



Minutes of the September Conference

Proposed by Dimi Petropoulos

Draft Version, 14th September, 2010

General information about the conference

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

September conference

First conference day

Place and time

CCOO de Catalunya

Barcelona, Monday, 13th September, 2010, 10.00 – 18.30 H



Participants

Trans-regional partners	Regional partners
<p>CCOO</p> <ul style="list-style-type: none">• Mr. Ricard BELLERA KIRCHHOFF• Ms. Cristina FACIABEN LACORTE (temporarily)• Ms. Ramona GARCIA (temporarily)• Mr. Ghassan SALIBA ZEGHONDI	<p>ACLI Baden-Württemberg</p> <ul style="list-style-type: none">• Mr. Pino TABBÌ
<p>CGT</p> <ul style="list-style-type: none">• Mr. Cyril HAULAND GRØNNEBERG	<p>DGB Baden-Württemberg</p> <ul style="list-style-type: none">• Mr. Dimitrios GALAGAS
<p>CFTD</p> <ul style="list-style-type: none">• Mr. Claude VILLECOURT	<p>enaip</p> <ul style="list-style-type: none">• Mr. Norbert KREUZKAMP• Mr. Dimi PETROPOULOS
<p>CISL</p> <ul style="list-style-type: none">• Mr. Luis LAGEDER	<p>Eberhard Karls Universität Tübingen</p> <ul style="list-style-type: none">• Mr. Stewart GOLD• Mr. Harald KOHLER• Prof. Dr. Josef SCHMID
<p>ENAIIP United Kingdom</p> <ul style="list-style-type: none">• Ms. Margherita TOMA• Mr. Lazzaro PIETRAGNOLI	<p>Evangelische Akademie Bad Boll</p> <ul style="list-style-type: none">• Ms. Dagmar BÜRKARDT
<p>Grad Zagreb</p> <ul style="list-style-type: none">• Mr. Andrija PETROVIĆ• Ms. Gordana RADONIĆ	<p>KAB Rottenburg-Stuttgart</p> <ul style="list-style-type: none">• Mr. Peter NIEDERGESÄSS
<p>IZ</p> <ul style="list-style-type: none">• Mr. Michal PALÉNIK	<p>Katholische Betriebsseelsorge</p> <ul style="list-style-type: none">• Mr. Wolfgang HERMANN
<p>Ministry of Foreign Affairs of the Republic of Croatia</p> <ul style="list-style-type: none">• Ms. Mirjana BOŽIĆ	
<p>TANDEM PLUS</p> <ul style="list-style-type: none">• Ms. Stéphanie ABIS	

Useful addresses

- *Meeting:* **CCOO de Catalunya**
Via Laietana 16, 08003 Barcellona
Phone: +34 934812892
- *General Assembly:* **Centre d'Activitats La Farga**
Carrer de Barcelona 2, 08901 L'Hospitalet
www.lafarga.com
- *Accommodation:* **Confortel Almirante**
Via Laietana 42, 08003 Barcellona
Phone: +34932683020
- *Lunches:* **Restaurante Diez**
C/ Mercaders 10
Phone: +34 933102179
www.restaurantediez.com
- *Dinner:* **Restaurante Gran Cafe**
C/ Avinyó 9
Phone: +34 933187986
www.restaurantegrancafe.com
- *Cellular phones:* +34 659135658 (Ricard Bellera Kirchhoff)
+49 1577 7355499 (Norbert Kreuzkamp)

Proposed programme

Sunday, 12th September, 2010

*Arrival of the participants of the Conference
Transfer to the hotel by public transport*

17:00 *Meeting in the hotel lobby
for the group of experts already arrived*

Monday, 13th September, 2010

9:30 *Meeting at the hotel lobby*

10:00 *1st morning session*

Working group session

*“Employment and employability”
“Transition into retirement”
“Migration”*

Preparatory work for the plenary session

11:30 *Coffee break*

12:00 *2nd morning session*

Plenary session

Welcome

Pathway and first results of the working groups

Working group “Transition into retirement”

Report and discussion

Working Group “Migration”

Report and discussion

14:00 *Lunch break*



Proposed programme (continuing)

Monday, 13th September, 2010

15:30 *1st afternoon session*

Plenary session

Contribution on a local tradition

Working group “Employability”

Report and discussion

Questions to and tasks of the working groups

General discussion

16:45 *Break*

17:00 *2nd afternoon session*

Working group session

“Employment and employability”

“Transition into Retirement”

“Migration”

Preparation of the work for the next months

18:15 *Return to the hotel*

19:30 *Common walk in the city*

22:00 *Dinner*

Proposed programme (continuing)

