

08:00 – 08:45 **REGISTRATION**08:45 – 11:45 **ROUND TABLES OF MINISTERS OF LABOUR**

Introduction and Chair: **Heinz Koller**, Assistant Director-General, Regional Director for Europe and Central Asia, ILO  
 Welcome speech: **Muriel Pénicaud**, Minister of Labour, France

08:45 – 10:15 **ROUND TABLE 1  
FOSTERING CONVERGENCE IN EUROPE**

**Muriel Pénicaud**, Minister, Ministry of Labour, France  
**José António Vieira da Silva**, Minister, Ministry of Labour, Solidarity and Social Security, Portugal  
**Petr Hůrka**, Deputy Minister, Ministry of Labour and Social Affairs, Czech Republic  
**Christos Malikkides**, Permanent Secretary, Ministry of Labour, Welfare and Social Insurance, Cyprus  
**Jacob Jensen**, Permanent Secretary, Ministry of Employment, Denmark  
**Jovanka Trenchevska**, State Secretary, Ministry of Labour and Social Policy, Macedonia (FYROM)

10:15 – 11:45 **ROUND TABLE 2  
WHAT ROLES FOR INDUSTRIAL RELATIONS ON CONVERGENCE?**

**Nicolas Schmit**, Minister, Ministry of Labour, Employment and the Social and Solidarity Economy, Luxembourg  
**Helena Dalli**, Minister, Ministry for European Affairs and Equality, Malta  
**Eglė Radišauskienė**, Vice Minister, Ministry of Social Security and Labour, Lithuania  
**Anette Kramme**, Parliamentary State Secretary, Federal Ministry of Labour and Social Affairs, Germany  
**Peter Pogačar**, State Secretary, Ministry of Labour, Family, Social Affairs and Equal Opportunities, Slovenia  
**Irene Wennemo**, State Secretary, Ministry of Employment, Sweden

11:45 – 11:55 **COFFEE BREAK**11:55 – 12:50 **ROUND TABLE OF EUROPEAN SOCIAL PARTNERS****HOW COULD EUROPEAN SOCIAL DIALOGUE PROMOTE CROSS-COUNTRY CONVERGENCE?**

Introduction and Chair: **Manuela Tomei**, Director, Conditions of Work and Equality Department, International Labour Office

**Esther Lynch**, Confederal Secretary, European Trade Union Confederation (ETUC)  
**Maxime Cerutti**, Director of Social Affairs, BUSINESSEUROPE  
**Valeria Ronzitti**, Secretary General, Centre of Employers and Enterprises providing Public services (CEEP)  
**Véronique Willems**, Secretary General, European Association of Craft, Small and Medium-Sized Enterprises (UEAPME)

**INTERNATIONAL SOCIAL PARTNERS' POINTS OF VIEW****CONVERGENCE AND INDUSTRIAL RELATIONS BEYOND THE EU:  
A GLOBAL PERSPECTIVE**

**Roberto Suarez Santos**, Acting Secretary-General, International Organisation of Employers (IOE)  
**Makbule Sahan**, Director, Legal Unit, International Trade Union Confederation (ITUC)

12:50 – 13:30 **CONCLUSIONS AND PROSPECTS****Keynote speech from:**

**Marianne Thyssen**, the Commissioner for Employment, Social Affairs, Skills and Labour Mobility, European Commission  
**Heinz Koller**, Assistant Director-General, Regional Director for Europe and Central Asia, International Labour Office

13:30 – **LUNCH**

Standing buffet outside Laroque conference room



International  
Labour  
Organization

## INDUSTRIAL RELATIONS IN EUROPE: FOSTERING EQUALITY AT WORK AND CROSS-COUNTRY CONVERGENCE?

Paris, 17-18 May 2018  
 Ministry of Labour, Laroque Conference Room

CONFERENCE ORGANISED BY THE INTERNATIONAL LABOUR OFFICE  
 IN COOPERATION WITH THE EUROPEAN COMMISSION  
 HOSTED BY THE FRENCH MINISTRY OF LABOUR



