



The Europe of Tomorrow: Gender Equality and the Economy Conference

Prague, Czech Republic

3 – 4 October 2022

Summary

Monday, 3 October 2022

Opening

- Jana Kotalíková, Head of the Office of the Government of the Czech Republic
- Ivan Bartoš, Deputy Prime Minister for Digitalisation and Minister of Regional Development, Czech Republic
- Věra Jourová, Vice-President of the European Commission for Values and Transparency
- Isabelle Lonvis-Rome, Minister for Gender Equality, Diversity and Equal Opportunities, France
- Fredrik Jörgensen, Ambassador of Sweden to the Czech Republic

Jana Kotalíková opened the conference and welcomed participants on behalf of the Prime Minister Petr Fiala. She introduced the priorities of the Czech Presidency, including priorities in the area of gender equality. The main political priorities are 1) Managing the refugee crisis and Ukraine's post-war reconstruction, 2) Energy security, 3) Strengthening Europe's defence capabilities and cyberspace security, 4) Strategic resilience of the European economy and 5) Resilience of democratic institutions. Most of the five main political priorities of the Czech Presidency have a strong social dimension and are related to human rights and gender equality. This social dimension is an integral and cross-cutting part of our Presidency. The main priorities of the Czech Presidency in the area of gender equality are the strengthening of the economic position of women and the prevention and elimination of gender-based violence. These priorities are also expressed in the Trio Declaration on Gender Equality adopted by the Czech Republic in January 2022 together with France and Sweden.

Ivan Bartoš stressed that the conference is addressing gender equality challenges from the perspective of the young generation, taking into account that 2022 has been declared the European Year of Youth. He reminded that the pandemic has accelerated the digital transition, and this represents both an opportunity and a challenge for gender equality. The future of work will see an increase in the demand for technology professionals such as computer engineers and ICT specialists. Clear gender segregation in education and labour markets continue to be seen in ICT education and ICT occupations. STEM competences are set to play an ever more essential role. Encouraging girls' interest in STEM subjects, tackling gender stereotypes and breaking the glass ceiling are crucial for their equal inclusion in the labour market of the future. Moreover, he stressed that three main areas in relation to digital and green transition need to be taken into account. First, we need to reflect on the impact of digitalisation of work on women. Second, we need to support the digital competencies of women. Third, we need to reflect and eliminate gender inequalities connected to the use of new forms of work, particularly platform work.





Věra Jourová reminded that Ukrainian women and men are fighting for European values and stressed that the Union and member states need to stay united in their support to Ukraine. She stressed that challenges such as gender-based violence, gender pay gap or poverty have been exacerbated during the Covid-19 pandemic. She appreciated the new proposal for directive on violence against women and stressed the need to invest more to promote gender equality. Gender equality is not only a question of fairness but also and matter of economy. Gender gap in employment costs the Union 320 billion Euro per year. Investment into child care facilities are necessary and beneficial, for that reason those investments can be financed by the European Social Fund, European Regional and Development Fund as well as the National Recovery Plans. Many member states are using the recovery funds to promote gender equality, including specific actions on increasing child-care facilities or supporting start-ups of women. She also reminded that according to this year's Eurobarometer survey, the three most important priorities of the young generation are environment, social and economic fairness and equality. Finally, she expressed her hope that the young generation will be able to correct everything her generation has spoiled.

Isabelle Lonvis-Rome pointed out, citing the French philosopher and feminist Simone de Beauvoir, that women's rights are never fully acquired - an economic, politic or religious crisis will suffice to bring them into question. She stressed that the fight for gender equality is not finished and these words still apply in 2022. Despite progress, inequalities have not disappeared. Sexist and sexual violence or discrimination have not been eliminated. Accomplished progress must therefore not blind us to persisting inequalities. Lonvis-Rome also stressed that the fight for gender equality is not a fight between men and women. She reminded the words of the Nobel Peace Prize winner Denis Mukwege: all people belonging to a sex first belong to humanity. The battle for equality is thus a humanistic one. She reminded that gender equality was a central value for the French presidency of the EU Council, as well as one of the priorities claimed by the Trio. Last January, France held a ministerial conference on the economic autonomy of women. She appreciated the unity of France, Sweden and the Czech Republic in adopting gender equality as a common goal for this year's presidency, giving Europe a chance to come out of the current crisis stronger. Isabelle Lonvis-Rome thanked Věra Jourová for her contributions as Vice-President for Values and Transparency and expressed joy that after 10 years of negotiations, the Council of the EU has finally adopted the Women on Boards directive. She concluded by celebrating the start of the Czech presidency of the Council of the EU with gender equality at centre, and appreciating the organisation of today's conference.

