Conference Summary:
“Cracking the Ceiling: Gender and Labor in the Global Economy”
Hertie School of Governance, Berlin
April 1st, 2017
Overview of the Conference

Keynote Speech:
Henrike von Platen, Past President of Business and Professional Women e.V.

Panel Discussion: Which Way Forward with Gender Equality?

Moderation:
Prof. Dr. Michaela Kreyenfeld, Professor for Sociology, Hertie School of Governance

Panel Discussants:
Prof. Dr. Stephan Hyŏng, Professor for Social Work with Boys and Men at the Catholic University of Applied Social Sciences Berlin
Katri Kemppainen-Bertram, Head of Advocacy and Policy, Save the Children Germany
Benjamin Nanz Snow, CEO, Civocracy.org
Ludger Ramme, President of CEC European Managers and director of ULA – United Leaders Association Germany
Henrike von Platen, Past President of Business and Professional Women e.V.

Workshops

Segregation and Segmentation of the Workforce
Leader: Katinka Brose, Business and Professional Women – Germany e.V.

Fatherhood and associated policies
Leader: Florien Kruse, PhD Candidate, Celsus Academy for Sustainable Healthcare & Member of the Hertie Foundation’s Women Leadership initiative (WLi)

Social categorization and unconscious bias in the workplace
Leader: Evelyn Hayn, Research Associate, Centre for Teaching Innovations

Designing Care Infrastructures: Applying Design Thinking to Co Create Care Policies
Leader: Sarah Worthing, Hertie School of Governance 2017 MPP Graduate

Gallery Walk
The workshop participants presented each other visualizations of their workshop outcomes

Fishbowl Discussion
In a final fishbowl discussion, the participants discussed ideas that arose during the conference and developed policy recommendations
**Introduction**

In April, we gathered on a Saturday morning to discuss gender equality and the progress we still need to make in order to achieve our goal of equal treatment in work - be that as professionals or as caregivers at the homefront. We were impressed not only by Henrike von Platen’s engaging keynote and the great discussion on our gender-balanced panel, but also by the high quality of the debates we participated in and heard during the conference. The lively discussions during the coffee and lunch breaks, the intimate atmosphere of the fishbowl and the diverse results from our workshops - all highlighted to us how enriching it is to connect and exchange views with other people committed to gender equality.

The following document summarizes the conference results. The purpose of such a summary is not only to deliver an overview of the 2017 conference discussions but also to provide a thread that can be picked up the next time we all get together in order to drive gender equality forward in both the workplace and at home.

**Segregation and segmentation of the labor market:**

This workshop focussed on discussing the different dimensions labour market segmentation and segregation along gender lines. Looking at the current status of women's labour market participation, the participants understood how the gender gap came about in economic outcomes like pay, earnings and pensions. Along similar lines, the concept of gender pay gap was further deconstructed for multiple European countries to account for all factors that contribute to this gap, namely education, occupation, industry etc. Horizontal, vertical and overall segmentation of the labour market were analyzed to highlight the major challenges that have cropped up in the current times with regard to women’s paid work. The most prominent of these challenges are: digitalisation, changing corporate culture and generation Y. The central themes/questions highlighted in the workshop were: how to value work, what structures we want to work in and how to organise work and family life in the life course? In the second half of the workshop, participants analyzed the role of the main actors who have a stake in this issue and explored what possible actions could be be taken to address the current situation.

**Valuing care in society:**

The workshop on Fatherhood and Associated Policies focused on how family policies take (or don’t take) fathers into account and the role fathers play today in childcare. The first part of the workshop focused on assessing welfare state policies centered around fathers (such as parental leave policies that specifically target them) using key frameworks like the three worlds of welfare capitalism or the male breadwinner model to provide a conceptual basis for the discussion. In the second part of the workshop, participants split into groups to draft and discuss policy ideas for specific countries that could lead to greater gender equality and more empowerment of fathers in the realm of caregiving.

**Designing Care Infrastructures: Co-Creating Care Solutions through Design Thinking**

The workshop on *Designing Care Infrastructures: Co-Creating Care Solutions through Design Thinking* focused on finding design thinking-generated solutions to overcome the challenges of flex policies (i.e. policies allowing flexible work options). Participants first examined the complicated dynamics between the devalued, tenuous situation of most care workers and the growing need for greater care infrastructures due to increased female participation in the workforce, burgeoning
elderly population, and the demand for high quality early childhood education. Narrowing down to flexi policies, participants examined the primarily norm-driven shortfalls of current flex policies which are driving the significant implementation gap between policies on paper and actual take-up among men and women. Participants then broke into smaller groups to develop tangible solutions to mitigate this implementation gap using design thinking methodologies. Solutions included:

1) Self-scheduling shift app for part-time workers
2) Monitoring mechanisms and labelling to businesses with implemented flex policies
3) Government subsidies to businesses with implemented flex policies

Unconscious Bias and Work Culture:

The workshop *Social Categorization and Unconscious Bias in the Workplace* dealt with social categorization within society, such as gender, race, disability, and migration background, and how stereotyping of these categories shapes opportunities on the job market and in the workplace. The first part of the workshop dealt with identification of privilege and discrimination that jobseekers experience on the labor market. Secondly, strategies of an anti-discriminatory work environment were developed to end unconscious biases on the labor market and in the workplace. The workshop focused principally on unconscious bias in education, and solutions include:

1. Alter hiring practices: professional training for all employees, higher flexibility for parents, a change in of wording for a job description, a broader outreach, and anti-discrimination training.
2. Create awareness of unconscious bias for teachers, establish gender sensitivity in teaching practices, and empower vulnerable groups.
3. Increasing knowledge on the subject: sensitivity training for teachers and students, increased anti-discrimination curricula, and more information on the subject given to parents.

Expected outcomes from these policy changes include a higher percentage of women in STEM, a higher percentage of men in care-oriented professions, and the obliteration of long-standing stereotypes.

Summary and Policy Implications:

During the concluding Fishbowl Discussion, participants discussed different ways to tackle gender inequalities in the labor market. Two topical areas were primarily discussed: more inclusive care policies and developing a different work culture.

In the area of *care policies*, the participants call upon politicians to:

1) develop care policies fostering the involvement of men not only in private care work, but also in the professional care sector to widen restrictive images of masculinity in society
2) provide higher wages to care workers to flatten the payment hierarchy in the educational sector which, at the moment, heavily undervalues child care workers and primary school teachers to more strongly value care work
3) change gender roles models transmitted via education.

Concerning the area of *work culture*, the participants demand:

1) more transparency about gender balances in organisations to be able to openly discuss deficiencies
2) stricter gender quotas to foster female leadership within organisations
3) the promotion of a more inclusive leadership perspective that puts more emphasis on emotional skills and values employees in a more inclusive way
The Conference was sponsored by:

In cooperation with