



International Conference “Social Dialogue and the Future of Work”

Athens, Greece, 23-24 November 2017

Summary Report

Background:

The International Labour Organization (ILO), the International Association of Economic and Social Councils and Similar Institutions (AICESIS) and the Economic and Social Council of Greece (OKE) jointly organized a Conference on “Social Dialogue and the Future of Work”.

The event brought together over 190 participants – government, employer, worker and other representatives of economic and social councils and similar institutions from all regions¹ – along with experts from international organizations. The ILO-AICESIS-OKE Conference took place in the context of the Future of Work Initiative, one of the seven initiatives launched by the ILO Director-General in 2013 to mark the celebration of the centenary of the ILO in 2019. The initiative is encouraging reflection and dialogue among the ILO’s tripartite constituents – governments, employers and workers – on the transformational changes underway in today’s world of work, and what they will mean for the economies and societies of tomorrow.

Perspectives of other international organizations on the future of work:

Other international organizations have taken great interest in researching the future of work. This testifies to the enormity of the challenges and tasks ahead, as well as to the fact that the future of work is happening here and now – a fact that has been confirmed time and time again by the speakers presenting at the Conference.

The research agenda of the World Economic Forum (WEF) has placed a special focus on skills², in particular on the new skills that will be needed in the very near future. It is expected that by 2020, there will be significant shifts in what competences are demanded from workers in different fields. Even though, Information and Communications Technology (ICT) skills will become a fundamental requirement for a great number of jobs, many human skills, such as emotional intelligence, cognitive sensibility, critical thinking and creativity will be ever more in demand.

¹ Africa, Arab States, Europe, Latin America and Small Development Islands (Curaçao, Grenada and Samoa).

² World Economic Forum. *The Future of Jobs Report. Chapter 1: The Future of Jobs and Skills.*
<http://reports.weforum.org/future-of-jobs-2016/skills-stability/>

The World Trade Organization (WTO) is focusing on two out of the four mega-drivers of change identified by the ILO: technology and globalization, with a particular emphasis on trade policy. The ILO and WTO have jointly undertaken research³ on skills development policies and trade. Rapid technological change and the opening of the world economy have improved the living of millions of people and have reduced poverty. Far from increasing unemployment, they led to higher levels of employment. Yet, the employment structure has radically changed, which requires a costly and difficult adjustment of labour to changing conditions. Especially where mobility is low and reskilling difficult, the role played by domestic policy cannot be underestimated. Adjustment costs can be lowered through activation (active labour market policies, job placement), redistributive (social transfers, to compensate for permanent losses) and competition policies (investment in education, reliable infrastructure, good financial markets, more predictability of trade, etc.).

The Organisation for Economic Cooperation and Development (OECD) has a broad agenda connected to the Future of Work, including studies on trade, technology and ageing. Policy responses should consist of upgrading the skills of the workforce and increasing social protection, as well as activating workers that may have lost their jobs as a result of the mega trends impacting the world of work. These components should all be complemented by social dialogue. The OECD emphasizes the role of social dialogue as an important policy tool, as it helps to effectively and quickly adapt to the challenges on the ground, correct market failures, reduce transaction costs, contain inequality, voice concerns (instead of exiting altogether), improve social climate and lead to better reforms. The Organization stresses that in order for social dialogue to remain relevant it has to be both flexible (in order to respond readily to new shocks and challenges) and endow the social partners with a high degree of autonomy and self-organization.

Among the many forces in the future of work, the World Bank focuses on technology. Technology is increasing productivity, lowering transaction costs and reducing barriers to market entry. However, many skills will be wiped out and the employee-employer relationship is changing, which all may lead to a rise in inequality. Some countries will see the technological divide increase more than others. To fully harness the potential of technology and minimize the risks, countries will need to support individuals and firms in technology adoption, build the skills of the workforce of the future and rethink social security systems in light of newly emerging modes of work.

Transformations associated with the future of work are underway now:

The global survey on Social Dialogue and the Future of Work⁴ and the discussions during the Conference have shown that the transformations related to the future of work are taking place now. The mega-drivers of change and their impact differ enormously from region to region and from country to country. Informality and non-standard forms of employment are huge challenges for countries such as Greece, Morocco, Costa Rica and others. Growing inequality and unemployment are a reality in all regions, including developed and industrialized economies. Other countries, such as Samoa, Gabon and

³ WTO and ILO. *Investing in Skills for Inclusive Trade*. http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_560500.pdf

⁴ A worldwide survey of ESC-SIs was conducted to review the roles played and challenges faced by ESC-SIs in addressing the impact of technological and demographic changes, climate change and globalization and to capture the very diverse initiatives ESC-SIs have undertaken in this regard.

Burundi, are vulnerable to the impacts of climate change, which has destroyed production systems and caused droughts and landslides.

In terms of globalization, not all countries are at the same stage; there are those countries that benefit from it and others that suffer from it. Globalization is being blamed for many of the present irreversible changes, but these can be regulated at the national and international levels, as long as there is enough political will to do so. In Europe, in response to such challenges associated with the fast-changing world, the President of the European Commission, Mr Juncker, has recently proclaimed the European Pillar of Social Rights⁵, which strives to deliver new and more effective rights for citizens.

