

11<sup>th</sup> LISBON  
FORUM

Values

Networks

Shared knowledge

EUROPEAN HRD CIRCLE  
for social responsibility

11/12 MAY 2023

# EQUALITY/ INEQUALITIES

A forum aiming at finding positive HR solutions  
against discriminations and for equal opportunities

## Conferences:

- Daniel Cohen: **Inequalities: new stage for capitalism**
- Christian Monjou: **The opportunity within the threat**
- Simone-eva Redrupp: **Interacting with respect and no stereotypes**
- Lionel Zinsou: **The north and the south**

## 4 topics/round tables:

### 1. Defining the concepts: equality, diversity, woke?

*An historical, philosophical and legal approach to define what could be a European approach based on equal opportunities and not on communitarianism.*

*Une approche historique, philosophique et juridique pour définir une approche européenne fondée sur l'égalité des chances et non sur le communautarisme.*

Chaired by **Philippe Vivien**

- **Jean-François Braunstein**, Professeur de philosophie contemporaine Université Paris1 panthéon Sorbonne auteur de “*Histoire des sciences et politique du vivant*”, de “*La religion woke*” et **Anne de Guigné**, journaliste auteure de “*Le capitalisme woke*”
- **Steve Jefferys - Steve Bevan - Wendy Cartwright**: Equality versus diversity
- **Yves Struillou**, Conseil d'État, et **X (Germany)**, The legal framework

### 2. Fighting discriminations at work

*Exchanging good practices on actions in European companies.*

*Un échange de bonnes pratiques sur les actions menées dans des entreprises européennes.*

Chaired by **Wendy Cartwright** with 4 business cases from France Germany and UK

### **3. Reducing inequalities (global compensation and careers) within companies**

*Which actions to reinforce cohesion and attractiveness?*

*Quelles actions pour renforcer cohésion et attractivité ?*

Chaired by **Rainer Gröbel** with testimonies from companies and union's reactions

### **4. Managing inequalities along the value chain; CSR and contractors**

*To what extent applies the social responsibility of a company along its value chain?*

*Jusqu'où va la responsabilité sociale de l'entreprise le long de sa chaîne de valeur ?*

Chaired by **Paul Mayer** with 2 testimonies

- The aeronautic sector: **Thierry Quillet**, GIFAS France and X Germany
- The food industry initiative: initiative for a social standard for truckers: **Sylvain Lobry** +...
- The platform companies: **Jérôme Julia**
- The emergence of global social standard for benefits: **Jean-Christophe Sciberras**