



**International
Labour
Organization**



Enhancing social partners' and social dialogue's roles and capacity in the new world of work

DRAFT Programme

Brussels, 5-6 March 2020

Hotel Crowne Plaza, Le Palace (Rogier)
Vision and Clarity conference rooms

Organized by the International Labour Office in cooperation
with the European Commission

The focus

This project aims to better identify the challenges that social partners will be facing in the future World of Work, and the possible ways to strengthen their capacities to respond to those challenges. Social dialogue will also be studied with respect to the role it can play to help social partners to address the challenges of the future of work.

During a workshop attended by Workers' and Employers' organisations at the ILO in Geneva (7-8 February 2019), social partners decided to focus the project on three items that will be addressed during this conference:

- How to strengthen social partners' representativeness and to increase their institutional capacity to address challenges in the world of work through social dialogue and consultative processes?
- How to support the autonomous role of social partners, and to leave more space for collective bargaining and collective agreements at national, sectoral and company levels?
- What role do social dialogue and social partners play on digitalisation, and what examples do we identify so far?

Each of the above three thematic topics has been addressed in a comparative fashion by three high level experts while more than ten national experts had for task to provide more in-depth details and present eventual other challenges faced by social partners in their own country. These thematic and national reports will be briefly presented on the first day of the conference in order to stimulate the feedback and debates among social partners, and strengthen their future role in the European world of work. They will also stimulate governments' representatives to provide their inputs and engage in discussions about eventual policy reforms.

A policy debate will also be organized on the second day of the conference, at which government's representatives will also be invited to provide their views and identify how could they discuss and help promoting such role of social partners and social dialogue. High-level representatives of social partners at both European and International level will also be invited to discuss our project's results and to present their current and future initiatives to better respond to the above challenges.

The participants

This conference will be attended by government, trade union and employer representatives and experts of 34 countries (EU27 + EU candidate and potential candidate countries).

Policy debates will be organized with round table discussions between high-level representatives of Ministries of Labour and Employment, European social partners, and a final policy session with high-level representatives of European and International employers' and trade unions' representatives, the European Commission and the ILO.

Thursday, 5 March

- 08.30 – 09.30 Registration
- 09.30 – 10.10 **Opening (Chair: Manuela Tomei, Director, Conditions of Work and Equality Department, ILO)**
- **Philippe Marcadent**, Chief, Inclusive Labour Markets, Labour Relations and Working Conditions Branch, ILO
 - **Jörg Tagger**, Head, Social Dialogue Unit, European Commission
 - **Rafael Muñoz de Bustillo**, Professor of Applied Economics at the University of Salamanca, Spain
- 10.10 – 10.30 **An overview of the project** (Presentation of the project: Objectives, steps and few main findings)
- **Youcef Ghellab**, Head, Social Dialogue and Tripartism Unit, ILO and **Daniel Vaughan-Whitehead**, Senior Economist, Inclusive Labour Markets, Labour Relations and Working Conditions Branch, ILO.
- Discussion
- 10.30 – 10.50 Coffee break
- 10.50 – 12.30 **Session 1:** How to strengthen social partners' representativeness and to increase their institutional capacity to address challenges in the world of work? (**Chair: Magdalena Bober**, Relations Specialist, Bureau for Employers' Activities, ILO)
- Thematic report 1: Dominique Anxo**
Country cases
Spain, **Oscar Molina**
Italy, **Lorenzo Bordogna**
Adriatic countries, **Igor Guardiancich**
Poland, **Dominika Polkowska**
- Perspectives of employers' and workers' representatives
- Employers : Christos Ioannou, Hellenic Federation of Enterprises
 - Trade unions : Slawomir Adamczyk, Independent and self-governing Trade Union "Solidarnosc"
- Discussion
- 12.30 – 13.50 (restaurant “Le Nouveau Taste”, Hotel Crowne Plaza)

13.50 – 15.30 **Session 2:** How to support the autonomous role of social partners, and leave enough space for social dialogue including collective bargaining? (**Chair:** **Maria Helena André**, Director, Bureau for Workers' Activities, ILO)

Thematic report 2: Bernd Waas

Country cases

France, **Christine Erhel**

Greece, **Daphne Nicolitsas**

Sweden, **Dominique Anxo**

Ireland, **Philip J. O'Connell**

Perspectives of employers' and workers' representatives

- Employers : Inese Stepina, Employers' Confederation of Latvia (tbc)
- Trade unions : Oscar Ernerot, Swedish Trade Union Confederation

Discussion

15.30 – 15.50 Coffee break

15.50 – 17.30 **Session 3:** What role do social dialogue and social partners play on digitalisation, and what examples do we identify so far? (**Chair:** Vera Lucia Paquete-Perdigao, Director, Governance and Tripartism Department, ILO)

Thematic report 3: Rafael Munoz de Bustillo Llorente

Country cases

Germany, **Ulrich Walwei**

Romania, **Magda Volonciu**

Session 3 (continued): What other priority topics do social partners identify?