We are living in an era of technological revolution in which many countries cannot keep pace with the rapid changes. Technological advancements have led to job creation, but also to job losses and non-standard and diverse forms of employment. The platform (digital) economy has caused for workers to become “invisible”, which brings challenges for workers’ and employers’ organizations. Workers are often the ones that suffer the most due to the lack of legislation to regulate labour conditions in the new world of work. Therefore, there is a need to set an appropriate regulatory framework to protect these precarious workers while also facilitating the adaptation of businesses. This sentiment was emphasised by the representative of Public Services International (PSI), who also suggested that pension reform and tax arrangements should not place the burden on workers or small and medium-sized enterprises. The National Labour Council of Belgium has made proposals to regulate platform-based work through taxation and other means. Other countries such as the Netherlands, Spain and Luxembourg have conducted studies in order to better understand the challenges posed by these technological advancements. The President of AICESIS indicated that the main focus of work of AICESIS for 2018-2019 will be on the impact of the digital revolution on the future of humanity. In this framework, several meetings and activities are planned.

Social dialogue can help to shape the future of work:

Countries will need to tailor solutions to these challenges stemming from the rapid transformations. There is no one-size-fits all solution that can be applied. The importance of education and upgrading of skills has been emphasized by nearly all participants. To fight against inequality, the distribution of productivity gains is also an important factor, as mentioned by several participants and the WTO representative. Most importantly, inclusive and sustainable labour market policies and other social and economic policies need to be put in place. Domestic policies and institutions are key to facilitate labour adjustment (finding balance between labour market flexibility and employment security) and sharing profits widely. Again, the participation of the social partners in this endeavour is crucial and cannot be overlooked. Certain countries (France, Germany, Sweden) are already at the forefront of regulating the impact of technology on new forms of work as well as on work-life balance, as was remarked by the representative of the European Economic and Social Council. In other countries social dialogue is just beginning to take place on these issues, as is the case in Georgia

⁵ More information on the European Pillar of Social Rights can be found at the following link: https://ec.europa.eu/commission/priorities/deeper-and-fairer-economic-and-monetary-union/european-pillar-social-rights/european-pillar-social-rights-20-principles_en

and Grenada, through the recent establishment of national tripartite social dialogue institutions.

As emphasized by most international organizations, adjustment to technological advancements is a global challenge that needs a global response. Consultations need to take place at the international, national and regional levels and must focus on promoting equality. Only through tripartite consultations will it be possible to combat the impending challenges. The participation of social partners in the design and decision making of policies is crucial in shaping the world of work and defining the direction policies need to take. The actors on the ground know better and can respond more quickly and effectively. As noted by the Costa Rican representative of employers, successful social dialogue requires very specific objectives: the approach has to be cross-sectoral, it has to touch on all aspects of labour and it needs to enquire about the specificities of every sector. Governance will thrive only if labour and employers are both seen as equal and reliable partners. The International Organization of Employers (IOE) echoed this statement, in addition to providing advice to employers' organizations on ways to better support the functioning of ESC-SIs. This included reaching out to different sectors (SMEs, start-ups, youth, crowd-workers), using technology to offer better services, as well as equipping future workers to manage these changes through necessary education.

As evidenced by the debates during the two-day Conference, there are divergent views, such as on the issue of non-standard and diverse forms of employment, and this is where social dialogue and in particular, ESC-SIs have an important role to play. In order for social dialogue to be effective, ESC-SIs need to be well equipped in terms of their analytical capacity to grasp the changes at play and to forge policies to address the challenges. Several participants mentioned that ESC-SIs should be more inclusive and broaden their mandate. In this regard, Gabon is in the process of requesting for the environment to be included in their ESC's mandate.

Several participants underlined the importance of knowledge exchange in order to confront the aforementioned challenges. Both the ILO and AICESIS can play a particularly important role in facilitating the exchange of practical experiences within and across regions. A participant encouraged the ILO to continue disseminating good practices so that Governments can promote social dialogue in policy making. ESC-SIs have rich experiences and can learn from each other, which was also one of the key objectives of the Conference.

Outcome:

The Conference culminated in the adoption of the Athens Declaration (Annex 1), which promotes social dialogue between governments and the social partners around the globe as a key instrument for shaping the future of work.

The participating ESC-SIs requested the ILO to offer assistance and expertise to enable them to strengthen capacities of their members and to facilitate the exchange of knowledge and experiences on the formulation and implementation of policies aimed at addressing the impact of technological and demographic changes, climate change and globalization. In addition, they have asked the ILO to further advocate social dialogue and tripartism as an important means to maintain and rebuild social justice and peace within and between countries.

ANNEX 1. The Athens Declaration



The Athens Declaration on Social Dialogue and the Future of Work by Economic and Social Councils and Similar Institutions

We, representatives from Economic and Social Councils and Similar Institutions (ESC-SIs), participating in the international conference on “Social Dialogue and the Future of Work”, hosted by the AICESIS-ILO-OKE⁶ on 23-24 November 2017 in Athens;

Considering that the Economic and Social Councils and Similar Institutions are established to advise the Executive authority/government and/or parliament on how best to ensure both complementarity and coherence between economic requirements and social needs so that they can advance decent work and social justice for all.