Fredrik Jörgensen stressed that gender equality is one of the top priorities of the Swedish foreign policy. He reminded that according to the latest reports it will take more than 300 years to achieve full gender equality globally. From the Swedish point of view, gender equality is a precondition for economy and social prosperity. Studies show that gender equal societies tend to be healthier, happier and more trusty. The Swedish history experience shows that at least three main social reforms need to take place. Number one is improvement of social infrastructure, mainly securing affordable child-care and elderly care. Number two is to introduce separate taxation of partners. Number three is the introduction of separate parental leave for women and men.

Panel 1: Gender equality and economic recovery



European Union
European Social Fund
Operational Programme Employment



- Milena Angelova, European Economic and Social Committee
- Rossella Benedetti, Vice-President of the ETUC Women's Committee
- Valentina Cirella, Country People & Culture Manager, IKEA
- Carlien Scheele, Director of the European Institute for Gender Equality
- Maria Syrengela, Deputy Minister of Labour and Social Affairs, responsible for Demography, Family and Gender Equality, Greece

Hosted by: Réka Sáfrány, President of the European Women's Lobby

"Let's try to be positive when thinking about future" said Carlien Scheele during her opening speech in the first panel of the conference. The panel focused on the future development of combating gender inequalities in times when Europe is recovering from the pandemic and is dealing with rising inflation following Russia's invasion of Ukraine. These complex topics were discussed by European experts who came together to weigh in on the debate on ensuring sustainable and resilient economic growth of Europe that will be inclusive at the same time.

Milena Angelova presented the recommendations and conclusions of the explanatory opinion on enhancing gender equality by giving examples on several areas that need to be tackled when considering gender and recovery (such as education, inclusive labour market and gender sensitive health-care). Rossella Benedetti shared the trade unions' perspective on how to put the achievement of gender equality in the centre of the recovery. Valentina Cirella talked about the employers' perspective on how to promote equality, diversity and inclusion in the workplace. This was followed by a presentation of EIGE's research and data on the socioeconomic impacts of the pandemic on gender equality, which was presented by Carlien Scheele. Carlien Scheele emphasized the significance of tackling gender and intersectional inequalities in all policies. Lastly, Maria Syrengela drew attention to the importance of inclusive labour market, which is tightly connected to green transitions and eliminating gender stereotypes.

Overall, the panel shed light on the continuous efforts in achieving gender equality by highlighting the needed improvements for the future. The policy choices governments make today will determine their success in building a transition to a greener, more inclusive, and more resilient tomorrow.

Seminar 1: Green transition and its impact on living costs and energy poverty

- Lenita Freidenvall, Head of Division for Gender Equality, Ministry of Employment, Sweden
- Sascha Gabizon, Executive Director, Women Engage for a Common Future – WECF
- Massimiliano Mascherini, Head of the Social Policies Unit, EUROFOUND
- Natalija Ostojic, UN WOMEN Serbia

Hosted by: Romana Březovská, Research Fellow, AMO

Russian aggression in Ukraine shed lights on Europe's Achilles heel – its dependency on natural gas from Russia. This, together with high inflation, has contributed to increasing living costs, including energy. Energy poverty disproportionately negatively impact women, in particular elderly and





unemployed women. Dependency on Russian gas together with escalating consequences of climate change has made the call for a green transition more urgent than ever before. However, it is important to emphasise that without adequate accompanying policies the green transition can leave certain groups behind. Therefore, the speakers agreed that the green transition must be just and gender-sensitive.

The seminar was opened by Lenita Freidenvall who focused on the importance of gender mainstreaming in relation to green transition. She stressed that men and women have different energy consumption patterns and different climate impacts. Using Sweden as an example, she demonstrated gender mainstreaming in the area of energy. Sasha Gabizon focused on Feminist European Green Deal. She defined energy poverty as a situation in which a person lacks energy services at home for material well-being. In Europe, 57 million persons are unable to heat their homes properly during winter. She also provided recommendations on just and gender-sensitive green transition. Massimiliano Mascherini presented studies conducted by EUROFOUND to demonstrate the gender side of the costs of living. Finally, Natalia Ostojic presented the role of the UN WOMEN in supporting gender equality perspective in energy poverty policies.

