



## TRANSNATIONAL COMPANY AGREEMENTS

« Dialogue, rights, anticipating corporate restructuring, actors: A new perspective »

13 and 14 November 2008

Lyon Convention Center – France

### ***Speaker résumés (in alphabetical order)***

#### **Elodie BETHOUX**

Elodie Béthoux, who has a PhD in Sociology, lectures at Ecole Normale Supérieure de Cachan. She is also a member of IDHE (*Institutions et Dynamiques Historiques de l'Economie*), a historical, economic and sociological research unit involving four universities and the CNRS (*Centre national de la recherche scientifique*). Her research focuses on industrial relations in Europe, and notably on European works councils, corporate social responsibility and the role of social dialogue in industrial restructuring. She has collaborated on a number research projects, both in France (concerning so-called “method agreements” for restructuring plans, in 2007-2008; and the political, legal and industrial-relations aspects of restructuring, in 2004-2007) and at European level (EUROCAP project entitled “*Social Dialogue, Employment and Territories. Towards a European Politics of Capabilities*”, in 2002-2005). Recently, she contributed to the collective work *Les nouveaux cadres du dialogue social. Europe et territoires, Bruxelles*, coordinated by Annette Jobert (PIE-Peter Lang, 2008).

#### **Mark CARLEY**

Mark Carley is the editor of *European Employment Review*, and former editor of the *European Industrial Relations Observatory* and *European Works Councils Bulletin*. An Associate Fellow of the Industrial Relations Research Unit, University of Warwick, he has researched and written extensively on transnational industrial relations in multinational companies, including a report (with Mark Hall) for the European Foundation for the Improvement of Living and Working Conditions on the role of European Works Councils in dealing with company restructuring (“*European Works Councils and transnational restructuring*”, Eurofound, 2006).



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## **Bernard CARON**

Bernard Caron is Director of the Social relations of the EDF Group since the middle of 2005. Previously, he occupied during 20 years the whole of the functions of the trade of distributor of electricity, of which the management of a regional profit center of 200 000 customers in the east of France. Between 2000 and 2005, Bernard Caron exercised responsibilities of human resources department, for the division of nuclear production, then for the whole EDF France.

## **Walter CERFEDA**

Born in Bari, Italy in 1947.

### Education

Secondary school diploma

### Career

1970 : Working for the Viscosuisse in Lucerne, Switzerland

1971 : Shop steward

1972 : Local Secretary of the USS, Canton of Lucerne

1973-1975 : Head of the office for workers' mobility of the CGIL International Department

1975-1978 : General Secretary of the Chamber of Labour in Matera and CGIL Deputy Secretary for the Basilicata Region

1978-1980 : CGIL Deputy Director of the National Trade Union Training Centre

1980-1985 : CGIL Deputy General Secretary for the Piedmont Region

1985-1988 : National Secretary of the Metal and Engineering Workers Federation (FIOM)

1988-1991 : FIOM Deputy General Secretary

1991-1993 : In charge of the CGIL Collective Bargaining Policy Department

1993-2001 : CGIL National Secretary, in charge of industry, network and infrastructures, agriculture, bargaining policy, economic democracy and tariff policy

2001-2003 : Head of the CGIL European Secretariat

His interests include literature and sport. His love of literature is not merely passive. He has written four books, one of which won a literature prize. He is a supporter of Inter Milan, as well as a dedicated amateur cyclist.

He was elected Confederal Secretary of the European Trade Union Confederation at its Congress in Prague in May 2003. Re-elected in Seville in 2007.

*(Source : website of the European Trade Union Confederation)*

## **Javier CHERCOLES**

### Academic background

MA in Business and Economic Sciences, Complutense University Madrid

MA in Law

Professor, Accounting Department, Complutense and Rey Juan Carlos I universities (1994-2001)

Professor, ESADE Business School, CSR Department

Lectures, Harvard and Georgetown universities (USA), Andrés Bello University (Caracas, Venezuela) and Antonio Ruiz de Montoya University (Lima, Peru)

Currently finalising PhD thesis on "Programmes for Creating Social Capital and Human Networks", ESADE (Barcelona, Spain)



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### Work experience

Since 2000 CRS Director, Inditex  
1998-2000 Director, PricewaterhouseCoopers  
Secondments to Coopers & Lybrand and PwC in London and New York

### Forums

First President of the Global Compact platform in Spain (ASEPAM)  
Member of the ASEPAM Executive Committee until 2006  
Member of the Business Social Compliance Initiative Executive Committee until 2007  
Member of the Ethical Trading initiative (ETI) Board (London, UK)  
Contributor to the Congreso de los Diputados (Representative Congress) CSR platform  
Member of the International Textile Garments and Leather Workers Federation (ITGLWF) international team  
Member of the *Fundación Empresa y Sociedad* Expert Committee (Madrid, Spain)  
Member of the AECA CSR Committee.

