

# NEW TECHNOLOGIES, AI & GENDER EQUALITY AT WORK

Bridging gaps, now and tomorrow

27-28 June 2024  
Brussels

CESI  
ALL WORKERS COUNT

SUMMER  
DAYS



The European Confederation of Independent Trade Unions (CESI)  
in partnership with  
the SEISMEC-Project and Reshaping Work  
invites you to

## CESI Summer Days 2024

# New Technologies, AI & Gender Equality at Work

## Bridging gaps, now and tomorrow

Thursday, June 27 2024, 14.00-18.30 (followed by BBQ & live music)

Friday, June 28 2024, 9.00-13.30 (followed by lunch)

**Venue**  
Le Bouche à Oreille  
Rue Félix Hap 11,  
1040 Brussels

**Moderated by**  
Kerstin Born-Sirkel  
BSC International

[Register](#)

\*SEISMEC Project: Funded by the European Union ('HORIZON Research and Innovation Actions'), SEISMEC ('Supporting European Industry Success Maximization through Empowerment Centred development') aims to promote ethical and human-centred development of digital and industrial technologies with 17 pilots in 19 companies from 14 countries across 14 industrial ecosystems. Participating companies and organisations:





In the dynamic landscape of new technologies and artificial intelligence (AI) in Europe, the ongoing pursuit of gender equality at the workplace remains a crucial focal point.

As industries undergo transformative shifts caused by technological advancements, it is paramount to scrutinise the pivotal role that women play in shaping these changes, and vital to delve into the intersection of women, new technologies, and AI within the context of employment.

Opportunities for fostering greater gender diversity and dismantling discriminatory barriers that hinder women's full participation in the workforce must be explored.

As the world navigates digital frontiers, it becomes increasingly obvious that inclusiveness can not only bridge gender gaps but also drive innovation and propel Europe towards a more equitable future of work.

In the frame of CESI's 'eQualPRO' project, the event shall touch upon questions such as:

- What are the specific challenges faced by women at work in the public and private sectors, and how should they be addressed?
- What strategies have been/ can be employed to ensure an equal distribution of benefits from the digital transformation of work, especially for female workers?
- What skills or competencies do women need to develop to thrive in the evolving landscape of digital work, and how can these be fostered?
- In what ways can AI systems contribute positively to gender equality at work, and what ethical guidelines should be in place to prevent gender bias?
- How can companies and trade unions ensure that algorithms and decision-making processes are transparent and respect diversity?
- How can trade unions actively contribute to the design and implementation of measures promoting gender equality in the digital workspace and to detecting and mitigating gender bias in AI algorithms?
- What collaborative efforts can be established between government bodies, businesses, and social partners to advance gender equality in the evolving landscape of work?

With the participation of: European Commission, Centre for European Policy Studies, European Women's Lobby, European Policy Centre, CESI Youth, Organising Bureau of European School Student Unions, Personaldata.io



# DAY 1: Addressing Women's Work Needs Today

Thursday, June 27 | 14.00-18.30

14.00-14.30 Registration

14.30-16.00 From inclusion to equality

Statements and discussion

14.30 Opening

*Nicolas Schmit, European Commissioner for Jobs and Social Rights*

14.40 Setting the frame

*Klaus Heeger, Secretary General of CESI*

14.50 Brussels & beyond: The EU for women at work

*Karen Vandekerckhove, Head of Unit 'Gender Equality' at the European Commission*

15.00 International standards for gender equality

*Milanie Kreutz, Chairwoman of dbb Women*

15.10 Gender equality policies during the Belgian Presidency

*Katarzyna Szkuta, EU and International Affairs Advisor at the Federal Government of Belgium*

16.00-16.30 Coffee break

16.30-17.30 Workshops- Round 1

Work redefined: Turning risks into opportunities in our new world of work

## Workshop 1



Shaping a workplace that works  
for all:  
A pan-European approach  
by Max Uebe, EC

## Workshop 2



CEPS diversity and inclusion  
policy: Setting standards for  
organisational change  
by Marta Dell'Aquila, CEPS

## Workshop 3



Gender equality policies  
from the perspective of women  
by Laura Kaun, EWL

17.30-17.45 Comments by workshop facilitators

17.45-18.15 CESI's women panel: Workplace realities



*With Carmen Jaffke (CGFP), Sara Rinaudo (Fismic Confasal) & Miranda Karagöl (TVML)*

18:15 Conclusions of Day 1

*Romain Wolff, President of CESI*

BBQ & live music at 18.30 o'clock

# DAY 2: Women in the AI Spotlight

Friday, June 28 | 9.00-13.30

9.00-9.30 Registration

9.30-10.30 AI at work: Risks and opportunities for women

Statements and discussion

9.30 Ethical AI: A European perspective

Nathalie Vandystadt, Policy Officer for Communication, AI Office, DG CNECT, European Commission

9.40 The role of social dialogue in the design of AI policies

Sandrine Cazes, Senior Economist at the OECD

9.50 Forging the future of AI: Women can take the lead

Jacob Dencik, Economic Research Leader at the IBM Institute for Business Value

10.30-11.15 Interactive session by SEISMEC & Reshaping Work:

Equitable AI: Addressing bias in employment opportunities



With Jason Pridmore (SEISMEC) & Selma Toktas (Erasmus University Rotterdam)

11.15-11.45 Coffee break

11.45-12.45 Workshops- Round 2

From bytes to breakthroughs: Empowering women for tomorrow

## Workshop 4



AI biases at work and policy responses  
by Giulia Torchio, EPC

## Workshop 5



Young women at work and AI:  
Building skills for tomorrow  
by Matthäus Fandřejewski,  
CESI Youth & Gilda Isernia,  
OBESSU

## Workshop 6



AI and personal data:  
Risks for women and strategies  
for their protection  
by Ariane Loze, Personaldata.io

12.45-13.15 Comments by workshop facilitators  
and intervention by Jowita Michalska, Digital European Union Ambassador

13.15-13.30 Closing remarks

Kirsten Lühmann, Chairwoman of CESI's Commission on Women's Rights (FEMM)

Lunch at 13.30 o'clock



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