.15 **Overcoming obstacles to paternity leave**
Sarah Højgaard Cawood, HR Department, Gender Equality Advisor,
Copenhagen Municipality (DK)
- 12.30 Lunch
- 14.00 **Fathers and parental leave policies: international comparisons**
Margaret O'Brian, Professor of Child and Family Studies, Centre for Research
on the Child and the Family, University of East Anglia, Norwich (UK)
- 15.15 Coffee break
- 15.45 **Current legal framework and plans to amend parental leave arrangements**
Tobias Müllensiefen, European Commission, Brussels (BE)
- 16.30 **Measures to reconcile job and family life for (male) top-mangers: the case
of Spain**
Alberto Grado Carmona, Representative of the Spanish EU Presidency (ES)
- 17.15 End of day
- 19.00 Dinner

Thursday 21 January 2010

- 9.00 **Including men and fathers in gender equality policies in the German federal civil service**
E.M. Welskop-Deffaa, Head, Department for Gender Equality, Ministry of Family, Women and Youth, Berlin (DE)
- 10.15 Coffee break
- 10.45 **Workshop: Fatherhood policies – what works, what does not and what is needed?**
- 12.30 Lunch
- 14.00 **A place for dads: organising a father-friendly culture with a Fathers' Centre – a case study from Germany**
Eberhard Schäfer
- 15.15 Coffee break
- 15.45 **Fathers, work and family life: global perspectives and new insights**
Berit Brandth, Professor, Social Science, Trondheim University (NO)
- 17.00 End of seminar

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GENERAL INFORMATION

Programme

The seminar will commence on Wednesday morning 20 January 2010 at 9.00 hrs and will finish on Thursday 21 January 2010 at 17.00 hrs.

Seminar venue

The seminar will take place at the European Institute of Public Administration, O.L. Vrouweplein 22, NL-6211 HE Maastricht, tel.: +31.43.3296222, fax: +31.43.3296296.

Working language

The seminar will be conducted in English.

Fee €725

The participation fee includes documentation distributed during the seminar, two lunches, one dinner and refreshments, coffee and tea during the breaks.

Accommodation and travel costs are at the expense of the participants or their administration.

EIPA offers its members a reduction of 10% of the registration fee. This reduction is available to all civil servants working for one of EIPA's member countries (i.e. AT, BE, CY, CZ, DK, EE, FI, FR, DE, GR, HU, IE, IT, LT, LU, MT, NL, PL, PT, ES, SE, UK) as well as civil servants working for an EU institution or agency. Please note that reductions cannot be accumulated. For more information, please visit EIPA's website: www.eipa.eu (*FAQ-special discounts*).

Hotel reservations

The European Institute of Public Administration will be pleased to make reservations for you at a hotel in Maastricht. We have made a block booking at:

Hotel Beaumont**** (www.beaumont.nl) at a rate of **€100* p.p.n.** (incl. breakfast and tourist tax).

Should you wish to make use of this possibility, please indicate the name of the hotel and the dates of arrival and departure on the registration form. Payment is to be made directly and personally to the hotel on checking out. *Please note that if you register after the closing date, hotel reservations cannot be guaranteed.*

Meals

The lunches and reception will be served at the Institute's restaurant and dinner on Wednesday evening will be at a restaurant in town. Should you require a special menu (e.g. vegetarian, diabetic), please inform the Programme Organiser so that this can be arranged.

Registration

Kindly complete the registration form and return it before **Tuesday 5 January 2010** to Ms Winny Curfs, Programme Organiser, European Institute of Public Administration, P.O. Box 1229, NL-6201 BE Maastricht, tel.: +31.43.3296320, fax: +31.43.3296296, e-mail: w.curfs@eipa.eu. You can also submit the online registration form which can be found on the website www.eipa.eu. Please submit your registration as soon as possible.

Your name and address will be part of EIPA's database for our mailing purpose only. If you do not want to be included in our mailing database, please tick the box on the registration form.

Confirmation

Confirmation of registration will be forwarded to participants on receipt of the completed registration form.

Payment

Prior payment is a condition for participation. Please indicate the method of payment on the registration form. In any case, the participant or his/her administration will receive an invoice for the payment of the registration fee. For cancellations received after the date indicated on the registration form we will have to charge an administration fee of €150 unless a replacement participant is found.

Cancellation Policy

EIPA reserves the right to cancel the seminar up to two weeks before the starting date. EIPA accepts no responsibility for any costs incurred (travel, hotel, etc.). For EIPA's cancellation policy, please visit our website (legal notice).