## **Jean-Denis COMBEXELLE**

Director General for Labour  
Councillor of State

Born the 26th of november 1953, in Nancy (France)

Since August, 2006: Director General for Labour  
January, 2001-August, 2006: Director of social relationships, Ministry of Labour  
October, 1999-January, 2001 : Assistant-director of the civil affairs and the Seal, Ministry of Justice  
1999-2000 : General reporter of the Committee for the administrative simplifications, General Secretary of the Government  
1995-1999 : Government Commissioner in front of the contentious training courses of the Council of State  
1994 : "Maître des requêtes" of the Council of State  
1993-1994 : Advisor of the Administrative Court of Paris  
1989 -1993 : Legal secretary beside the judge Grevisse to the European Court of Justice  
1982-1989 : Advisor of the Administrative Court of Lyon  
1978 -1982 : Executive assistant, Ministry of industry

## **Isabelle DAUGAREILH**

Isabelle Daugareilh, who has a PhD in Private Law, is a research manager at CNRS (*Centre national de la recherche scientifique*). She is also a member of the Comptrasec comparative labour law and social security centre at Université de Montesquieu-Bordeaux IV, where she teaches social law and international social law. Her research encompasses such topics as non-nationals, social aspects of economic globalisation (international trade-union organisations, professional secretariats and confederations), working hours (companies and trade-union organisations) and entertainers. She is also the scientific coordinator of the ESTER European research project on corporate social responsibility for European multinationals, and has served as an expert for the 26th session of the UN economic and social rights committee.



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## **Jean DE MUNCK**

Jean De Munck teaches at the Faculty of political, economic and social sciences at Université Catholique de Louvain in Belgium's French-speaking community. A philosopher and sociologist, he is interested in the sociology of the establishment of the norm. Key works include "*Les mutations du rapport à la norme*", with M. Verhoeven (1997) and "*Pour une politique des sciences de l'Homme et de la société*", with A. Supiot, M. Godelier and F. Héritier (2001), the latter being a report of the Conseil du développement des sciences humaines et sociales de France. In collaboration with Alain Supiot, he also wrote the report "*Au-delà de l'emploi*", in 1999. Among his many articles concerning law are "*Avons-nous encore besoin d'un tiers?*" (2005), "*Vers un nouveau paradigme du droit*" (2006) and "*Prendre au sérieux les négociations*" (2004). His recent work "*La liberté au prisme des capacités. Amartya Sen au-delà du libéralisme*" (2007), which was written in collaboration with Benedicte Zimmermann, has just been published.

## **Gilles DE ROBIEN**

Gilles de Robien is the delegate of the French government at the Governing Body of the International Labour Office (ILO) and Ambassador in charge of the promotion of social cohesion. Previously, he was notably Minister for Infrastructure, Transport, Housing, the Tourism and the Sea (2002-2005) and Minister for National Education, Higher Education and Research (2005-2007).

## **Steve EVISON** *(to be confirmed)*

Steve Evison is Human Resources Director - Ford Europe.

## **Stéphane GANNAC**

Stéphane Gannac is Head of Social Relations - Group Dexia.

## **Emmanuel JAHAN**

Emmanuel Jahan is a qualified electronics engineer who graduated in 1977. In 1978, he joined Thomson CSF's flight simulators department, before moving to Jaeger Aéronautique in 1981. In 1983, he was appointed department head of the Air Inter maintenance division in Orly. In 1996, he became head of the Air France short-haul cabins department, also in Orly. Between 1997 and 2005, he was general secretary of Fédération du Transport Aérien (air transport federation), a trade-union confederation, and of an Air France group employee-representative organisation. Between 2002 and 2007, he served as a judge at the executive section of the Conseil des Prud'hommes (labour tribunal) in Bobigny, near Paris. Since 2005, he has been a permanent social-affairs representative of Air France-KLM in Brussels, working with European institutions and organisations.

Emmanuel Jahan is the CEEP Europe representative for matters relating to companies and European labour law, and works as an expert with institutional working groups focusing on



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transnational social agreements, European labour law, human-resources long-range planning in Europe, flex-security, restructuring, posting of workers, European works councils and corporate social responsibility.

