

CASE STUDY

Please pick your top 3 cases that you would like to work with in the conference and mark them in the registration form. We will do our best to accommodate everybody's wishes (but do reserve the right to make sure that the group sizes are even and that there's enough diversity in each group).

Age

How do we ensure people stay motivated and productive after they are 50 years old? It is a challenge most European countries face today. Especially with the European pension reforms, working longer is the message to all of us. When solving this case, you find HR approaches that motivate people to keep on working. Next to that, you find ways to allow different generations to work productively together.

Gender

Many organizations engage in activities to improve gender equality in the workplace. Not always do these activities lead to the expected outcome. In this workshop we will look at different instruments and discuss their benefits, why they are sometimes met with skepticism.

Ethnicity

Ethnicity is one of the topics in Europe nowadays. It is an increasing theme for organizations: with regard to their competition on the labour market, they will have to deal with a variety of nationalities in order to maintain their competitive advantage. In this case study the main question is how to obtain a more diverse staffing.

Religion

Religion is a very sensitive topic especially in Europe nowadays. The large varieties of religions combined with freedom of religious orientation require that we keep an open mind and allow each individual to practice their own religion. Still, things are not so easy in practice. The case study focuses on a conservative country with a highly homogenous population and the goal is to identify what should be done in order to ensure religious freedom and to prevent discrimination.

Disability

“You are disabled if you have a physical or mental impairment that has a substantial or long-term negative effect on your ability to do normal daily activities” (Equality Act 2010 UK). Employers however want the best person for the job. In this case study we discuss employment and disability. We ask many questions, and if we are lucky, we may find some solutions.

Sexual Orientation

In an organization with subsidiaries in more than 30 countries worldwide, where corporate governance standards are aligned with internationally-accepted standards, this workshop will look at how to promote workplace tolerance for gay and lesbian workers.