

CONFERENCE



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SCOTTISH EXECUTIVE

Women, Equality and Employment in Scotland:

Complying With the Gender Equality Duty & the EU Agenda



CPD:
5 hours

MONDAY 22nd JANUARY, 2007
THE GEORGE HOTEL, EDINBURGH

CPD Training

Supported by:



Margaret Curran MSP
Minister for Parliament
KEYNOTE SPEAKER

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With the implementation of the UK Gender Equality Duty set for April 2007, gender equality is at the core of the current agenda in Scotland, the UK and the EU. 'Women, equality and employment in Scotland' will be a catalyst for discussion about gender equality as a whole, as a topic about which many already have a sophisticated understanding. This is the first in MacKay Hannah's series of conferences on equality, in recognition of 2007 as The European Year of Equal Opportunities for All. It aims to stimulate discussion on the many other aspects of gender equality and how it impacts upon things like government, business, society, education and healthcare in Scotland, the UK and the EU.

What role do men play in promoting gender equality for women? Who in Scotland is leading the way in effective gender equality policy? What are the intersections of gender and other factors like race in potential discrimination? How does gender equality impact upon service delivery? What is the European agenda on gender equality and how will that affect Scotland and the UK?

This one-day conference will bring together policy-makers, business interests, local authorities and others to address these and other questions related to gender equality policy and its impact on women's employment, as well as the future of gender equality in Scotland, the UK and the EU.

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AGENDA

- 09:00 - 09:50** **Registration**
- 09:50 - 10:00** **Dr Fiona Mackay, Associate Director, Institute of Governance, University of Edinburgh**
Chair's Opening Remarks
- 10:00 - 10:20** **Margaret Curran MSP, Minister for Parliament**
Gender Equality in Scotland
- 10:20 - 10:40** **Elsbeth Atwooll MEP**
Gender Equality & the EU
- 10:40 - 10:55** **Question and Answer Session**
- 10:55 - 11:10** **Refreshments**
- 11:10 - 11:30** **Mr Peter Thickett, Director of Human Resources and Personnel, Lothian and Borders Police, Secretary of ACPOS P&T, BAHons, MSc, FIPD**
Promoting Gender Equality in a Traditionally Male Working Environment
- 11:30 - 11:50** **Kate Bellamy, Senior Policy Officer, Fawcett Society**
Tackling the UK Pay Gap: Strategies & Solutions
- 11:50 - 12:10** **Speaker, Equality Unit, Scottish Executive**
The Scottish Executive Agenda on Equality
- 12:10 - 12:25** **Question & Answer Session**
- 12:25 - 13:10** **Lunch**
- Scottish Perspectives**
- 13:10 - 13:30** **Mukami McCrumm, Director, Central Scotland Racial Equality Council (tbc)**
Intersections of Race & Gender Equality in Scotland (Includes Q&A)
- 13:30 - 13:50** **Eileen Dinning, Scottish Equalities Officer, UNISON Scotland**
Representing Gender Equality in Scotland
- 13:50 - 14:10** **Amanda Jones, Partner, Employment Department, Maclay Murray & Spens**
The Role of Employment Law in Achieving Gender Equality
- 14:10 - 14:30** **Agnes Tolmie, Chair, Scottish Women's Convention**
Achieving Equality: Focusing On Outcomes, Not Processes
- 14:30 - 14:50** **Question & Answer Session**
- 14:50 - 15:20** **Discussion Groups**
- 15:20 - 15:35** **Chaired Feedback from Discussion Groups**
- 15:35 - 15:55** **Closing Address**
- Philippa Bonella, Director of Policy, Equal Opportunities Commission Scotland**
Delivering Gender Equality Through the Duty
- 15:55 - 16:15** **Question & Answer Session**
- 16:15 - 16:25** **Chair's Closing Remarks**

Who should Attend

Academics
Audit Scotland
Business Advisers and Coaches
Business People and Entrepreneurs, including those working in the creative, scientific, technology and knowledge industries
Chambers of Commerce
Charities and Voluntary Organisations
COSLA
Equality Organisations such as Disability Rights Commission, CRE and EOC
Faith Communities
Job Centres
Legal Professionals

Local Authority Councillors and Officials including Finance, HR, Education and Community Education
MSPs, MPs, MEPs and their Researchers
NHS Scotland
Police and Fire Services
Recruitment Agencies
Scottish Enterprise
Scottish Executive Officials and Researchers
Scottish Parliament Officials and Researchers
SIPs
Think Tanks
Trade Unions
University and College Careers Services
Women's Groups

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Monday 22nd January 2007

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Topics to be Covered

The EU agenda on gender equality, women in employment and productivity

Scotland-specific issues related to the April 2007 Gender Equality Act

Promoting gender equality through local authorities

Tackling gender equality in traditionally male-dominated fields

Women in trade unions

Focusing on outcomes for equality, not just processes

Case studies on effective policies to promote gender equality in the workplace

Best practice from our European neighbours



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