## 08:30 – 09:30 REGISTRATION

## 09:30 – 10:00 OPENING

Chair: **Manuela Tomei**, Director, Conditions of Work and Equality Department, International Labour Office  
**Philippe Marcadent**, Chief, Inclusive Labour Markets, Labour Relations and Working Conditions Branch, International Labour Office  
**Rudi Delarue**, Deputy Head of Unit in DG EMPL, unit D3 – International issues, European Commission

## 10:00 – 10:40 AN OVERVIEW

**What effects of industrial relations on convergence in Europe? Presentation of the project and its main findings**  
**Daniel Vaughan-Whitehead**, Senior Economist, Inclusive Labour Markets, Labour Relations and Working Conditions Branch, ILO

## 10:40 – 11:00 COFFEE BREAK

## 11:00 – 12:30 SESSION 1

**SOCIAL AND ECONOMIC CONVERGENCE: HOW DO THEY INFLUENCE EACH OTHER?**

Chair: **Helena Dalli**, Minister, Ministry for European Affairs and Equality, Malta

**The Netherlands: Is long-term income growth ensuring social convergence with better redistribution?**  
**Wiemer Salverda**

**Portugal: Is social convergence catching up with economic convergence?**  
**Pilar González**

**Ireland: How did it convert economic growth into upward social convergence?**  
**Philip O'Connell**

**Baltic states: How are social indicators integrated into economic convergence?**

**Jaan Masso**

**Perspectives of employers' and workers' representatives**

Employers: **Jan Oravec**, ZPS, Slovak Republic  
 Trade Unions: **Marjorie Alexandre**, FO, France

DISCUSSION

## 12:30 – 14:00 LUNCH

UNESCO, restaurant 'Lowendal', 7th floor

## 14:00 – 15:30 SESSION 2

**HOW COULD SOCIAL POLICIES AND INSTITUTIONS PROMOTE UPWARD CONVERGENCE?**

Chair: **Ana Paula Bernardo**, Deputy Secretary General, UGT, Portugal

**Italy: How to involve more marginal groups into economic and social convergence?**

**Annamaria Simonazzi**

**Belgium: Wage bargaining and social security as levers for upward convergence**  
**Ive Marx**

**Spain: Institutional developments such as minimum wages and social protection fostering convergence**  
**Rafael Muñoz de Bustillo Llorente**

**Perspectives of employers' and workers' representatives**

Employers: **Christos A. Ioannou**, SEV, Greece  
 Trade Unions: **Vít Samek**, ČMKOS, Czech Republic

DISCUSSION

## 15:30 – 15:50 COFFEE BREAK

## 15:50 – 17:30 SESSION 3

**WHAT PARTICULAR ROLE FOR INDUSTRIAL RELATIONS? EXAMPLES OF OPTIMAL OUTCOMES**

Chair: **Joseph Farrugia**, Director General, MEA, Malta

**Sweden: Convergence towards better working and living conditions: The crucial role of industrial relations**  
**Dominique Anxo**

**Germany: Collective bargaining on wages and working time to ensure social alongside economic convergence**  
**Gerhard Bosch**

**Slovenia: A tradition of partnership in managing economic convergence**  
**Branko Bembič**

**France: Social partners' involvement in convergence processes**  
**Pierre Courtioux** and **Christine Erhel**

**Perspectives of employers' and workers' representatives**

Employers: **Nichola Harkin**, IBEC, Ireland  
 Trade Unions: **Bianca Cuciniello**, UIL, Italy

**Policy point of view:**  
**Andrej Hunko**, Parliamentary Assembly of the Council of Europe

DISCUSSION

## 20:00 – 23:00 RECEPTION AND DINNER

Cruise on the Seine, Bateaux-Mouches 'The Zouave', Port de la Conférence.

Two private buses will be leaving the Hotel Novotel Paris Centre at 19h30. They will be situated at the 0 level between 19h15 and 19h30 on rue Gaston de Caillavet.