Recalling the Constitution of the ILO, which states that lasting peace can be established only if it is based on social justice;

Reiterating the fundamental principles on which the ILO was founded as described by the Declaration of Philadelphia⁷ of 1944:

- a) “labour is not a commodity;*
- b) freedom of expression and of association are essential to sustained progress;*
- c) poverty anywhere constitutes a danger to prosperity everywhere;*
- d) the war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare.”*

Recalling the ILO Declaration on fundamental principles and rights at work of 1998, promoting principles and rights at work in four categories:

- 1) freedom of association and the effective recognition of the right to collective bargaining*
- 2) the elimination of all forms of forced or compulsory labour*
- 3) the abolition of the worst forms of child labour*
- 4) the elimination of discrimination in respect of employment and occupation*

Recalling the Universal Declaration of Human Rights of the United Nations.

⁶ The Economic and Social Council of Greece.

⁷ Declaration concerning the Aims and Purposes of the International Labour Organization, adopted at the 26th session of the General Conference of the International Labour Organization, Philadelphia, 10 May 1944

In recognizing the above principles and rights, we affirm that:

Strong, sustainable growth and decent jobs for all are fundamental for society as reflected in the 2030 Agenda for Sustainable Development, which provides a global framework to achieve all its 17 Goals. Social dialogue and strong social dialogue institutions are key in shaping the future of work and to building a world of work and social protection in which no one is left behind. The involvement of social partners and other stakeholders in decision making and policy design is particularly important to ensure good governance at a time when the world of work is facing challenges stemming from the rapid transformations in technology, demography, climate change, globalization, as well as other factors such as wars and geopolitical issues. Social dialogue not only fosters democracy and peace, but it also contributes to harmonious industrial relations, reducing inequalities, boosting productivity and promoting inclusive growth. It is therefore important for governments, workers' and employers' organizations to renew their commitment to social dialogue and tripartism as well as to strengthen their capacities.

The ESCs and SIs have an important role to play in better preparing for the challenges and opportunities in a changing world of work by deepening their understanding of the transformations taking place and providing advice on effective policy responses that can help shape the future of work in a manner that best serves the interest of employers, workers and society at large.

We are determined to:

Reinforce actions at the national and international level and with regard to different relevant players (Government, Parliament, representative organizations of employers and workers as well as other appropriate representative organizations of persons and groups concerned) in order to promote the recognition of the strategic importance of social dialogue processes in responding effectively to challenges and opportunities resulting from the changes in the world of work;

We the ESC-SIs propose the following action:

As unique platforms for building national consensus on important economic and social policies and legislation, we the ESC-SIs will use our best endeavors to:

- Mobilize all available human and financial resources towards addressing the challenges and multiplying opportunities associated with the future of work, such as the: emergence of new forms of work, changing skills requirements, deficits in the enabling environment for sustainable enterprise, use of technology for safer workplaces, need for enhanced enforcement and adaptation of legal and institutional frameworks, growing level of inequality and income insecurity, and the adequacy of social protection systems;
- Further engage ourselves in the national debates on key challenges and opportunities surrounding the changing world of work and enhance our competencies and role as forums for consensus building;
- Enhance the role and capacity of our members, especially the social partners, on issues relating to the changing world of work;
- Give due consideration to the guidance contained in relevant ILO instruments of social dialogue, especially Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), Consultation (Industrial and National Levels) Recommendation, 1960 (No. 113), Freedom of Association and

Protection of the Right to Organise Convention, 1948 (No. 87) and Right to Organise and Collective Bargaining Convention, 1949 (No. 98) that are essential for effective social dialogue;

- Advise policy makers to put in place policy frameworks that maximize the benefits and minimize the risks relating to the future of work, particularly those that promote:
 - Sound macroeconomic, fiscal and sectoral policies for inclusive growth and employment;
 - An enabling environment for enterprise creation, sustainable enterprises and innovative businesses;
 - Labour market, wage and social protection policies to promote decent work and ensure the protection of labour rights;
 - Enhanced participation of women, youth and disadvantaged groups in the labour market.

We as members of the AICESIS propose the following action:

- Support and facilitate the exchange of knowledge, experiences and good practice amongst individual ESC-SIs with regard to action taken or identified to help shape the future of work;
- Undertake follow-up actions to the Athens Declaration, which will be presented at our General Assembly meeting in 2018 including specific initiatives aiming at reinforcing ESC-SIs' capacities to support the implementation of the Athens Declaration at country level;
- Expand their association to other tripartite/multipartite institutions and develop a partnership with such entities in collaboration with the ILO particularly in the framework of the Future of Work Initiative and the Centenary celebrations;
- Create and strengthen the global alliance between ESC-SIs (with special attention to Small Island Development States (SIDS)) with the aim to further advancing the objectives of decent work, social justice for all as well as the Sustainable Development Goals.

