

PRACTICAL STEPS TO WORKPLACE EQUALITY

The #WorkEqual Thought Leadership Conference

CONFERENCE PROGRAMME

27.11.2019

The Marker Hotel Dublin, Grand Canal Square, Dublin 2

 @DFSDublin, #WorkEqual



Welcome from Sonya Lennon

Hello,

As many of you will be aware, Dress for Success Dublin (DfSD) is a charity that works to empower women economically and give them the tools they need to establish successful careers. I founded DfSD in 2011 and, since then, it has supported almost 3,000 women to further their careers.

Since 2016, DfSD has run the annual #WorkEqual campaign to raise awareness about gender inequalities in the workplace. As part of the campaign, we have marked Equal Pay Day for the past four years, the symbolic day on which women effectively stop earning, relative to men, because of the gender pay gap. We have also organised a range of awareness-raising activities, including briefings for members of the Oireachtas, local government representatives, and MEPs at the European Parliament; public debates and events; and online campaigns.

Arising from this work, in April 2019, we partnered with SOLAS, the Further Education and Training Authority, on an event focused on women's participation in the labour market. The event attracted widespread media coverage, and all attendees expressed a strong desire for practical action to facilitate the involvement of more women in the labour market. From there, the idea for the inaugural #WorkEqual conference was born.

Conference Aims

The aim of this conference is to bring together business leaders, politicians, policymakers and NGOs to develop practical recommendations on how to progress workplace equality in Ireland. Throughout the day, we want to hear your views on what can be done to ensure women and men can participate fully and equally in the workforce.

It is hoped that the outcomes from today will include practical and implementable actions – for businesses, policymakers and society at large – that will help to address gender inequalities in the workplace. These will be collated and presented to government by DfSD as part of our ongoing #WorkEqual campaign.

Thank You to our Event Sponsor, SOLAS

We are delighted to once again be working with SOLAS on this event, and I want to take this opportunity to thank them for their sponsorship and support.

Thanks also to all of you for your attendance today. We look forward to an interesting and productive day ahead.

Sonya Lennon
Founder, DfSD

Introducing our MC

Mark Paul

Mark Paul is a columnist and also the Business Affairs Correspondent at The Irish Times. He writes the weekly Caveat column on the business back page each Friday. He has also written extensively about issues such as female representation in boardrooms and at senior executive level in Irish business, and the drive to increase paternity leave and shared parental leave rights, and how this could affect workplace gender equality.

@MarkPaulTimes



Introducing our Conference Rapporteurs



Sonya Lennon

Sonya Lennon is a designer, businesswoman and multi award-winning social entrepreneur. She founded Dress for Success Dublin eight years ago to support women to enter the workforce and progress their careers. She established the charity's annual #WorkEqual campaign, which is aimed at highlighting the gender opportunity gap. Arising from this, she initiated DfSD's Pay Gap Disclosure Pioneers initiative.

@SonyaLennon, @DFSDublin



Professor Michelle Millar

Professor Michelle Millar is Dean of Students at NUI Galway and a member of the University Management Team. In January 2018, she was appointed Head of the School of Political Science and Sociology at NUI Galway. She is also a Senior Research Fellow at the UNESCO Child and Family Research Centre and has acted as Principal Investigator on several funded research projects, receiving the NUI Galway President's Award for Societal Impact in recognition of her work. Her research focuses on labour market activation and those parenting alone, as well as social inclusion and parenting.

@drmgmillar1

Introducing our Keynote Speakers



@LeoVaradkar

An Taoiseach, Leo Varadkar TD

Leo Varadkar was elected Taoiseach on 14th June 2017. Born in 1979, the son of an Indian father and Irish mother, he was educated at King's Hospital and Trinity College Dublin, where he studied to be a medical doctor. He has worked as a junior doctor and qualified as a general practitioner. He first ran for Dublin Corporation in 1999, but lost. He ran again in 2004 and topped the poll. He was elected to the Dáil on his first attempt in 2007. Following the 2011 General Election, he was appointed Minister for Transport, Tourism and Sport. In the summer of 2014, he was appointed Minister for Health. Following the 2016 General Election, he was appointed Minister for Social Protection. He was elected leader of Fine Gael on 2nd June 2017.

Hayley Barnard, Managing Director and Diversity Strategist at MIX Diversity Developers

Hayley Barnard helps organisations become more innovative and profitable through developing both a more diverse workforce and diverse customer base. MIX's clients include BAE Systems, Deutsche Telekom/T-Mobile, Diageo and the Care Quality Commission. Hayley has advised a range of clients on how best to respond to the gender pay gap legislation that was introduced in the UK in recent years. Currently, she is working with Dress for Success Dublin's Pay Gap Disclosure Pioneers to help them prepare for the introduction of similar legislation in the Irish market.



