



Minutes of the April Meeting

Proposed by Norbert Kreuzkamp

Draft Version, 23th April, 2010

Information of the Meeting

Project

EUROPEAN COMMISSION

DG Employment, Social Affairs and Equal Opportunities

Social dialogue, social rights, working conditions, adapting to change

Social dialogue - industrial relations

Industrial Relations and Social Dialogue Reference: VP/2009/001

Budget Heading 04030301

Subprogram II: Improving expertise in the field of industrial relations

Granted Projects 2009

GOOD OLD EUROPE

ACTIVE AGEING AND DEMOGRAPHIC CHANGE
IN SELECTED COUNTRIES

ARBEITSBEZIEHUNGEN UND SOZIALER WANDEL
IN AUSGEWÄHLTEN LÄNDERN

Title of the Meeting

April Meeting

Second Project Video Conference

Place and Time

Monday, 19th April, 2010, 14.00 – 16.30 H



Participants

Trans-regional Partners	Regional Partners
ACO <ul style="list-style-type: none">• Mr. Jean-Pierre CAPARROS	ACLI Baden-Württemberg <ul style="list-style-type: none">• Mr. Pino TABBÌ
CCOO <ul style="list-style-type: none">• Mr. Ricard BELLERA KIRCHHOFF (justified)• Ms. Cristina FACIABEN LACORTE (justified)	DGB Baden-Württemberg <ul style="list-style-type: none">• Ms. Katrin DISTLER (justified)• Mr. Dimitrios GALAGAS
CGT <ul style="list-style-type: none">• Mr. Jean Jacques GUICON (absent)	enaip <ul style="list-style-type: none">• Ms. Barbara BASSI (justified)• Mr. Norbert KREUZKAMP• Mr. Francesco SANSONETTI
CFTD <ul style="list-style-type: none">• Mr. Claude VILLECOURT (absent)	Eberhard Karls Universität Tübingen <ul style="list-style-type: none">• Mr. Stewart GOLD• Mr. Harald KOHLER
CISL <ul style="list-style-type: none">• Mr. Luis LAGEDER (absent)	Evangelische Akademie Bad Boll <ul style="list-style-type: none">• Ms. Dagmar BÜRKARD
ENAIP United Kingdom <ul style="list-style-type: none">• Ms. Lucia BUGITTI (justified)• Ms. Margherita TOMA (justified)• Mr. Lazzaro (justified)	KAB Rottenburg-Stuttgart <ul style="list-style-type: none">• Mr. Peter NIEDERGESÄSS
Grad Zagreb <ul style="list-style-type: none">• Mr. Andrija PETROVIĆ	Katholische Betriebsseelsorge <ul style="list-style-type: none">• Mr. Wolfgang HERMANN
IZ <ul style="list-style-type: none">• Mr. Michal PALÉNIK	Magic Garden <ul style="list-style-type: none">• Mr. Christoph KUSCHE (justified)
TANDEM PLUS <ul style="list-style-type: none">• Ms. Stéphanie ABIS	

Proposed Programme

(1) Technical tests

(2) Greeting and Introduction (Norbert)

(3) Round of all attendees

- Who is involved as expert for my organisation?
- In which Working Group do we want to give our contribution
- What are our ideas about the proposed meeting structure?
- Which open questions do we have for the moment?

(4) Discussion and decision on open issues

- Communication of the Working Groups
- Calendar for the video conferences of the Working Groups

(5) Various Issues

Summary of the Major Results

(1) Technical tests

The technical tests using the Adobe Acrobat Connect Pro Platform together with an audio Skype conference give satisfying results. All involved partners can see and hear the others.

For information policies' reasons of their organisations the representatives and experts of DGB, Evangelische Akademie Bad Boll, KAB and Katholische Betriebsseelsorge do not use their home network but follow the invitation of ENAIP to assist to the meetings in ENAIP's offices in Stuttgart.

Our IT technicians of Magic Garden do insist on their tests using the Adobe Acrobat Connect Pro Platform also for the audio communication. We might try this again in e future Working Group Meeting or a Plenary Session.

(2) Greeting and Introduction (Norbert)

Mr. Norbert KREUZKAMP welcomes all attendees to our second video conference. An improvement of the technical quality can be observed that allows to all partners to attend to the conferences. Mr. Michal PÁLENÍK will have a Skype account for the next meeting.

The colleagues of CCOO Barcelona, CISL Lombardy and ENAIP United Kingdom have excused themselves for this meeting. We could not get into contact with CGT Rhône-Alpes and ENAIP Sede Nazionale. Also CFDT Rhône-Alpes is missing this time. We will try to get into contact with them as well as inform them about this meeting by minutes.

All partners have received several documents, such as the minutes of the February Meeting, the March Meeting and of a Pre-Conference with ACO, as well as the invitation to this meeting containing also the proposed agenda.

Mr. Norbert KREUZKAMP invites all partners to inform about questions or proposals of integration or correction to the proposed minutes maximum 14 days after delivery. This allows us to produce a corrected version that will be circulated. The minutes might then be approved by written decision or within the next meeting. If no proposal of modification will be made within the 14 days after delivery, the minutes are considered as approved (final version).