Tuesday, 14th September, 2010

9:30 *Meeting at the hotel lobby*
Transfer by metro to Hospitalet

10:30 *Centre de Activitats La Farga*

General assembly
in preparation of the General strike of 29th September

- Ignacio Fernández Toxo (secretary general CCOO Spain)
- Cándido Méndez (secretary general UGT Spain)
- Joan Carles Gallego (secretary general CCOO de Catalunya)
- Pepe Àlvarez (secretary general UGT Catalunya)
- 3.500 workers

in parallel:

Work sessions organised by the working groups
according to their specific needs:
Meeting of the Working Group “Transition into retirement”

14:00 *Lunch*

15:30 *Afternoon session*

Plenary session

The OnlineCheck: Short presentation and discussion
The presentation was postponed to a next Video Conference
(cf. attached presentation slides).

Discussion and conclusions

16:30 *End of the Conference*



Morning of the 1st conference day

The Conference is opened at 10 o'clock with greetings and a short introduction by Mr. Ricard BELERA at the CCOO building in Barcelona. Mr. Norbert KREUZKAMP invites the three working groups to prepare a short presentation about the question „Where are we at the moment with our project activities?“. The working groups then – according to the proposed programme – start the working sessions in three different meetings.

The following plenary session is started by a short presentation of all the participants and some agreements about the Conference programme.

Presentation of Working Group 2 “Transition into retirement”

Ms. Dagmar BÜRKARDT reports about the major topics of the discussion. First of all the Group has shared its knowledge about different pension systems in Europe. The discussion then focused on the Green Paper, published recently by the European Commission. The Working Group proposes the GOE network of experts will follow the general invitation and participate to the consulting process with a contribution to be delivered until the 15th November. The Working Group wants to focus its work on the editing of this document. Mr. Norbert KREUZKAMP suggests that the working process will be documented in real time in our internet platform. All experts are invited to give their contribution. The final product should be published by the complete GOE network of experts (not only by the single working group).

The plenary session on the Working Group's results raises the questions on the portability of pensions among European countries, on the performances of public and private pension systems as well as on the definition of “adequate” pensions and if the Green Paper should strengthen or weaken the actual pension systems in the different member states.

Presentation of Working Group 3 “Migration”

This group presents its project activities in three steps: The part including a wide research of relevant documents about Migration issues is reported by Ms. Margherita TOMA. Often elderly migrant workers often have still to face situations of structural discrimination. Mr. Lazzaro PIETRAGNOLI reports about the Working process of identifying relevant keywords (some 65), based on the lecture of relevant documents as well as to produce a “map of keywords” starting with the a triangle “aged – workers – migrants”.

In the next time the Working Group wants to focus on the following seven dimensions:

1. Economic and social recognition of the lives' performance of elder workers.
2. Intergeneration justice, responsibility for the 2nd and 3rd generations of migrants.
3. A fair and integrated pension system for migrant workers.
4. Cultural sensitivity and in the health systems.
5. Promotion of intercultural opening and ethnic diversity approach in public and private enterprises, institutions and administrations.
6. Creation of wealthy and fair working places.
7. Fair international trade, employment and immigration policies, especially towards Africa.

The network of experts shares and welcomes the decisions of the working group.

Afternoon of the 1st conference day

Presentation of working group 1 “Employability of elder workers”

Ricard presents a concept of “employability”, including extern factors like the labour market and intern factors like the own position of labour. Further he formulates a qualitative approach to employability (well-paid, productive, good work) and a quantitative approach (birth-rate, productivity, employment policy, migration). A strengthening of life-long-learning, better employment policies and social dialogue performance are needed.

Conclusion of the plenary session

The GOE network of experts welcomes the well ongoing work of the working groups and high lightens the wish to share and to support all the three working processes as well as the envisaged products.

It is envisaged that the work realised in the three groups will be condensed in three products:

- the OnlineCheck,
- a publication and
- a conclusive Conference in Bad Boll.

Working Group session

The three Working Groups continue their work in parallel as envisaged by the modified programme.

Results of the working group “Migration”

Participants:

Ms. Stéphanie ABIS, Mr. Norbert KREUZKAMP, Mr. Dimi PETROPOULOS, Mr. Lazzaro PIETRAGNOLI, Mr. Pino TABBÌ, Ms. Margherita TOMA.

It is reminded that in the short morning session of the group, the secretary of immigration of the Commissions Obreres de Catalunya, Mr. Ghassan SALIBA ZEGHONDI has been invited and has given a short lecture about migration situation and policies in the region.

In a first round the participants introduce themselves and their ideas as well on the work perspective for the last three months and the next steps to be proposed for the common work.