@HayleyBarnard



@BucukogluEmer

Emer Bucukoglu, Senior Consultant, Innecto Reward Consulting

Emer Bucukoglu has over 20 years' experience working in reward. Her major clients to date include Charles Tyrwhitt, ITN, The Crown Estate, AQA and Innocent Drinks, as well as a vast number of fast-growth SMEs. She has also worked with numerous not-for-profit and public-sector bodies supporting their reward change programs; in particular, developing the transition from existing pay scales to flexible pay structures. She has extensive experience in reward strategy development, job evaluation design, global and domestic pay benchmarking, pay structure development, equal pay and – more recently – gender pay.

Tatjana Latinovic, Chair of the Icelandic Women's Rights Association

Tatjana Latinovic is a human rights activist, focusing on feminist and immigrant issues. She is a founding member of WOMEN in Iceland, an NGO for immigrant women, which was founded in 2003. She is the Chair of the Immigration Council at the Icelandic Ministry of Welfare, and has been a member of the Gender Equality Council at the Prime Ministry since 2017.



@kvenrett



@CArmstrongLDN

Christine Armstrong, Journalist and Author

Christine Armstrong is the author of 'The Mother of All Jobs: How to Have Children and a Career and Stay Sane(ish)', which explores how work has changed in the last 20 years and the pressure this has created. Her book was a finalist in the Business Book of the Year Awards 2019, featured as the cover story of the Sunday Times Magazine, and has appeared in over 100 articles worldwide. Christine also writes regularly for The Times and Sunday Times, The Daily Telegraph, Management Today, Grazia and Red, and has appeared on the BBC and Women's Hour.

Introducing our Panellists

Morning Panel Discussion:

Preparing for gender pay gap legislation in Ireland – What's the policy context and what are 'pioneers' in the public and private sectors doing?



Nikki Gallagher is Director of Communications and Secretariat at SOLAS, the Further Education and Training Authority. She has 20 years' experience of delivering results and positive change in the public and not-for-profit sectors. Prior to her current role, she served as Senior Communications Advisor at the Office of the Ombudsman for Children for over a decade. She has also worked as a Press Officer with Fine Gael, and as a researcher with the BBC. She currently chairs the board of BeLongTo, the national support organisation for LGBTI+ young people.

@SOLASCommsDir



Emily Logan was appointed the first Chief Commissioner of the Irish Human Rights and Equality Commission in October 2014. In that role, she has served as Chair of the European Network of National Human Rights Institutions and on the Executive of the Global Alliance of National Human Rights Institutions. For 11 years prior to her appointment as Chief Commissioner, she served as Ireland's first Ombudsman for Children. She has 27 years' management experience in Ireland and the UK and was recently appointed as Adjunct Full Professor in University College Dublin, assigned to the School of Law.

@CC_IHREC



Orla O'Connor is Director of the National Women's Council of Ireland, the leading national women's membership organisation, with over 190 member groups. She was Co-Director of Together For Yes, the national civil society campaign to remove the Eighth Amendment from the referendum. For her role in Together for Yes, Orla was recognised as one of the 100 Most Influential People in the world by TIME Magazine in 2019.

@OrlaNWCI



Fiona Taylor is the Head of Employee Relations for Permanent TSB, leading the Bank's Engagement, Inclusion, Wellbeing and Industrial Relations strategies. Prior to this role, she held senior HR roles in the insurance industry. Under Fiona's leadership, Permanent TSB has committed to early gender pay gap reporting under the Dress for Success Pay Gap Disclosure Pioneers Initiative. With the support of the wider PTSB HR team, she has been working with the Pioneers group to prepare for the introduction of gender pay gap reporting in Ireland and has committed to reporting in early 2020.

@permanentsb

Afternoon Panel Discussion:

The role of men in achieving workplace equality



Dara Calleary TD is Deputy Leader of Fianna Fáil. He has been a TD for the Mayo constituency since his election at the 2007 General Election. In April 2009, he was appointed Minister of State at the Department of Enterprise, Trade and Employment with responsibility for Labour Affairs and, in March 2010, he was appointed Minister of State at the Department of An Taoiseach and the Department of Finance with responsibility for Public Service Transformation. He was re-elected to Dáil Éireann in 2011 and 2016, serving as Fianna Fáil Spokesperson on Justice, Jobs, Enterprise and Innovation and, most recently, Public Expenditure and Reform. In March 2018, he was appointed Deputy Leader and Director of Policy Development. Prior to being elected as a public representative, he worked for eight years with the largest business organisation in the country, Chambers Ireland.

🐦 @daracalleary



Shane Dempsey is the Director of Communications and Government Relations at the Construction Industry Federation, the national and regional representative body for construction industry employers in Ireland. In this role, he has driven the 'Building Equality' campaign, which aims to promote the participation of women in the construction industry. Previously, Shane worked with Ibec and the Irish Software Association.