Not all appendixes to the minutes could be sent by e-mail. Mr. Nr. KREUZKAMP remembers that all the important documents are available for download on the Communication Platform. Whenever a participant might have some problems in accessing or downloading these documents, they are invited to contact Mr. Norbert KREUZKAMP who would assist then in a specific agreed meeting on the platform.

Mr. Norbert KREUZKAMP remembers the proposed agenda and encourages all participants to integrate and to pronounce their proposals and needs for the agenda. The proposed agenda is agreed.

(3) Round of all attendees

Mr. Norbert KREUZKAMP invites all the attendees of the conference to take the floor and to pronounce themselves on the proposed 4 questions:

- Who is involved as expert for my organisation?
- In which Working Group do we want to give our contribution
- What are our ideas about the proposed meeting structure?
- Which open questions do we have for the moment?

Mr. Dimitrios GALAGAS (DGB)

- The representative for the DGB is Dimitrios GALAGAS himself.
- Where necessary he will get support by experts of the federal organisation of the DGB.
- The DGB will assist to Working Group 1.
- The DGB proposes to start the common work by verifying the collection of basic information by the different partners.

Ms. Stéphanie ABIS (TANDEM PLUS)

- The representative for the TANDEM PLUS Network will be Stéphanie ABIS herself.
- TANDEM PLUS will assist to Working Group 3.
- TANDEM PLUS proposes a certain period of days between the meetings of the Working Groups and the plenary sessions.

Mr. Wolfgang HERMANN (Katholische Betriebsseelsorge Rottenburg-Stuttgart)

- Mr. Wolfgang HERMANN introduces himself to the partners.
- The Katholische Betriebsseelsorge will assist to the Working Group 2.

Mr. Jean-Pierre CAPARROS (ACO Toulouse)

- The ACO will be represented by different experts. The contact person is Mr. Jean-Pierre CAPARROS himself.
- Mr. Jean-Pierre CAPARROS underlines the way of contribution the ACO movement intends to give to the project (as already expressed in the pre-conference, cf. the respective minutes): “We want to give some concrete testimony of our work – not only as technical but as life experience.”
- The ACO will assist to Working Group 1, focussing its contribution on “Health and Working environment”
- The ACO is also interested in contributing to Working Group 2, focussing its contributions on “Early Retirement” and “Knowledge Transfer”.
- For technical reasons (time) ACO will for the moment concentrate its contribution within Working Group 1.

Mr. Peter NIEDERGESÄSS (KAB Rottenburg-Stuttgart)

- The KAB will be represented by Mr. Peter NIEDERGESÄSS himself.
- The KAB will assist to Working Group 2.
- The KAB intends to make available some (good) examples of companies.
- The KAB intends to discuss together what can be done, if elderly people do not work anymore.

Mr. Michal PÁLENÍK (IZ Bratislava)

- The IZ will be represented by Mr. Michal PÁLENÍK himself.
- The IZ will assist to Working Group 2.
- The IZ supports the proposed structure of meetings.
- For the next meeting the IZ will be equipped by a Skype account.

Ms. Dagmar BÜRKARDT (Evangelische Akademie Bad Boll)

- The Evangelische Akademie Bad Boll will be represented by Ms. Dagmar BÜRKARDT herself.
- The Evangelische Akademie Bad Boll will assist to Working Group 2.

- Ms. Dagmar BÜRKARDT is very much interested in flexible models of transition from work to retirement.
- In addition to the video conferences the Working Groups should use written communication and exchange of documents by e-mail.

Mr. Andrija PETROVIĆ (City of Zagreb)

- The City of Zagreb will be represented by Mr. Andrija PETROVIĆ himself.
- The City of Zagreb will assist to Working Group 1.
- The City of Zagreb will focus on the following topics: “Eastern European Countries and their Labour Markets” and “Pension Funds”.

Mr. Harald KOHLER (Tübingen University)

- The Tübingen University will be represented by Mr. Harald KOHLER (and in specific events certainly also be Mr. Josef SCHMID).
- The Tübingen University will assist to Working Group 1.
- The Tübingen University could support other Working Groups with specific knowledge, where this might be requested.
- The Tübingen University could give some contribution to the request of the City of Zagreb by putting at disposal specific information and expertise on Eastern European countries. This expertise can also build on long-term work and research experience of Mr. Harald KOHLER in Easter Germany.

Mr. Pino TABBÌ (ACLI Baden-Württemberg)

- The ACLI Baden-Württemberg will be represented as expert by its President Mr. Pino TABBÌ.
- The ACLI Baden-Württemberg will assist to Working Group 2, an area in which there is quite a lot of experience.
- The ACLI Baden-Württemberg will also assist to Working Group 3, focussing on “demography”, “health” and “retired people/migrants” issues.

Mr. Norbert KREUZKAMP (enaip Stuttgart)

- enaip Stuttgart will mainly be represented by Mr. Norbert KREUZKAMP, involving in specific moments also the Mr. Duilio ZANIBELLATO (as CEO) as well as other experts already known: Ms. Barbara BASSI, Ms. Emanuela TIERNO, Mr. Francesco SANSONETTI.
- enaip Stuttgart will assist to Working Group 3.
- enaip Stuttgart will also give technical support to the other Working Groups and assist to their meetings and video conferences.

