

Promoting gender balance in the workforce

Zoom Webinar – register [here](#)

7 March 2024, 11:00–13:00 (CET) / 14:00–16:00 (Dubai - United Arab Emirates time)

11:00 CET	Opening remarks <i>Iman Bin Khatem, CEO, Policies and Programs, Dubai Government Human Resources Department</i>
11:10 CET	Keynote speech: Joining forces for gender equality <i>Monika Queisser, Senior Counsellor to the Director of Employment, Labour and Social Affairs Directorate and the Head of Social Policy Division, OECD</i>
11:20 CET	Panel discussion “Supporting families and workers’ engagement in the labour force: Parental leave, childcare and flexible work” Moderation: <i>Willem Adema, Senior Economist, OECD</i> <ul style="list-style-type: none">• Parental leave <i>Alison Koslowski, Pro Provost (Equity & Inclusion), Professor, UCL</i>• Early Childhood Education and Care (ECEC) <i>Daniel Molinuevo, Research Manager, Eurofound</i>• A national example of ECEC – Sweden <i>Anders Edin, Deputy director at the Ministry of Education and Research, Sweden</i>• Flexible work <i>Heejung Chung, Professor, University of Kent/ Professor of Work and Employment, King's College London</i>• Q&A with the audience
12:10 CET	Panel discussion “Ensuring non-discrimination, equal pay and career progression” Moderation: <i>Valentina Patrini, Social Policy Analyst, OECD</i> <ul style="list-style-type: none">• Non-discrimination legislation <i>Emanuela Pozzan, Senior Gender Equality and Non-Discrimination Specialist, ILO</i>• Equal pay and measures addressing pay gaps <i>Valerie Frey, Senior Economist, OECD</i>• A national example of pay transparency initiatives: Logib – Switzerland <i>Simon Hilber, Economist, Federal Office for Gender Equality Switzerland</i>• Breaking the glass ceiling <i>Fianna Jurdant, Senior Policy Analyst, OECD</i>• Q&A with the audience
12:55 CET	Closing remarks <i>Monika Queisser, Senior Counsellor to the Director of Employment, Labour and Social Affairs Directorate and the Head of Social Policy Division, OECD</i>

Biographies of the speakers and moderators *(in alphabetical order)*



Willem Adema - Senior Economist, OECD

Willem Adema is a Senior Economist in the OECD's Directorate for Employment, Labour and Social Affairs, where he leads a team of analysts of [Family](#); [Gender](#); and [Housing](#) policies and data, which also maintains the [OECD Social Expenditure Database](#). OECD reports prepared by Willem's team in 2023 included: the [G7 Gender Equality Implementation Report 2023](#); [Joining Forces for Gender Equality](#), [Exploring Norway's Fertility, Work, and Family Policy Trends](#); [Policy Actions for Affordable Housing in Lithuania](#); and, [Strengthening Latvia's Housing Affordability Fund](#). Willem graduated from the Erasmus Universiteit Rotterdam and holds a doctorate from St. Edmund Hall, University of Oxford.



Iman Bin Khatem - CEO, Policies and Programs, Dubai Government Human Resources Department, DGHR

Iman Bin Khatem, currently the CEO of Policies and Programs in the Dubai Government Human Resources Department, is an expert in the field of human resources. In her role, she exercises strategic influence over various critical human resources functions within the Dubai Government. Her responsibilities encompass a wide spectrum of strategic endeavours, including the consolidation of Dubai Government Human Resources Law, the orchestration of strategic workforce planning, HR transformation and digitalisation initiatives, the implementation of reward and recognition systems, and the facilitation of capability-building programmes. Furthermore, Iman leads several policy-related initiatives across the Dubai Government, contributing to the overall development and enhancement of HR practices within the public sector.



Heejung Chung - Professor, University of Kent/ Professor of Work and Employment, King's College London

Heejung Chung is Professor of Sociology, University of Kent - soon to be Professor of Work and Employment, King's College London, and the author of the book *The Flexibility Paradox: Why flexible working leads to (self-) exploitation* (2022, Policy Press). Heejung is a comparative labour market and welfare state researcher who explores different issues of inequality and social justice around work and labour markets, to find policy solutions to tackle these problems. Recently, her work has focused on access to and outcomes of flexible working (flexitime, tele/homeworking) on workers' well-being and gender inequalities both at home and in the labour market.



Anders Edin - Deputy director at the Ministry of Education and Research, Sweden

Anders Edin is Deputy director at the Ministry of Education and Research, Sweden. He works with policy development on early childhood education and care (ECEC) and primary school. Among other things, he represents Sweden in the OECD ECEC network and the EU working group on ECEC. Anders has worked with ECEC and school issues at different levels in the Swedish education system since 2002. He holds a bachelor's degree in economics and a master's degree in pedagogy.



