

*“Unity in diversity and diversity in unity: Diversity demands equality”*



HF Fénix Lisboa  
Lisbon  
Portugal  
08-10 February 2023

*Seminar organized by*

**Krifa and WOW-Europe  
&  
the European Centre for Workers' Questions (EZA)**

*Funded by the European Commission*

### **Scope and aim of the Seminar**

Equality and non-discrimination is of great importance to the EU. This becomes clear when looking at EU law and policy-making. 'The Employment Equality Framework Directive (adopted by the Member States in 2000) establishes a general framework for equal treatment in employment and occupation. It aims to protect everyone in the EU from discrimination based on age, disability, sexual orientation and religion or belief in the workplace.' Furthermore, 'the EU is committed to developing measures to ensure equal opportunities and equality of treatment for people regardless of gender. This ethos applies in all areas of economic, social, cultural and family life. The EU is also pursuing gender mainstreaming in order to reinforce equality rights and combat gender discrimination.'

So the framework for equality is well in place. But what about the actual implementation? Is there complete equality? Does every EU-citizen have the same opportunities? In general terms, but also in terms of employment possibilities. Without reading a thing one should be able to say that this is not the case. There are still numerous obstacles in place preventing full equality. And this is not only the case for the inequality between men and women. This is also the case when looking at persons with a migrant background. Those who have a certain disability. And also for those with a certain sexual preference. And not only comes this to the fore in salaries. There are more subtle differences too. Think of job-interviews, scanning CV's according to surnames, looking at one's address. And it is perhaps these subtle forms of discrimination that are most painful. These are sometimes difficult to detect and often hard to prove.

Finding answers to this is not an easy task. There are several reasons for that. An important factor is fear. Fear of losing one's job, fear of being left out, fear of being ignored even more. Another factor is shame. The person affected feels bad and embarrassed. And anger and frustration of course. A very important reason is also the lack of proof in many instances. The signs are there but actual proof is missing. And in the case that discrimination is sort of institutional then it is one against the rest. At times the one discriminating does not even perceive this as being discriminative. While in fact this is far from the truth.

Diversity on the labour market comes in many shapes and forms. It is not just about gender, pay gap, ethnicity, age, sexual orientation etc. It is more far-reaching and will shape our societies. This because these groups of people, and thus workers, can no longer be ignored. The sheer size of these groups of people forces everyone to (re)think policy. No one is the same, but everyone is equal and should be treated accordingly.

**Conference languages:** English, German, Portuguese

## Program

### Wednesday, 08 February

Arrival of the participants for the EZA Seminar

20:30 - 21:30 Dinner at the Hotel

### Thursday, 09 February

08:30 - 09:15 Registration of the participants for the seminar

Chair: Mr. Mikael Arendt Laursen, Vice-president WOW-Europe and Krifa (Denmark)

09:15 - 09:30 Introductory remarks/Welcome speeches:

- Mr. Mikael Arendt Laursen, Vice-president WOW-Europe and Krifa (Denmark)
- Mr. António Manuel Carita Franco, Member Board WOW-Europe and President SINERGIA (Portugal)

09:30 - 10:30 *Persons with disabilities and the labour market in Portugal : Policies and outcomes*  
Ms. Maria Paula Pestana De Freitas Pinto, Associate Professor, Adjoint Coordinator of the Sociology Unit, Coordinator of the Observatory on Disability and Human Rights, University of Lisbon (Portugal)

10:30 - 11:00 Coffee Break

11:00 - 12:00 *The future of work: the quest for equality*  
Mr. António Pedro Roque da Visitação Oliveira, Deputy in the Assembly of the Portuguese Republic, Professor of History and President of the Social Democratic Workers (Portugal)

12:00 - 13:00 *Another view - inequality in jobsatisfaction*  
Mr. Rolf Weber, Treasurer WOW and Political Consultant / International Secretary Krifa (Denmark)

13:00 - 14:00 Lunch

Chair: Ms. Cornelia Pöttinger, Member Board WOW-Europe and FCG/GPA (Austria)

14:00 - 15:00 *Equal Opportunity and Non-discrimination at the Workplace*  
Mr. Goce Trajkovski, General Secretary Trade Union of Finances of North Macedonia - SFDM (North Macedonia)

15:00 - 16:30 Working groups (incl. Coffee Break)

16:30 - 17:00 Roundup. Plenary Discussion. Discussion about the results of the working groups

18:30 - Departure for dinner at Café Luso

**Friday, 10 February**

Chair: Mr. António Manuel Carita Franco, Member Board WOW-Europe and President SINERGIA (Portugal)

09:00 - 10:00	<i>Noblesse Oblige (Nobility Obliges)</i> Ms. Soraya Faez, Union Representative and Negotiator CNV Vakmensen (Netherlands)
10:00 - 11:00	<i>Young workers acting in solidarity for a new diversity</i> Ms. Carolin Moch, European Coordinator, International Young Christian Workers (Germany)
11:00 - 11:30	Coffee Break
11:30 - 12:30	<i>SNQTB 4 decades of union leadership</i> Mr. Paulo Gonçalves Marcos, Chairman of the board of the National Union of Bank Staff and Technicians and President of the Union of Independent Trade Unions (Portugal)
12:30 - 13:00	Conclusions and recommendations for politicians and social partners. Evaluation of the Seminar
13:00 - 14:00	Lunch
14:00 -	Departure

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**Practical information:**

- The seminar takes place at: HF Fénix Lisboa, Praça Marquês de Pombal 8, 1269-133 Lisboa, Portugal
- The organizers of the seminar will support two nights – additional nights are on one's own account
- Expenditures for travelling (flight, train, car, public transport) will be reimbursed (Max € 350,-)
- We will ask a participation fee of € 100,- (Western Europe) and € 50,- (Eastern Europe)
- Boarding-cards must be delivered together with the plane ticket
- Route description must be delivered when travelling by car to prove the amount of kilometres driven, - issued by Michelin or Aral e.g.