We request the ILO, as a strategic partner, to consider the following action:

- Support and facilitate the exchange of knowledge and experiences on the formulation and implementation of policies aimed at addressing the impact of technological and demographic changes, climate change and globalization;
- Analyze global trends on social dialogue and provide policy tools and training to support national processes of social dialogue;
- Offer assistance and expertise to help ESCs-SIs to formulate strategies that aim at strengthening capacities of their members, especially the social partners, on social dialogue;
- Further advocate social dialogue and tripartism as an important means to maintain and rebuild social justice and peace within and between countries.

Athens, 24 November 2017

ANNEX 2. Agenda

International Conference “Social Dialogue and the Future of Work”

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AGENDA

<u>23 November 2017</u>	
08.00 - 09.00	Registration
09.00 - 10.00	<u>Opening Session</u> Welcome address: <ul style="list-style-type: none">▪ Mr George Vernicos, President, Economic and Social Council of Greece▪ Mr Moussa Oumarou, Director, GOVERNANCE Department, Appointed Deputy-Director General for Field Operations and Partnerships⁸, ILO▪ Mr George Dassis, President, European Economic and Social Committee▪ Mr Iacob Baci, President, AICESIS Special address: <ul style="list-style-type: none">▪ Mr George Katrougalos, Alternate Minister, Hellenic Ministry of Foreign Affairs
10.00 - 10.45	<u>Opening Panel</u> <i>What future for the world of work?</i> Chair: Mr Apostolos Xyraphis , Secretary-General, Economic and Social Council of Greece Keynote speakers: <ul style="list-style-type: none">▪ Ms Effie Achtsioglou, Minister, Hellenic Ministry of Labour, Social Security and Social Solidarity▪ Mr Moussa Oumarou, Director, GOVERNANCE Department, Appointed Deputy-Director General for Field Operations and Partnerships, ILO Q&A (10 minutes)
10.45 - 11.15	Coffee break
11.15 - 12.00	<u>Working Session 1</u> <i>Presentation of the results of the ILO-AICESIS global survey on Social Dialogue and the Future of Work</i> Chair: Mr Iacob Baci , President of AICESIS <u>Presenter:</u>

⁸ As of 1 January 2018

	<ul style="list-style-type: none"> ▪ Mr Igor Guardiancich, Senior Technical Officer, Social Dialogue and Tripartism Unit, ILO <p>Discussion (20 minutes)</p>
12.00 - 13.30	Lunch break
13.30 - 15.00	<p><u>Working Session 2</u></p> <p><i>Experiences and Views of International Organisations/Institutions on the Future of Work in the framework of the 2030 Agenda for Sustainable Development</i></p> <p><i>Chair: Mr Youcef Ghellab</i>, Head of the Social Dialogue and Tripartism Unit, ILO</p> <p><u>Panellists:</u></p> <ul style="list-style-type: none"> ▪ Ms Saadia Zahidi, Member of Executive Committee and Head of Education, Gender and Employment Initiatives, World Economic Forum (<i>via Skype</i>) ▪ Mr Marc Bacchetta, Economist, Economic Research and Statistics Division, World Trade Organization (<i>via Skype</i>) ▪ Mr Andrea Garnero, Labour Market Economist, Organisation for Economic Cooperation and Development ▪ Mr Luc Christaensen, Lead Economist, Jobs Group, World Bank <p>Q&A (30 minutes)</p>
15.00 - 15.30	Coffee break
15.30 - 16.45	<p><u>Working Session 3</u></p> <p><i>Work and society</i></p> <p>Guiding questions for panellists:</p> <ol style="list-style-type: none"> 1. How are the transformations in the world of work affecting the interaction between individuals and how can societies manage these changes? 2. What measures can ESC-SIs take to help governments and social partners adapt to these changes and strengthen the social contract? <p><i>Chair: Ms Effie Bekou</i>, Member of the Executive Committee, Economic and Social Council of Greece</p> <p><u>Panellists:</u></p> <ul style="list-style-type: none"> ▪ Mr René Ndemezo' Obiang, President, Economic and Social Council of Gabon ▪ Mr Jean-Paul Delcroix, Secretary, National Labour Council of Belgium ▪ Dr Ivy Koopmans, Senior Policy Officer, Social and Economic Council of the Netherlands ▪ Dr Serge Ngendakumana, Senior Policy Analyst, President of the National Council of Social Dialogue, Burundi ▪ Mr Raul Henriquez, Senior Advisor, Economic and Social Council of Curaçao <p>Q&A (30 minutes)</p>