Country cases

Czech Republic, **Soňa Veverková**

Baltic states, **Jaan Masso**

Turkey, **Gaye Burcu Yıldız**

Perspectives of employers' and workers' representatives

- Employers : Milos Nenezic, Serbian Association of Employers
- Trade unions : Jaan-Hendrik Toomel, Estonian Trade Union Confederation

Discussion

19.00 – **Reception and dinner** at the “Belgian Comic Strip Center”.

Friday, 6 March

- 08.00 – 09.00 Registration
- 09.00 – 09.20 Keynote Introductory speech from: **Nicolas Schmit**, the Commissioner for Employment, Social Affairs, Skills and Labour Mobility, EC
- 09.20 – 12.00 ***How could Governments enhance social partners' role in the world of work? A Policy Perspective***
Round Table of Ministers of Labour
Introduction and Chair: **Heinz Koller**, Assistant Director-General, Regional Director for Europe and Central Asia, ILO

Introductory address by **Josip Aladrović**, Minister of Labour and Pension Systems, Republic of Croatia, Chair of the EPSCO Council

Round Table 1 - Ministerial attendance:

Croatia (Introductory address): Mr Aladrović, Minister of the Ministry of Labour and Pension System

Albania: Ms Sorensen, Deputy Minister of the Ministry of Finance and Economy

Austria: Ms Aschbacher, Minister of the Federal Ministry of Labour, Family and Youth

Belgium: Ms Muylle, Minister of the Ministère de l'Emploi, de l'Économie et des Consommateurs

Bosnia and Herzegovina: Ms Gudeljevic, Minister of the Ministry of Civil Affairs

Cyprus: Mr Malikkides, Permanent Secretary of the Ministry of Labour, Welfare and Social Insurance

Lithuania: Ms Radisauskiene, Vice Minister of the Ministry of Social Security and Labour

Round Table 2 - Ministerial attendance:

Czech Republic: Mr Hurka, Deputy Minister of the Ministry of Labour and Social Affairs

France: Ms Karvar, State Secretary of the French Government

Kosovo¹: Ms Hajdari, Minister of the Ministry of Economy, Employment, and Strategic Investments

Latvia: Ms Petravica, Minister of the Ministry of Welfare

Malta: Dr Falzon LLD, Minister of the Ministry for the Family, Children's Rights and Social Solidarity

Portugal: Ms Mendes Godinho, Minister of the Ministry for Labor, Solidarity and Social Security

Sweden: Ms Grape, State Secretary of the Ministry of Employment

12.00 – 12.10 Coffee break

12.10 – 13.15 ***European Social Dialogue responses to the future of work challenges***
Round table of European social partners

- Introduction and Chairperson: **Manuela Tomei**, Director, Conditions of Work and Equality Department, ILO

With the participation of:

- **Esther Lynch**, Deputy General Secretary, European Trade Union Confederation (ETUC)
- **Renate Hornung-Draus**, Vice-Chair, Social Affairs Committee, BusinessEurope
- **Guillaume Afellat**, Policy Adviser for Social Affairs, Centre of Employers and Enterprises providing Public services (CEEP)
- **Danny Van Assche**, Vice-President at SMEunited and Managing Director at Belgian member UNIZO, European Employers organisations for Small and Medium enterprises (SME United)

International social partners' points of views:

Strengthening social partners' capacity to address the future challenges in the world of work: A Global Perspective

- **Matthias Thorns**, Deputy Secretary General, International Organisation of Employers (IOE)
- **Owen Tudor**, Deputy General Secretary, International Trade Union Confederation (ITUC)

13.15 – 13.30 **Conclusions and Prospects**

- **Heinz Koller**, Assistant Director General, Regional Director for Europe and Central Asia, ILO

13.30 – **Lunch** (Standing Buffet in the “Lobby” outside the Conference room, Hotel Crowne Plaza)

ⁱ This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.