In the discussion the following conclusions are made:

- The Working Group will prepare a common document for the GOE network of experts that addresses questions of migration in the proposed 7 or 8 dimensions and is directed to an international public, the European Commission, European stakeholders of migration, refugees, generation, gender, social, work and employment policies. The document might have between 5 and 50 pages.
- The document should represent in a first step analysis and proposals of the network of experts. The document might also recognise, valorise and reflect the specific work of our partner organisations and – if possible – and represent their major positions on the proposed topics.
- The production and edition of the document should take into consideration necessary time for consultation with our partner organisations that might happen in the first decade of November.
- The document should be published for the Conclusive Conference.
- The distribution and dissemination of the document should be organised for mid November in a way that the implementation of the distribution will be guaranteed by the partners also after the conclusion of the project.
- Mr. Norbert KREUZKAMP will send a first respelling of the 7 or 8 dimensions to Ms. Stéphanie ABIS and Mr. Lazzaro PIETRAGNOLI. The draft document, based on the feedbacks of the colleagues, should then be ready for the 24th September.

- For elaboration of the common document some colleagues will prepare a short proposal on some of the defined dimensions.
- Ms. Stéphanie ABIS will work on the “intercultural opening and diversity” dimension.
- Mr. Pino TABBÌ will work on the “health” dimension.
- Ms. Margherita TOMA will work on the “recognition of the work and life performance” dimension.
- Mr. Lazzaro PIETRAGNOLI will work on the “intergenerational justice” dimension.
- Mr. Norbert KREUZKAMP will work on the “fair international trade”, “Africa policies” and/or “European immigration policies”.
- The remaining two dimensions are linked to the general topics of the other two working groups: the “fair and integrated pension system” to WG “Transition into retirement” and the “creation of wealthy and fair working places” dimension to WG “Employability”. The preparation of a first draft for these parts may therefore take into consideration the ongoing work of the colleagues and might be organised by members of the working group present also in the others: Mr. Norbert KREUZKAMP and Mr. Luis LAGEDER could be proposed.
- For the “Africa policies” dimension Mr. Jean Jacques GUIGON might be asked to give his feedback or contribution to the common document.

Morning of the 2nd conference day

General assembly “vaga general 29/09/2010”

The GOE network of experts has been invited and does participate to the General assembly of CCOO and UGT in preparation of the General strike of 29th September. A consecutive translation into English and German has been organised by the CCOO partners and allows to all experts to follow the assembly.

Many of the network’s topics and issues of the common work are addressed in the General assembly: the results of the international finance and real economy crises, the raise of unemployment rates and the hard economic and social consequences for workers and poor people, the national policies after the crises, employment policies, raising of retirement age, cut of the national welfare systems, European welfare policies, the role of supra national organisations (World Bank, IMF, European Union) and the strategies of workers’ organisations and unions on local, regional, national and trans-national level.



Afternoon of the 2nd conference day

Plenary session

In a short plenary session the following issues are agreed:

- The Working group “Employment” has successfully continued its work in parallel to the proposed General assembly and will send a short report to all the experts.
- The presentation on the OnlineCheck will be postponed. The prepared slides of the presentation will be attached to the minutes of the conference.
- The network of experts is very happy about the ongoing work and in fact convinced that the three proposed products – prepared within a transparent and participative working process open to all experts – will be complementary and might represent, both all together and as single products, the analysis of the complete network.
- It is intended to include also the work and positions of our partner organisations in working process as well as have their approval where possible.
- For concluding outstanding common discussion and decisions an extra video conference is scheduled for Tuesday, 21st September, 14:00 – 16:00 h. For all experts who cannot attend to this meeting, a second Conference on 28th September, 14:00 h will be a moment of information and further discussion.
- The following topics are proposed for the video conferences:
 - Preparation of the November Conference
 - OnlineCheck
 - Various

In a final round all experts express their high estimate and their thankfulness to the excellent results of the work, the organisation of the conference, the involvement within the local agenda and the wonderful and generous hospitality.

Ms. Dagmar BUERKARDT invites all colleagues to the conclusive conference the 29th and 30th November 2010 at the Protestant Academy of Bad Boll.

In his conclusions Mr. Norbert KREUZAMP recalls the historical impetus of resistance of workers’ movements to antidemocratic and wrong tendencies and the fight for human and social rights and high lightens that the three working processes are complementary for common analysis and proposals of the partner organisations on European policies within a necessary European social dialogue that should be reinforced. Mr. Norbert KREUZAMP also thanks to all participants, especially to Mr. Ricard BELLERA KIRCHHOFF, expresses his high estimate of working process and results, looks forward to video conferences and the final conference, wishes a good way home to all and closes the Conference at 16:30 h.