16.45 - 18.00	<p><u>Working Session 4</u></p> <p><i>Decent jobs for all</i></p> <p>Guiding questions for panellists:</p> <ol style="list-style-type: none"> 1. How is the rise of technological innovations expected to shape the future of work, particularly in relation to the longstanding policy commitment to full and decent employment? 2. What role can ESC-SIs play in helping governments, employers' and workers' organizations, as well as other actors manage these innovations in order to ensure more and better jobs? <p><i>Chair: Mr Marco Wagener</i>, President, Economic and Social Council of Luxembourg</p> <p><u>Panellists:</u></p> <ul style="list-style-type: none"> ▪ <i>Mr Grygorii Osovyy</i>, Head, Federation of Trade Unions, National Tripartite Social and Economic Council of Ukraine ▪ <i>Mr Pedro Fernández Alén</i>, President, Working Commission on Labour Relations, Employment and Social Security, Economic and Social Council of Spain ▪ <i>Ms Veronique Timmerhuis</i>, Secretary-General, Social and Economic Council of the Netherlands ▪ <i>Ms Gatoloai Tili Afamasaga</i>, President, Samoa Workers Congress, Samoan National Tripartite Forum <p>Q&A (30 minutes)</p>
18.15 - 20.00	<p>Establishment of Drafting Committee on the Athens Declaration on Social Dialogue and Future of Work</p> <p>First working session of the Drafting Committee</p>
20.00 - 21.30	<p>Welcome dinner for participants</p>

<u>24 November 2017</u>	
08.00 - 09.00	<p>Second working session of the Drafting Committee</p>
09.00 - 10.30	<p><u>Working Session 5</u></p> <p><i>The organization of work and production</i></p> <p>Guiding questions for panellists:</p> <ol style="list-style-type: none"> 1. How has an increasingly globalized economy, including global supply chains, shaped the employment relationship? 2. What role can ESC-SIs play in ensuring that: <ul style="list-style-type: none"> – workers are afforded appropriate protection, including those in non-standard forms of employment? – enterprises are provided an enabling environment for their sustainable development? <p><i>Chair: Mr Christian Hess</i>, Senior Advisor, Bureau for Employers' Activities, ILO</p> <p><u>Panellists:</u></p>

	<ul style="list-style-type: none"> ▪ Honourable Mr Oliver Joseph, Minister for Labour, Economic Development, Trade and Planning of Grenada ▪ Mr Mohamed Alaoui, President, Commission of Employment and Industrial Relations, Economic, Social and Environmental Council of Morocco ▪ Ms Afrodite Makrigianni, Scientific Advisor, Economic and Social Council of Greece ▪ Mr Shalva Tskhakaya, Board Member, Georgian Employers' Association <p>Q&A (30 minutes)</p>
10.30 - 11.00	Coffee break
11.00 - 12.30	<p><u>Working Session 6</u></p> <p><i>The governance of work</i></p> <p>Guiding questions for panellists:</p> <ul style="list-style-type: none"> ▪ How can social dialogue help to implement existing laws and regulations and/or create new ones that will help regulate the employment relationship in an effective way? ▪ How can ESC-SIs remain relevant and contribute to the promotion of a sound governance of work? <p><i>Chair: Dr Mustafa Hamarneh</i>, President of the Economic and Social Council of Jordan</p> <p><u>Panellists:</u></p> <ul style="list-style-type: none"> ▪ Ms Sylvie Brunet, President of the Labour and Employment section, Economic, Social and Environmental Council of France ▪ Ms Franca Salis-Madinier, Member of Group II, European Economic and Social Committee ▪ Mr Seitchi Ali Abbas, President, National Committee of Social Dialogue of Chad ▪ Ms Valentina Obando, Legal Advisor, Costa Rican Federation of Chambers and Associations of Private Enterprise, Superior Labour Council of Costa Rica <p>Q&A (30 minutes)</p>
12.30 - 14.00	Lunch break
14.00 - 15.45	<p><u>Working Session 7</u></p> <p><i>Final Panel Session</i></p> <p>Guiding question for panellists:</p> <p>According to the social partners, what measures can be taken to strengthen social dialogue institutions and how can they support these institutions to better address the challenges associated with the changing world of work?</p> <p><i>Chair: Ms María-Luz Vega</i>, Coordinator, Future of Work Unit, ILO</p> <p><u>Panellists:</u></p> <ul style="list-style-type: none"> ▪ Mr Ioannis Panagopoulos, President, Greek General Confederation of Labour, also representing the International Trade Union Confederation ▪ Mr Harry Kyriazis, Advisor to the Board, Hellenic Federation of Enterprises

	<ul style="list-style-type: none"> ▪ <i>Mr Konstantinos Kollias</i>, President, Economic Chamber of Greece ▪ <i>Mr Nikolaos Manessiotis</i>, Member, Hellenic Confederation of Commerce and Entrepreneurship and President, Piraeus Traders Association ▪ <i>Mr Georgios Asmatoglou</i>, Vice-President, Hellenic Confederation of Professionals, Craftsmen & Merchants ▪ <i>Ms Alessandra Assenza</i>, Senior Adviser for Europe, International Organization of Employers ▪ <i>Mr Camilo Rubiano</i>, Trade Union Rights and National Administration Officer, Public Services International
15.45 - 16.15	<u>Adoption of the Athens Declaration</u>
16.15 - 16.45	<p><u>Closing Session</u></p> <p><i>Chair: Mr René Ndemezo' Obiang</i>, President, Economic and Social Council of Gabon</p> <ul style="list-style-type: none"> ▪ <i>Mr George Vernicos</i>, President, Economic and Social Council of Greece ▪ <i>Mr Gerasimos Balaouras</i>, Chairman, Standing Committee on Economic Affairs, Hellenic Parliament ▪ <i>Mr Youcef Ghellab</i>, Head of the Social Dialogue and Tripartism Unit, ILO ▪ <i>Mr Iacob Baciu</i>, President, AICESIS
20.00	Cultural Event