(4) Discussion and decision on open issues

After a discussion considering all proposals and time possibilities of the participating colleagues it is decided that:

- The three Working Group will have their own video conferences;
- the meetings of the Working Groups will generally the week before of the plenary sessions;
- for this month the Working Groups will meet a week after the plenary session.

The following time schedule is therefore proposed:

Month	Working Group 1	Working Group 2	Working Group 3	Plenary Session
January	–	–	–	Monday, 18 th 9:30 – 13:00
February	Monday, 22nd, and Tuesday, 23rd : STUTTGART SEMINAR			
March	–	–	–	Tuesday, 23 rd 14:00 – 15:30
April	Tuesday, 27 th 12:00 – 13:30	Tuesday, 27 th 16:00 – 17:30	Wednesday, 28 th 10:00 – 11:30	Monday, 19 th 14:00 – 16:30
May	Tuesday, 4 th 12:00 – 13:30	Tuesday, 4 th 16:00 – 17:30	Tuesday, 4 th 14:00 – 15:30	Tuesday, 11 th 12:00 – 14:00
June	Thursday, 17th, and Friday, 18th: ZAGREB SEMINAR			
July	Tuesday, 20 th 12:00 – 13:30	Tuesday, 20 th 16:00 – 17:30	Tuesday, 20 th 14:00 – 15:30	Tuesday, 27 th 12:00 – 14:00
August	possible if necessary	possible if necessary	possible if necessary	possible if necessary
September	Monday, 13th, and Tuesday, 14th : BARCELONA SEMINAR			
October	Tuesday, 19 th 12:00 – 13:30	Tuesday, 19 th 16:00 – 17:30	Tuesday, 19 th 14:00 – 15:30	Tuesday, 26 th 12:00 – 14:00
November	Monday 29th and Tuesday, 30th FINAL CONFERENCE IN BAD BOLL			

According to the actual information the following composition of the Working Groups is proposed:

Working Group 1	Working Group 2	Working Group 3
<p>ACO Toulouse CCOO Barcelona CISL Lombardia (?) DGB Baden-Württemberg (enaip Stuttgart) Tübingen University</p>	<p>ACLI Baden-Württemberg CCOO Barcelona CFDT Rhône-Alpes (?) CGT Rhône-Alpes (?) CISL Lombardia (?) (enaip Stuttgart) Evangelische Akademie Bad Boll IZ Bratislava KAB Baden-Württemberg Katholische Betriebsseelsorge</p>	<p>ACLI Baden-Württemberg CISL Lombardia enaip Stuttgart ENAIP United Kingdom TANDEM PLUS</p>
<p>Mr. Ricard BELLERA Mr. Jean-Pierre CAPARROS Mr. Dimitrios GALAGAS Mr. Harald KOHLER Mr. Luis LAGEDER (?) (Mr. Norbert KREUZKAMP)</p>	<p>Mr. Ricard BELLERA Ms. Dagmar BÜRKARDT Mr. Jean Jacques GUIGON (?) Mr. Wolfgang HERMANN Mr. Peter NIEDERGESÄSS Mr. Michal PÁLENÍK Mr. Pino TABBÌ Mr. Claude VILLECOURT (?) (Mr. Norbert KREUZKAMP)</p>	<p>Ms. Stéphanie ABIS Ms. Lucia BUGITTI Mr. Norbert KREUZKAMP Mr. Luis LAGEDER Mr. Pino TABBÌ Ms. Margherita TOMA</p>

(5) Various Issues

No other issues have been raised within the transnational video conference.

(5) Additional Meeting of the Local Partners

Within an additional meeting of the local partners involving ACLI Baden-Württemberg, DGB, enaip Stuttgart, KAB, Katholische Betriebsseelsorge and Tübingen University the different logistical options for the Final Conference have been discussed. The colleagues followed Mr. Harald KOHLER'S (Tübingen University) proposal to put the Conference to the end of November (instead of end of October). Ms. Dagmar BÜRKARDT, Mr. Harald KOHLER and Mr. Norbert KREUZKAMP (enaip Stuttgart) have verified and validated three logistical possibilities: The Evangelische Akademie Bad Boll, Haus Birkach and the Haus der Katholischen Kirche in combination with local hotels. Taking into consideration the necessity to offer at least three languages (English, German, French), the costs for simultaneous translation's technical equipment (translation cabins inclusive) should be considered. In this perspective the three options have been validated. The second option cannot be realised at the end of November and is therefore to be excluded. Bad Boll is on the first place, the Haus der Katholischen Kirche on the second place.

The partners agree on Mr. Norbert KREUZKAMP'S proposal to organise the Final Conference at the Academy of Bad Boll the 29th and 30th November, 2010.

The arrival of international guests should be anticipated to Sunday, 28th November. The Conference should finish the second day after lunch or afternoon tea, allowing the international guests to get a return flight the same evening.

The transnational partners will be informed about this change in calendar that inverts seminar and video conference for the months October and November.