



Institut Européen
d'Administration Publique

- Centre Européen de Formation dans les Affaires
Sociales et de Santé Publique (IEAP-CEFASS)

European Institute
of Public Administration

- European Training Centre for Social Affairs
and Public Health Care (EIPA-CEFASS)

SEMINAR

SOCIAL DIALOGUE UNDERSTANDING THE NEW ROLE OF THE SOCIAL PARTNERS IN EUROPE - EXPERIENCES AND KEY FACTORS FOR SUCCESS

Milan / Italy, 29 - 30 June 2006

EIPA-CEFASS: Via Copernico 38, 20125 Milan (IT)

PRELIMINARY PROGRAMME

Subject:

From an international perspective, the *European social dialogue culture* is regarded as a cornerstone of the social and economic model of Europe: social dialogue is better developed in Europe than in any other region in the world. However, due to the great variety of labour market structures among Member States, the dialogue between social partners at cross-border and EU level is not proceeding smoothly. In addition, the Central and Eastern European economies are suffering from weak industrial relations.

This EIPA-CEFASS seminar aims to provide insights, proposals and solutions regarding the following issues: the role of social partners, the labour law background (existing "soft law"), framework agreements relating to social dialogue, intersectoral/company-level dialogue, consultation procedures, bi- and tripartite bargaining and EU social dialogue with focus on the public administration sector.

For whom?

Social partner representatives, representatives of the industrial sector, lawyers and civil servants from EU Member States and countries surrounding the EU who work in employment sectors, as well as other key persons concerned with employment and labour market reforms.

Why participate?

By attending the seminar, participants will:

- receive hands-on information from experienced *practitioners* and *experts*
- be able to "think aloud" in *small working groups* and to network with their peers
- be able to exchange contrasting experiences in a *multicultural* context: participants come from all EU countries
- find out how *good practices* in social dialogue and industrial relations can provide tools for day-to-day business

Methodology

A *participatory* approach has been chosen: working in *small groups*, participants will be expected to play an active role by exchanging country-specific views and debating possible options for reform measures. Offering a well-adjusted mix of presentations, discussions and tailored working sessions, the seminar will seek to draw on the participants' experience.

Languages

The seminar will be conducted in English. Simultaneous interpretation into Italian, German or French will be available provided that there is a sufficient number of requests for these languages.

Fee

The participation fee is **EUR 490**. (In special cases, we will be prepared to consider offering a reduction.)

Contact

- Roger Hessel, Project Leader, tel. +39-02-67.100.600, r.hessel@eipa-it.com
- *Organisation*: Davide Minelli, Coordinator-Assistant, tel. +39-02-67.100.600, d.minelli@eipa-it.com

Thursday 29 June 2006

- 09.45 **Welcome of participants**
Angelo Carezzi, Director, European Training Centre for Social Affairs and Public Health Care (EIPA-CEFASS), Milan (IT)
- 10.00 **Introduction to the seminar: overview of industrial relations and social structures in various countries – Identifying different models and the role of social partners**
Roger Hessel, Project Leader, EIPA-CEFASS, Milan (IT)
- 10.30 Discussion
- 11.00 Coffee break
- 11.15 **How to improve negotiation procedures between employers and workers: key factors for success**
Christian Carlsen, Chief Consultant and Attorney at Computer Science Corporation (CSC) in Copenhagen, Associate Professor at the University of Copenhagen (DK)
- 11.45 Discussion
- 12.30 Lunch
- 14.0 **PARALLEL WORKSHOP SESSIONS:**
Considerations for change – What can we learn from others?
The participants will be invited to take part in one of the three working groups. Within the group of their choice they will be asked to report on experiences in *their working environment*.
- Group 1: Good practices in social dialogue in Scandinavia**
 Chair: *Christian Carlsen*, Chief Consultant and Attorney at Computer Science Corporation (CSC) in Copenhagen, Associate Professor
- Group 2: Good practices in social dialogue in southern Europe**
 Chair: *Roger Hessel*
- 16.00 Coffee break
- 16.30 **DEBRIEFING ON THE WORKSHOPS (plenary session)**
 Presentation of the outcome of the group discussions
- 18.00 End of the first day
- 20.00 Dinner at the *Antica Osteria di Via Gluck* (optional)

Friday 30 June 2006

- 09.15 **KEYNOTE SPEECH:**
Bi- and tripartite industrial relations in the candidate countries – what works and why?
Prof. Rüchan Isik, Adviser to the Government of Turkey (Ministry of Labour and Social Security), Professor of Labour and Social Security Law at the Bilkent University of Ankara, former Undersecretary, former Director of the ILO Office Ankara (TR) - invited
- 09.45 Discussion
- 10.15 **Case study: social dialogue in Denmark – focus on the Danish dispute settlement structure**
Christian Carlsen, Chief Consultant and Attorney at Computer Science Corporation in Copenhagen, Associate Professor (DK)
- 10.45 Discussion
- 11.15 Coffee break
- 11.30 **Social dialogue at EU level: involvement of management and workers, structures, achievements and prospects for the future**
Roger Hessel
- 12.00 **FINAL PANEL DISCUSSION**
The perspective from employers and employees:
- **The employees' side**
Kim Jensen, Danish trade union *HK Commerce*, Head of the Negotiation Department, Copenhagen (DK)
 - **The employers' side**
Christian Carlsen
 - **A reaction from the academia:**
Prof. Rüchan Isik - invited
- 13.00 Conclusions and summary
- 13.30 End of the seminar
- Tour of the old city of Milan; visit to the *Duomo* (optional)