ANNEX 3. List of participants

International Conference
“SOCIAL DIALOGUE AND THE FUTURE OF WORK”
Athens, Greece, 23-24 November 2017

Venue: Royal Olympic Hotel (28-34 Athanasiou Diakou Street 117 43, Athens)

LIST OF PARTICIPANTS

COUNTRY / INSTITUTION	NAME	TITLE
AICESIS MEMBERS		
Algeria <i>National Economic and Social Council (CNES)</i>	Boubakeur ABBES	Advisor
	Faouzi AMOKRANE	Head, Social Studies Division
Albania <i>National Labour Council</i>	Bashkim SALA	Advisor
	Bledi RRAPUSHI	Advisor
Belgium <i>National Labour Council (CNT)</i>	Jean-Paul DELCROIX	Secretary
	Lander VANDER LINDEN	Workers' representative, General Labour Federation of Belgium (FGTB)
Benin <i>Economic and Social Council (CES)</i>	Pascal TODJINO	President, Commission for Economy and Finances
	Nazaire DOSSA	Advisor
Bosnia Herzegovina - Republika Sprska <i>Economic and Social Council (ECC)</i>	Ranka MIŠIĆ	President
	Saša AČIĆ	Director, Union of Employers Association
Bulgaria <i>Economic and Social Council (ESC)</i>	Ivelin ZHELYAZKOV	Director, Bulgarian Industrial Capital Association
	Genadi NEDELCEV	Chief Expert
Burkina Faso <i>Economic and Social Council (CES)</i>	Moïse NAPON	President
	Talaridia Fulgence IDANI	Director of Cabinet
Côte d'Ivoire <i>Economic, Social, Environmental</i>	Pierre MAGNE	Employers' representative

<i>and Cultural Council (CESEC)</i>		
Czech Republic <i>Economic and Social Council</i>	David KADECKA	Secretary General
	Josef SÁTORA	
Curacao <i>Economic and Social Council (SER)</i>	Raul HENRIQUEZ	Secretary General
	Miloushka SBOUI-RACAMY	Senior Advisor
Europe <i>European Economic and Social Committee (EESC)</i>	George DASSIS	President
	Dimitris N. DIMITRIADIS	Member Group I - Employers
	Octavian ALBU	Member Group I - Employers
	Franca SALIS-MADINIER	Member Group II - Workers
	Thomas WAGNSONNER	Member Group II - Workers
	Ioannis VARDAKASTANIS	Member Group III – Various interests
	Cristian PÎRVULESCU	Member Group III – Various interests
	Nicolas ALEXOPOULOS	Head of the President's Cabinet
	Antonios MAGALIOS	Administrator
	June SORENSEN BEDATON	Administrator, Section for Employment, Social Affairs and Citizenship
France <i>Economic, Social and Environmental Council (CESE)</i>	Carole COUVERT	Vice President
	Sylvie BRUNET	President of Work & Employment Section
Gabon <i>Economic and Social Council (CES)</i>	René NDEMEZO' OBIANG	President
	Engouangze TOMO	
	Médard MENGUE BIDZO	Chief of Staff
Greece <i>Economic and Social Council (OKE)</i>	George VERNICOS	President
	Apostolos XYRAPHIS	Secretary General
	Afrodite MAKRIGIANNI	Scientific Advisor
	Maria IOANNIDOU	Scientific Advisor

	Martha THEODOROU	Head of International and Public Relations
	Georgios VLASSOPOULOS	Expert
	Petros FILIPPOU	Deputy Regional Governor for Eastern Attica/ Member, Executive Committee, Group III -Various interests
	Katerina TSOUKATOU	Administrative Assistant
	Sofia PAPAIOANNOU	President's Office
	Alexia VLAMI	Administrative Assistant
	Argyris IOSIF	Administrative Assistant
	Efi BEKOU	Member, Executive Committee, Group III -Various interests
	Ioannis PAIDAS	President of Executive Committee of Civil Servants Confederation of Greece (ADEDY), Member of the Executive Committee, Group II - Workers
	Georgios TSATIRIS	Member, Executive Committee, Group I - Employers
	Sofia KATSINA	Member, Executive Committee, Group III -Various interests
	Ioannis TSIAMIS	Member, General Assembly, Group III -Various interests
	Ioannis POUPKOS	Member, Executive Committee, Group II - Workers
	Georgios PETROGIANNIS	Member, General Assembly, Group III -Various interests
	Michalis ALEPIS	Member, Executive Committee, Group I - Employers
	Georgios PETROPOULOS	Member, General Assembly & EESC Member, Group II - Workers
	Xenofon PETROPOULOS	Greek Tourism Confederation (SETE) Member, General Assembly, Group I
	Nikos ALEXOPOULOS	Member, General Assembly, Group II - Workers
	Ioannis KAKKOS	Member, General Assembly, Group II – Workers
Jordan	Mustafa HAMARNEH	President
<i>Economic and Social Council (ESC)</i>	Mohammad NABULSI	Secretary General
Luxembourg	Marco WAGENER	President
<i>Economic and Social Council (CES)</i>	Daniel BECKER	Secretary General