### **Dwight JUSTICE**

Dwight Justice is policy advisor, head of Multinational Enterprise Division at the International Trade Union Confederation.

### **Per KARLBERG**

Per Karlberg is Assistant General Secretary at the Finance Sector Union of Norway, and Head of Policy Department.

### **Holger KIMMES** *(to be confirmed)*

Holger Kimmes has been a member of the Adam Opel GmbH Management Board since November 2007. He assume responsibility for Personnel Management and Social Affairs.

Born in Wiesbaden in 1958, Mr. Kimmes studied law at the Johannes Gutenberg University in Mainz and worked as an attorney at a law firm in Wiesbaden. A specialist in employment law, he joined Opel in 1988 and in his capacity as HR Manager was involved in the setup of the Opel plant in Eisenach directly after the reunification of Germany. In 1992, he returned to Rüsselsheim as Manager for Central Labor Relations, where he worked on projects such as agreements on increasing competitiveness.

In 1998, he transferred to Zurich as Director, Industrial Relations, GME. From 2003 to October 2007, he was Executive Director, Labor and Employee Relations, General Motors Europe, and played a major role in the company's successful turnaround process.

Holger Kimmes is married with two children. Besides his work and family, he enjoys traveling and exploring European cities.

*(Source : website of Adam Opel GmbH – General Motors)*

### **Sylvaine LAULOM**

Sylvaine Laulom lectures in labour law, community social law, comparative law and British labour law at Université Jean Monnet in Saint-Etienne. She has a PhD in Law from Université de Paris X-Nanterre and the European University Institute, Florence, on the theme of the harmonisation of community social law and the lessons of the integration of directives 75/129 and 77/187 in France and the United Kingdom. She is a member of Université de Saint-Etienne's critical law research centre or CERCRID (*Centre de recherches critiques sur le droit*), and has collaborated on a number of European Commission reports, including "*Studies on the implementation of Labour Law Directives in the enlarged European Union*", directed by Piet Leunis, 2006, a report on the transposition into French law of the directives relating to company transfer and company insolvency; "*Transnational collective bargaining: past, present and future*", directed by Prof Edoardo Ales (Cassino University, Italy), 2006; and "*Impact et perspectives des normes sociales européennes*", directed by Marie-Cécile Escande Varniol (Centre de recherche en droit social, Université de Lyon II).



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## **Evelyne LEONARD**

Evelyne Léonard, who has a PhD in Labour Studies, teaches and conducts research at Institut d'Administration et de Gestion (IAG) and Institut des Sciences du Travail (IST) at Université catholique de Louvain, Belgium, where her subjects include human-resources management and industrial relations. As Belgian correspondent, with responsibility for comparative studies in particular, she was a member of various international research teams working for the European Commission and the Dublin Foundation (comparative research into social dialogue and employment in Member States and at European level [1998-2002], into temporary work in Belgium [1999-2000] and into the development of social dialogue in Europe [2000-2008]).

## **Simon MARSH**

Simon Marsh is Employment and Communications Director at the Chemical Industries Association.

His responsibilities include:

- representing chemical businesses on employment issues to legislators, policy-makers and regulators in the UK and Europe.
- advising chemical businesses on employment matters.
- managing the industry-wide consultative relationship with the trade unions and co-chairs the chemical industry dispute resolution procedure.

Simon is the current Chairman of the European Chemical Employers Group which represents Chemical Associations and their members in the European Commission sectoral social dialogue.

Simon has overall responsibility for political and media strategy, Scottish and regional affairs and communication activity with the chemical industry's stakeholders.

Simon is a member of the Advisory Council of the Involvement and Participation Association. He is also an advisor to the major European Union employment project – Resources, rights and capabilities; in search of social foundations for Europe.

Simon is a visiting lecturer at the University of Westminster where he teaches employee relations to post-graduates and organizational behaviour to under-graduates.

He is a former volunteer helpline worker with the mental health organization, SANE.