Valerie Frey - Senior Economist, OECD

Valerie Frey is a Senior Economist in the OECD's Directorate for Employment, Labour and Social Affairs. Her research focuses on gender equality in labour markets, public opinion on economic risks and governance, and improving the reach of social protection systems. She leads the OECD's work on pay transparency for equal pay. Valerie has also worked as an adjunct professor in economics at Sciences Po, as a research associate at the Institution for Social and Policy Studies at Yale University, and as a consultant in the World Bank's Public Sector Governance Group. She holds a Ph.D. from Yale.



Simon Hilber - Economist, Federal Office for Gender Equality Switzerland

Simon Hilber is an equal pay specialist in the Labor Unit of the Federal Office for Gender Equality FOGE. He has been working for the Swiss government since 2022 and has participated in the continuing development of the Logib tool, which is internationally recognised as a good practice by ILO, OECD and UN WOMEN. He also ensures the implementation of equal pay controls in the context of public procurement for the federal government. Simon holds a PhD from the ETH Zurich where he researched the effects of gender differences in education and research productivity.



Fianna Jurdant - Senior Policy Analyst, OECD

Fianna Jurdant is a Senior Policy Analyst at the OECD. Under the auspices of the OECD Corporate Governance Committee, she brings over 20 years of experience developing coalitions for reform, policy analysis and advice to support alignment with the G20/OECD Principles of Corporate Governance globally. She is leading, among others, OECD's work on corporate governance with the Middle East and Africa as well as the Committee's work regarding women on boards and senior management. She has also been a Senior Advisor supporting the OECD External Relations Committee, with strategic guidance on policy reforms in the Middle East and managing strategic coordination with the Secretary General's office.



Alison Koslowski - Professor, Pro Provost (Equity & Inclusion), UCL

Alison Koslowski is Pro Provost (Equity & Inclusion) and Co-Director of the Thomas Coram Research Unit (TCRU), University College London, and Professor of Social Policy. Her research focuses on policies and practices that can reduce gender inequalities, promote greater work-family balance, and improve family well-being. She is an editor of the Annual Review of the [International Network on Leave Policies and Research](#). Her most recent books are Social Research for our Times (edited with Claire Cameron, Alison Lamont and Peter Moss, UCL Press, 2023), Research Handbook of Leave Policies (edited with Ivana Dobrotic and Sonja Blum, Edward Elgar, 2022) and Parental Leave and Beyond (edited with Peter Moss and Ann-Zofie Duvander, Policy Press, 2019).



Daniel Molinuevo - Research Manager, Eurofound

Daniel Molinuevo is a research manager in the Social Policies unit, having joined Eurofound in 2010. His research on health and social care has focused on the quality and accessibility of services, their digital transformation and the working conditions of staff. His work has mainly focused on services for children, both at Eurofound and at UNICEF, where he worked in 2021 supporting the preparation of the European Child Guarantee. He studied sociology in Salamanca, Spain and at the Humboldt University in Berlin. He has an MA in European Political and Administrative Studies from the College of Europe in Bruges and an MSc in European Social Policy from the London School of Economics, where he also worked as a researcher.



Valentina Patrini - Social Policy Analyst, OECD

Valentina Patrini is a social policy analyst in OECD's Directorate for Employment, Labour and Social Affairs. Her recent work on gender equality include [Joining Forces for Gender Equality: What is Holding us Back?](#), [Reducing the Gender Employment Gap in Hungary](#) and the [Gender data expansion](#) project. She is also part of the Secretariat of the [Equal Pay International Coalition – EPIC](#). Before joining the OECD, Valentina worked at Eurofound, providing evidence for the improvement of living and working conditions. Before then, she worked in policy evaluation and research in the fields of employment, education and socioeconomic development.



Emanuela Pozzan - Senior Gender Equality and Non-Discrimination Specialist, ILO

Emanuela Pozzan has over 20 years of experience working in the Middle East, Africa and Asia on gender equality and non-discrimination in the world of work. She holds a degree in Middle Eastern Studies and a MSc in Development Studies at SOAS with focus on gender equality and forced migration. Her career included serving for the Italian Ministry of Foreign Affairs, NGOs, UNFPA and the ILO. She is now Senior Gender Equality and Non-Discrimination Specialist in the Gender, Equality, Diversity and Inclusion (GEDI) Branch at the ILO HQ. She coordinates a portfolio of initiatives around access to work for women, care economy, pay equity and violence and harassment in the world of work. She co-manages the Secretariat of the [Equal Pay International Coalition – EPIC](#).



Monika Queisser - Senior Counsellor to the Director of Employment, Labour and Social Affairs Directorate and the Head of Social Policy Division, OECD

Monika Queisser is Senior Counsellor to the Director of Employment, Labour and Social Affairs Directorate and the Head of Social Policy Division at the OECD, where she supervises and coordinates the work on social protection, social indicators, pensions, affordable housing, family and LGBTI+ policies. She has been working at the OECD since 1997. In 2007-8, she worked as an adviser to the OECD Secretary-General. Prior to joining the OECD, Monika worked at the World Bank in Washington, D.C. She was a member of the pensions and insurance group in the Financial Sector Development Department. Her first employment was with the German Ifo Institute for economic research in Munich. Her professional experience also includes employment as a journalist at daily newspapers and broadcasting in Germany.