Malta <i>Malta Council for Economic and Social Development (MCESD)</i>	Sylvia GAUCI	Executive Secretary
Mauritania <i>Economic and Social Council</i>	Achour SAMBE M'BEIRIK	Vice President
	Korera MOHAMED	Secretary General
	Mohamed CHEIKH JIYID	Member
Morocco <i>Economic, Social and Environmental Council (CESE)</i>	Latefa BENWAKRIM	Workers' representative
	Ali GHANNAM	Employers' representative/Member, Commission of Economic Affairs and Strategic Projects
	Mohamed ALAOUI	Workers' representative/President, Commission of Employment and Industrial Relations
Netherlands <i>Economic and Social Council (SER)</i>	Véronique TIMMERHUIS	Secretary General
	Ivy KOOPMANS	Senior Policy Officer
Occupied Palestinian Territory <i>Economic and Social Council (PESC)</i>	Majed A. D. HELOU	CEO, Palestinian Pension Agency
	Ghassan A. M. HAMDAN	President, Union of Health Professionals
	Bassam Hanna RABAH	Board Member, Ramallah Chamber of Commerce
Romania <i>Economic and Social Council (CES)</i>	Iacob BACIU	President / President of AICESIS
	Dragoş MIHALACHE	Vice President, Employers' representative
	Liviu APOSTOIU	Workers' representative
	Daniela VIŞOIANU	Civil society representative
	Eugenia ŞTEFANESCU	Director of International Relations
Spain <i>Economic and Social Council (CES)</i>	Pedro FERNÁNDEZ ALÉN	President, Working Commission on Labour Relations, Employment and Social Security
	Fernando MARTÍNEZ NEZ RODRÍGUEZ	Head of Department, Directorate of Analyses and Studies
The former Yugoslav Republic	Goran NESHEVSKI	Secretary, ESC and Advisor, Ministry of Labour and Social Policy

of Macedonia <i>Economic and Social Council (ESS)</i>	Belinda NIKOLOVSKA	Executive Director, Organization of Employers of Macedonia
	Blagoja RALPOVSKI	President, Confederation of Free Trade Unions of Macedonia (KSS)
Ukraine <i>National Tripartite Social and Economic Council</i>	Andrii REVA	Minister of Social Policy
	Grygorii OSOVYY	Head, Federation of Trade Unions (FPU)
	Iurii VOROBIOV	Deputy Head, Association of Employers' Organizations of Ukraine
	Sergii BILENKYI	
	Maiboroda VIACHESLAV	Interpreter
Embassy of Ukraine in Greece	Nataliia KOSENKO	Charge d'Affaires
	Hanna TISCHENKO	First Secretary
	Andrii VATAKH	First Secretary
	Olena MASNIEVA	Second Secretary
	Victoriia HALAHAN	Third Secretary
	Maskym TYOKIN	Council
OTHER INSTITUTIONS		
Azerbaijan <i>Tripartite Commission for Social-Economic Affairs</i>	Rana ABDULLAYEVA	Deputy Head, Employment Policy and Demography Department, Ministry of Labour and Social Protection of Population
	Aytan ALIZAMANLI	Senior Lawyer, Legal and Labour Relations Department, National Confederation of Entrepreneurs (Employers) Organizations of Azerbaijan Republic
	Roya GARAYEVA	Specialist, International Relations Department, Azerbaijan Trade Unions Confederation (AHIK)
Bangladesh <i>Ready-Made Garment Tripartite Consultative Committee (RMG TCC)</i>	Aminul ISLAM	Joint Secretary, Ministry of Labour and Employment
	Anm Saif UDDIN	Director, Bangladesh Garment Manufacturers and Exporters Association
	Sukkur MAHMUD	President, Jatiyo Sramik League
Burundi	Ir Serge NGENDAKUMANA	President
	Marie Rosette NIZIGIYIMANA	Permanent Secretary, Ministry of Civil Service, Labour and Employment