🐦 @CIF_Ireland



Patrick Naughton is Executive Director of People and Organisational Development at ESB. A mechanical engineer by profession, he has worked in a variety of roles since joining ESB in 1978. Before taking up his current role in 2012, he held senior positions as HR Manager for ESB Energy International, Manager of Strategy and Portfolio Development for ESB Energy International, and Manager of Hydro Stations at ESB Power Generation.

🐦 @ESBGroup



Julie O'Neill served as Secretary General of the Department of Transport from 2002 until 2009 and, in a public service career spanning 37 years, worked in strategic policy development and implementation with eight Government Departments. She is now an independent strategic management consultant and a Non-Executive Director at Permanent TSB, Ryanair p.l.c., XL Insurance Company SE and AXA Life Europe. She is a member of the Institute of Directors and a Licentiate of the Institute of Banking from whom she has received the designation of 'Certified Bank Director'.

🐦 @julieon

Introducing our Facilitators



Andrew Brownlee is the CEO of SOLAS. Prior to his appointment as CEO, he was the Executive Director for Strategy and Knowledge at SOLAS and, in this role, he helped put together a five-year strategy for the further education and training sector. Before joining SOLAS, he worked for the Higher Education Authority as Head of System Funding, where he played a key role in reforming higher education funding. 🐦 @andrewbrownlee7



Cllr. Eva Dowling is a Green Party member of Dún Laoghaire Rathdown County Council. She was elected to the Council earlier this year, on her first attempt. She has over 10 years' experience in campaigns, public policy, and local government, and is a lifelong environmental activist. She has worked on campaigns for marriage equality, safer cycling, the repeal of the Eighth Amendment, and on the March for Science. 🐦 @EvaDowling



Ciara Garvan is the Founder of WorkJuggle.com. WorkJuggle connects highly-skilled professionals with flexible, remote and contract work. Named as one of Silicon Republic's top Irish start-ups in 2018, the company is a proud champion of women in the workforce and helps organisations build more inclusive cultures through its training and consulting work. Prior to founding WorkJuggle, Ciara worked in the technology sector for over 15 years with a variety of companies, including Accenture, Meteor and Symantec. 🐦 @CiaraGarvan



Dominic Hannigan represented Meath East as a Labour Party TD from 2011 to 2016, having previously served as a member of Seanad Éireann and Meath County Council. He is a former Chair of the Oireachtas Committee on the Implementation of the Good Friday Agreement, and of the Oireachtas Committee on European Affairs. Originally qualified as a Civil Engineer, Dominic has worked as a consultant in the transport, health and communications sectors in Ireland and the UK. 🐦 @Domhannigan



Senator Colette Kelleher is an independent member of Seanad Éireann, where she works as part of the Civil Engagement Group. Prior to serving as a Senator, she was Chief Executive of the Alzheimer Society of Ireland, Chief Executive of the Cope Foundation, and Director of Cork Simon Community. From 2000 to 2002, while living in the UK, she served as Special Advisor to the Right Honourable Margaret Hodge, MP, Minister for Children. She was also Director of the UK charity Daycare Trust. She received an OBE for services for childcare in the New Year's honours list of 2000. 🐦 @ColetteKelleher



Siobhán Lawlor currently has responsibility for the Employer Relations Division in the Department of Employment Affairs and Social Protection, including the EURES social mobility programme, JobsIreland.ie and the Redundancy and Insolvency scheme. In her previous role as a Divisional Manager, she was responsible for the delivery of Intreo services across north Dublin, working with collaborators from the local partnerships and Fingal Local Community Development Committee. She has long been an advocate for women's empowerment, tackling unconscious bias and promoting social inclusion, equality and diversity. 🐦 @siobhanlawlor3



Emmet Malone is a staff journalist and football correspondent with The Irish Times. A former chair of the paper's Editorial Committee and Dublin Freelance Branch of the National Union of Journalists, he has also previously been a member of the union's Irish Executive. He is a director of Show Racism the Red Card (Ireland) and a member of the Irish Women Workers' Union Commemorative Committee. 🐦 @emmetmalone



Andy Pike is a National Secretary with the largest public service trade union, Fórsa, and is currently Head of the Education Division. He is responsible for developing Fórsa's strategy on equality issues and networks. He became active in the trade union movement whilst working as a Registered General Nurse in the NHS before working for a number of trade unions in the UK. He has negotiated equality-proofed pay systems, equal pay audit guidance and has represented members in a range of equal pay and gender discrimination cases. 🐦 @apike1



Anne-Marie Taylor is the founder of Career Returners, an Irish business that helps employers to develop programmes and launch other initiatives designed to attract and support returners; and helps potential returners to navigate their way back to the workplace. She is also a Programme Director for Balance for Better Business, and a 30% Club committee member. She has a background in management consulting and is an executive coach. 🐦 @AnneMarieTayl13

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