Seminar 2: Recovery plans

- Jeroen Decuyper, Attaché gender mainstreaming, Institute for the Equality of Women and Men, Belgium
- Sofia Strid, Associate Professor in Gender Studies at Örebro University, and Scientific Coordinator of RESISTIRÉ
- Tatyana Teplova, Head of Division for Policy Coherence on SDGs, OECD

Hosted by: Vanda Maufras Černohorská, Centre for Gender and Science, Institute of Sociology of the Czech Academy of Sciences

The pandemic has triggered a debate on the need for a gender-sensitive recovery. The task is even more urgent now due to the emerging socioeconomic challenges. Therefore, the seminar on recovery plans focused on how the EU Member States coped with the requirement to promote gender equality within the design and implementation of their recovery and resilience plans.

The seminar was opened by Professor Sofia Strid, who presented a RESISTIRÉ report evaluating the recovery and resilience plans in 27 EU Member States and 4 non-EU countries. According to the report, while there were some positive examples in the EU27, many Member States insufficiently incorporated gender lens in their recovery plans. In particular, women's organisations were rarely involved in the design of the recovery plans, and gender issues were mainly relegated to the level of a general reflection. When policy measures aimed at mitigating gender inequalities were included, they mostly concerned work-life balance, education, and care. Furthermore, there was a striking lack of action in other areas, including combatting gender-based violence, environmental justice, and power-sharing.

Jeroen Decuyper Aerts presented a positive example of Belgium's national plan, focusing on its gender screening. More projects were put forward than was the overall allocation of the recovery plan. Hence,





in order to strengthen the gender perspectives, the projects were separated into three categories: those with a clear positive impact on gender equality (18%), those with a potentially positive impact on gender equality (52%), and those with no clear impact on gender equality (30%). It was recommended to support projects with a clear positive impact and to increase the positive impact of those that may have an impact on gender equality.

Lastly, Tatyana Teplova presented the OECD recommendations on how to integrate gender in recovery plans. The results of a survey that the OECD had conducted showed that the main reasons why gender equality was insufficiently considered were, according to the national equality bodies, limited capacities, lack of data, and limited access of equality bodies to decision-making. It was also stressed that countries that took gender equality best in the account were mostly those that have a strong institutional framework for gender equality. Hence, in order to be better prepared for future crises, building a gender-inclusive framework is essential. Similarly, investing in good data governance and infrastructure could improve access to timely and disaggregated data.

Seminar 3: Protection and integration of migrants, refugees and asylum seekers

- Klára Šimáčková Laurenčíková, Government Commissioner for Human Rights, Czech Republic
- Magda Faltová, Director of the Association for Integration and Migration, Czech Republic
- Martina Huber, EU Agency for Fundamental Rights
- Renee Laiviera, Commissioner of the National Commission for the Promotion of Equality, Malta

Hosted by: Monika Šamová, Head of Unit, Gender Equality Department, Czech Republic

The invasion of Ukraine by the Russian Federation has completely overhauled the geopolitical situation on our continent this year. At the same time, it has demonstrated that Europeans in a crisis triggered by an external threat are able to act very quickly, effectively and in a united way. Russian aggression has caused one of the most massive refugee crises since World War II with almost 7,7 million people fleeing their homes and further 7,7 million people being displaced internally within Ukraine. During seminar 3, the speakers pointed out that women and girls fleeing Ukraine are particularly vulnerable. They emphasised that their integration should not be gender blind and states should cooperate and provide sufficient support for NGOs in this regard.

The seminar was opened by Klára Šimáčková Laurenčíková, who presented her key-note speech. She demonstrated Czech best practices and addressed challenges regarding the protection and integration of Ukrainian refugees with a focus on gender aspects of migration. Martina Huber presented FRA's research on the protection and integration of migrants, refugees and asylum seekers. She also discussed possible risks of exploitation and ways how to address them; successful integration measures into the labour market and relevant lessons learned from previous refugee crises. Renee Laiviera focused on the Maltese experience with the protection and integration of refugees. Magda Faltová welcomed the adoption of temporary protection towards people fleeing Ukraine and used it as an example of a safe way to Europe for people fleeing armed conflict. She addressed also the access





to accommodation and housing and protection against gender-based violence while presenting the Czech experience.