<i>National Council of Social Dialogue (CNDS)</i>	Theodore KAMWENUBUSA	President, Employers Association of Burundi (AEB)
	Tharcisse GAHUNGU	President, Trade Union Confederation of Burundi (COSYBU)
Chad <i>National Committee of Social Dialogue (CNDS)</i>	Ali Abbas SEITCHI	President
	Souorliba GONFOULI	
	Abdelbagui ABDELAZIZ	National Council of Chadian Employers (CNPT)
	Rachel NDOUKOULNGONE	Confederation of Trade Unions of Chad (UST)
Costa Rica <i>Superior Labour Council (CST)</i>	Adriana BENAVIDES VÍQUEZ	Director, Legal Department, Ministry of Labour and Social Security
	Valentina OBANDO	Legal Advisor, Costa Rican Federation of Chambers and Associations of Private Enterprise (UCCAEP)
	Mario VÍLCHEZ ROJAS	Secretary General, Confederation of Workers Rerum Novarum (CTRN)
Georgia <i>Tripartite Social Partnership Commission (TSPC)</i>	Shalva TSKHAKAYA	Board Member, Georgian Employers Association
	Raisa LIPARTELIANI	Vice President, Georgian Trade Unions Confederation (GTUC)
	Elza JGERENAIA	Head of Labour and Employment Policy Department, Ministry of Labour, Health and Social Affairs
Grenada <i>Committee of Social Partners (CSP)</i>	Honourable Mr Oliver JOSEPH	Minister for Labour, Economic Development, Trade and Planning
	Jenine VIECHWEG-JOHNSON	Employers' Representative
	Andrew AUGUSTINE	Grenada's Trades' Union Council
Samoa <i>Samoan National Tripartite Forum (SNTF)</i>	Helen UIESE	Assistant Chief Executive Officer for the Industrial Relations, Employment Permit and Occupational Safety and Health Division, Ministry of Commerce Industry and Labour
	Gatoloai Tili AFAMASAGA	President, Samoa Workers Congress
	Peseta Arasi TIOTIO	President, Women in Business Development Incorporated
Sri Lanka <i>National Labour Advisor Council (NLAC)</i>	B VASANTHAN	Senior Assistant Secretary, Ministry of Labour, Trade Union Relations and Sabaragamuwa Development
	Padmasiri RANAWAKAARACHCHI	Secretary General, National Trade Union Federation

	Watutantirige Dittha Dhanika DE ALWIS	Senior Assistant Director General and Head of Litigation, Employers Federation of Ceylon
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	Mongi SMAILI	Representative of the social contract working group, UGTT
	Zied CHARFI	Administrator, UTICA
GREECE (host country)		
Hellenic Parliament	Makis BALAOURAS	Chairman, Standing Committee on Economic Affairs
	Spyros KOUVELIS	Member
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Hellenic Ministry of Labour, Social Security and Social Solidarity	Effie ACHTSIOGLOU	Minister
	Souzana LASKARIDOU	Deputy Head, Department of Relations with International Organizations
	Eleni PAPAGEORGIOU	Minister's Office
	Spyros GERARDIS	Minister's Office
	Konstantinos AGRAPIDAS	Director
	Eleni KALLINIKOU	Special Secretariat on Roma Inclusion
	Eleftherios KONSTANTINIDIS	Special Secretariat on Roma Inclusion, Lawyer
Hellenic Ministry of Finance	Penelope PAGONI	Director, Financial Services Directorate
	Tatiana PAPAMATHAIOU	Financial Services Directorate
Hellenic Ministry of Infrastructure, Transports and Networks	Stavroula ANTONIOU	Director
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	Christos IOANNOU	Advisor to the Board
	Katerina DASKALAKI	Associate Advisor, Human Resources
	Ninetta MANOUSSI	Advisor, Human Resources

	Anna MAMALAKI	Employee Engagement Director, TITAN Group of Companies
	Giannos VAGIAS	Legal Advisor
	Antonis VAGIAS	Lawyer
Hellenic Confederation of Professionals, Craftsmen & Merchants (GSEVEE)	Georgios ASMATOGLOU	Vice-President
Hellenic Confederation of Commerce and Entrepreneurship (ESEE)	Nikolaos MANESIOTIS	Member/ President, Piraeus Traders Association
Economic Chamber of Greece (OEE)	Konstantinos KOLLIAS	President
National Centre for Social Research (EKKE)	Aliki MOURIKI	Sociologist Researcher
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	Manolis MANIOUDIS	Economic analyst
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	Ioannis ZACHAROPOULOS	Journalist
	Argyro MAVROULI	Journalist
	Stavroula SALOUROU	Journalist
	Christina KOPSINI	Journalist
	Georgios ALEXAKIS	Journalist
	Eleftherios TSOMPANOGLOU	GSEE
	Eleni ANGELIS	Law Student
	Alexander KONTOS	Member, Institute of International Relations

INTERNATIONAL ORGANIZATIONS

Organisation for Economic Cooperation and Development (OECD)	Andrea GARNERO	Labour Market Economist
World Bank	Luc CHRISTAENSEN	Senior Economist
World Economic Forum (WEF)	Saadia Zahidi (<i>via Skype</i>)	Member of Executive Committee and Head of Education, Gender and Employment Initiatives
World Trade Organization	Marc BACCHETTA (<i>via Skype</i>)	Economist, Economic Research and Statistics Division
International Organisation of Employers (IOE)	Alessandra ASSENZA	Senior Advisor for Europe
Greek General Confederation of Labour (GSEE) also representing International Trade Union Confederation (ITUC)	Ioannis PANAGOPOULOS	President, Greek General Confederation of Labour
Public Services International (PSI)	Camilo RUBIANO	Trade Union Rights and National Administration Officer
AICESIS	Francisco GONZALEZ DE LENA	Secretary General
	Samira AZARBA	Administrator
ILO	Moussa OUMAROU	Director, Governance and Tripartism Department
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