Panel 2: Labour and care: challenges in disrupted economies

- Katja Lenzing, Deputy Head of Gender Equality Unit, DG JUST, European Commission
- Kathrin Riedler, Policy Officer, DG EMPL, European Commission
- Danièle Siebenaler, Ministry of Equality between Women and Men, Luxembourg
- Adéla Šípová, Member of the Czech Senate

Hosted by: Lenka Simerská, Ministry of Labour and Social Affairs, Czech Republic

The second panel concentrated on the challenges that families face as a result of the post pandemic Europe which is also dealing with energy crisis, inflation and the Russian military aggression in Ukraine. The main emphasis was given to the ongoing issue of the society pressing women into assuming the care giver roles, whilst also being active in the labour market. The situation further deteriorated during the pandemic, especially for single-earner families and families with multiple children as they were affected the most. On top of that, the discussion also included the emerging issue of integrating Ukrainian citizens into the labour market. Ukrainians, primarily women and children, have been forced to leave their homeland due to the Russian aggression. When integrating Ukrainian citizens into the labour market, the issue of care has become even more significant.

The panel consisted of several experts with extensive knowledge of the debated topics. Katja Lenzing and Kathrin Riedler introduced European Care Strategy, which sets an agenda to improve the situation for both carers and care receivers. The strategy aims to ensure quality, affordable and accessible care services with better working conditions, gender equality and work-life balance. This was followed by Danièle Siebenaler who talked about the gender dimensions of the pandemic and following crises. Her contribution also highlighted the fact that women lost their job more often than men at the beginning of the pandemic. This clearly shows the gendered imbalances of our society as more women are in low-paid occupation and therefore, they are more prone to poverty. Adéla Šípová emphasised the experiences that single-earner families face due to the disruptions brought by the pandemic and economic challenges. Altogether, the panel addressed the ongoing issues of labour and care that the EU member states face in the challenging times of inflation, energy crisis and war in Ukraine. The speakers highlighted the crucial need to deal with this uneasy situation by supporting those in need and those who are affected the most.

Tuesday, 4 October 2022

Panel 3: Future of work

- Kee Beom Kim, Employment Policies Specialist and co-author of the Global Employment Trends for Youth report, International Labour Organisation
- Šárka Homfray, Trade Union of State Bodies and Organisations, Czech Republic



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- Rita Jevdokimova, European Youth Parliament
- Irene Rioboo Leston, European Institute for Gender Equality
- Radka Maxová, Member of the Committee on Women's Rights and Gender Equality, European Parliament

Hosted by: Lenka Do, Spokesperson, Ministry of Foreign Affairs, Czech Republic

Young people are the leaders of tomorrow. They value diversity as one of the key factors driving their career decisions. Promoting diversity and inclusion is both an imperative for businesses wishing to attract young people and a key pillar of contemporary democracy. Hence, the third panel was dedicated to young people and businesses to discuss the values of diversity and inclusion in workplaces of the 21st century.

The morning main panel revolved around the benefits and pitfalls of digitization of work, their gender dimensions and the need to include young people in debates about the future of work. Kee Beom Kim warned that the transition to a green economy and the transition itself will also need women. The circular economy also presents opportunities for women, but also for other people from disadvantaged backgrounds. Radka Maxová pointed out that mental health is one of the main causes of absence from work. For example, young people are 4 times more prone to depression. The pandemic has accelerated changes in the labour market, especially when it comes to teleworking. But it also brought new challenges, including precarization and platformization of work. "Let's stop pretending that the labour market is gender neutral," said Šárka Homfray. This was followed by Irene Rioboo Leston, who emphasised the fact that despite digitalization and AI having undeniable importance in today's society, they can reinforce pre-existing issues on the labour market (namely sexism and segregation) at the same time. Rita Jevdokimova then spoke about the youth perspective and most importantly about the equal opportunities for different vulnerable groups that need to be truly upheld, in order to provide fair conditions for everyone and to tackle youth unemployment.

In conclusion, speakers agreed that women and young people should be more involved in the discussion about the future of work and that the pandemic has negatively affected women and youth, especially their mental health and working conditions. From young persons' perspective, diversity should not be viewed as being limited to gender equality but as a concept encompassing a whole range of human differences – from age, sexual orientation, and culture, to skills, and life experience.

Seminar 1: Economic situation of young people in the context of inflation, unemployment, precarious working conditions, and unavailability of housing

- Žofie Hobzíkova, Youth and Environment Europe
- Eliška Koldová, publicist, member of Sdružení
- María Rodríguez Alcázar, Board Member, European Youth Forum
- Blerta Sejdiija, Founder of Beat Sexism

Hosted by: Inès Daouadji, Participant of the European Leadership Academy





In a follow-up to Panel 3, this seminar revolved around the current socio-economic challenges, such as precarious working conditions, automation and digitalization, unemployment, and gender inequality. During the debate, panellists from the youth organisations articulated the needs, hopes, and solutions to the challenges currently experienced beyond the EU.

The seminar consisted of the debate on the young generation entering the labour market and challenges related to it. Blerta Sejdiija enriched the seminar debate on sexism, which is a wide phenomenon in the workplace. She emphasised the optimism that is coming with younger generations entering the workplace, which is their willingness to speak up more as their values have shifted and lead to empowerment of young women who are not afraid to demand equal treatment.

Precarious working conditions were further debated by María Rodríguez Alcázar, who discussed in her contribution the role of gender in the process of digitalisation. While more digital technologies are being introduced in our lives, which often eases the way we live, the internet has also brought several negative aspects that need to be dealt with in order to provide a safe environment for everyone. Hate-speech, revenge porn, cyber-bullying, deep fakes became very common phenomena in the life of the youth. They put an additional strain on our mental health as people often struggle to disconnect and find an appropriate work-life balance. “Women are 27x more likely than men to be harassed online,” concluded María in her part in the seminar.

Žofie Hobzíkova spoke about the necessary transformation of work which is essential to combat climate change. She stressed the significance of the ongoing ecological devastation and collapse, which is enhanced by exploitation of people leading to a further deterioration of nature and our society.

This was followed by Eliška Koldová who highlighted the role of intersectionality with reference to class. She debated the position of young people in the labour market with reference to unpaid internships. Eliška stressed the fact that unpaid internships deepen inequalities among students as they can be performed almost exclusively by the privileged people.

The panel concluded by the fact that it is essential to involve the youth in the discussions about the future of work. A lot of people seek meaning in their work. Most of the negative impacts of the potential change will always be on the people who are disadvantaged or marginalised. Many people seeking change will still end up in precarious work as they often need to pay high rents and take care of themselves. It is crucial to bring mental health in the centre of our discussions as people need a safe environment to live in.

Seminar 2: Position of persons facing multiple disadvantage

- Moana Genevey, Policy Officer, EQUINET
- Adéla Horáková, Legal Counsel, Jsme fér
- Eliška Hronová, Office of the Czech Government Agent before the ECHR
- Ojeaku Nwabuzo, Director of Policy, Advocacy and Network Development, European Network Against Racism

Hosted by: Michaela Šinař, Office of the Czech Public Defender of Rights





Kimberlé Crenshaw first introduced the concept of intersectional discrimination in relation to black women. Since then, it has become a frequently discussed and widely accepted phenomenon of anti-discrimination law. Women who face multiple or intersectional discrimination in the labour market and beyond are particularly vulnerable and, therefore, require special protection. In seminar 2, the speakers acknowledged that the concept of intersectionality is recognised in the EU policy framework but not in legislation while the core aspects of intersectionality have been lost in translation. The speakers also agreed that the challenge is to put intersectionality from theory into practice; while the starting point could be its inclusion in the EU legal framework.

Eliška Hronová opened the seminar with a presentation on the case-law of the European Court of Human Rights. She concluded that intersectional discrimination was addressed as such by the Court only in the judgment *B.S. v Spain*, however, the issue was raised on several other occasions by the third party interveners and tackled by a judge in a dissenting opinion. Moana Genevey introduced an EU policy framework and the case-law of the Court of Justice of the EU. Provisions on intersectionality are currently discussed in relation to the negotiations of the Pay Transparency Directive Proposal. Adéla Horáková focused her contribution on challenges linked to the same-sex marriage campaign in the Czech Republic. Ojeaku Nwabuzo addressed the intersections of race and gender. She presented intersectionality in the three most important global systems of domination, i.e. racism/colonialism, capitalism and patriarchy. She also mentioned the absence of data relevant to race which has exacerbated the challenges of bringing race to the forefront of intersectionality work in Europe.

Seminar 3: Role of education systems: competencies for the 21st century in the gender perspective

- Eva Colledani, Project manager, NGO Nesehnutí
- Cameron Dunn Merelle, European Youth Parliament
- Lenka Felcmanová, Chairwoman, Czech Expert Society for Inclusive Education
- Pavlína Müllerová, One World in Schools

Hosted by: Johanna Nejedlová, Co-Founder of Czech NGO Konsent and winner of the Woman in Youth Activism Award

The debate in the seminar was dedicated to education as a tool to combat gender stereotypes and inequalities present in our society. Teaching the young generation about freedom, equity, and responsibility is one of the critical roles of the educational system. Children cannot be free if society is built upon norms and roles which are gender stereotyped and therefore limiting one's development, dreams, and future. Education is therefore a key factor that can boost the empowerment of women and help to enhance gender equality in our society.

Speakers in the seminar came with diverse backgrounds, which range from non-governmental organisations to academic experts and youth organisations. Pavlína Müllerová introduced their film festival project of raising awareness of media literacy in Czech schools by talking about current societal issues. This was followed by Lenka Felcmanová who discussed Partnership for Education 2030+. This





initiative aims to establish a middle layer within the Czech educational structure to ease the implementation process of equal opportunities in education, well-being programs, etc. Cameron Dunn Merelle then talked about the importance of a safe environment for all members of our society to learn, share and develop their potential. Eva Colledani emphasised the role of NGOs in education and overcoming the gender stereotypes. She also pointed out that even one person or a small group can make a small step forward to lift up our society as a whole.

Which skills do we need to succeed in our lives? One such skill is knowing how to manage one's mental health. Girls are more likely than boys to suffer depression, and the Covid-19 pandemic negatively affected their mental health. Whereas boys are more likely to attempt to commit suicide. Because especially in times of crisis, we need to understand how to become resilient. The way we accommodate these matters in education can change one's life. On top of that, the structure of society is ever-changing, and our educational system now needs to cope with the new challenges. The speakers concluded that it is crucial to promote social emotional learning, in order to combat gender stereotypes.

Panel 4: Young generation, diversity, inclusion, and business

- Klára Escobar, Human Resources Director, MONETA Money Bank
- Aleksandar Karatosho, European Democracy Youth Network
- Mariella Pagliuca, Department of Equal Opportunities, Italy
- Louisa Woods, Global Diversity & Inclusion Manager, Atlas Copco

Hosted by: Jana Soukupová, Youth Speak Up!

The pandemic negatively affected particularly women and youth as to their mental health and working conditions. It shed light on different issues such as well-being, work-life balance, and the need for fair distribution of care among parents. Following the two years of experience and current world developments, we need to reflect the needs of the vulnerable groups in policy-making. The very last panel of the conference was centred on the impacts of automation and digitalization, poor working conditions, climate crisis, ageing of the population, and increasing living costs.

The seminar key takeaways were the urgent need to uphold the principles of inclusion and diversity, especially in business environments, as these are one of the key values for the young generations. *"We shouldn't be afraid to be bold. We should ensure that women can really achieve equal representation in decision-making positions,"* pointed out Klára Escobar. Her contribution underlined the pressing need for the business sector to make changes that lead to the elimination and prevention of inequalities, while constantly respecting the differences of our employees and clients. Aleksandar Karatosho stressed the importance of including youth perspectives in the political debates on the future development of the EU. He then enriched the debate with the viewpoint of the Balkan candidate countries to the EU and talked about the European values in a broader spectrum. *"It is necessary to implement inclusive measures in companies, institutions and the civil sector that will reflect not only gender, but also other types of disadvantages that are crucial for the young generation entering the labour market"*, added Louisa Woods. She then mentioned the urgency for companies to pay special attention to the topic of engaging the younger generation. Mariella Pagliuca concluded the panel





contributions by elaborating on the highlights of Gender Equality Certification System, which is an example of one of the measures to improve the working conditions of women in terms of quality, remuneration and role and promote transparency in work processes in companies.

The panel explored these new tools, stressing the importance of a sustainable and fair approach. With these factors in mind, it is perhaps time to reconsider the way we think about work and look for models that are sustainable, just, and promote equality. Several states, initiatives, and NGOs are already testing or even introducing new working models, such as a shorter week, the right to disconnect, universal basic income, or are aiming to define the platform work.