## **Marie-Ange MOREAU**

Since 2003, Marie-Ange Moreau, who has an *Agrégation* in private law, has taught at the European University Institute, Florence, where she is professor of social law. She is also a member of Inter-University Research Centre on Globalization and Work (CRIMT) in Montréal and of the centre for international and community studies and research or CERIC (*Centre d'études et de recherches internationales et communautaires*) at Université d'Aix-Marseille III. Her research focuses on the relationships between social policies and globalisation, and between labour law and globalisation; on the development of transnational standards; on European social construction; on basic social rights; on new governance rules; and on social aspects of company restructuring in Europe and their connection with European market policies. Between 2005 and 2008, she was the scientific coordinator of the European research project AgirE, the aim of which was to identify innovative practices for the forward planning of restructuring, and whose final report was submitted to the European Commission in May 2008. She is a regular contributor to



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the reviews “Droit social”, “Revue de jurisprudence sociale”, “Journal de droit international”, “Revue internationale de droit économique” and “Relations Industrielles”, and has written a number of works including “*Normes sociales, droit du travail et mondialisation*” (2006).

### **Muriel MORIN**

After graduating with a Master’s Degree in Business Law, and following initial employment with Schlumberger, Muriel Morin joined Groupe Chargeurs in 1983 as Assistant to the Personnel Manager. With the Suez Group, she was Labour Relations manager for Lyonnaise des Eaux and the Water subsidiaries from April 1990, and then for Suez from 1997 to 2008.

Today, she is Senior Vice President of Human Ressources Department for the GDF Suez Group and Chair of the OSI (Observatoire Social International).

### **Ulrich MÜCKENBERGER**

Ulrich Mückenberger teaches social law, labour law and European law in the Faculty of economic and social sciences at the University of Hamburg, and is a research manager at the Centre of International Studies, Hamburg. He focuses on European industrial relations, labour law and social policy, and heads time-policy research projects within the framework of the Time-Lab (Time Policy Research Center). He has a PhD in law, and has studied political science and law at Freie Universität Berlin and Philips-Universität Marburg. He has conducted research during terms as a visiting professor at the University of Illinois at Chicago, the University of Antalya in Turkey, the East China Normal University in Shanghai, the European University Institute in Florence and the Universities of Nantes, Bremen and Bari.

### **Danielle NGUYEN**

Danielle Nguyen began working in human resources in 1986, with responsibility for recruitment in a subsidiary of a manufacturer of computer and office-automation equipment, a post she held until 1990. She then joined a 500-strong programmable automatism company (APRIL, a subsidiary of MERLIN GERIN and RENAULT AUTOMATION), where she worked as recruitment manager before being appointed personnel manager. In 1993, when APRIL was acquired by TELEMECANIQUE, she steered the restructuring plan. The following year, she moved to the Paris region to work as a special assistant in the SCHNEIDER group human resources department. In that year, the MERLIN GERIN-TELEMECANIQUE merger resulted in the creation of SCHNEIDER ELECTRIC SA. In 2000, she was appointed group industrial relations and HR manager in the Schneider Electric group HRD.

She is group industrial relations manager in the human resources directorate, and currently industrial relations manager for Europe, within the Europe division. In 2007, she was appointed data-protection officer for Schneider Electric, working in collaboration with CNIL, the French data-protection authority.

Her achievements include:

- negotiating and setting up the new Schneider Electric European works council (1998)
- creating a human resources intranet at group level. This project was awarded the “Intranet d’Or” prize in 1999, within the framework of a competition organised by ENTREPRISES ET CARRIERES magazine and CEGOS.



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- organising a trip to China for Group Committee France members, and accompanying them.
- negotiating the European change-anticipation agreement (signed on 12 July 2007).

Danielle Nguyen, who has two children (Laurie-Anne, 17, and Michaël, 13), has a diploma of advanced studies (DEA) in the Sociology of Work from Université de Paris 7, a postgraduate degree (DESS) in Management from CAAE - IAE de Paris, and a DESS in Advanced Human Resources Management from Université de Paris 1 - IAE

### **Konstantinos PAPADAKIS**

Konstantinos Papadakis specialises in research and policy development in the social dialogue, law legislation and labour administration department of the international Labour Office (ILO). He previously worked as a researcher at the Institute for International Economic Studies (IIES). His research activities have touched on public governance, corporate social responsibility and cross-border industrial relations. In 2006, he defended his doctoral thesis on international relations at the Graduate Institute of International and Development Studies in Geneva. He recently published a book of contributions examining various aspects of international framework agreements ("Cross-border social dialogue and agreements: An emerging global industrial relations framework?", International Institute for Labour Studies, Geneva, 2008).

### **Evelyne PICHOT**

Evelyne Pichot works in the labour law unit of the European Commission within the Directorate General for Employment, Social affairs and Equal opportunities. She is also lecturer in postgraduate studies in international HR management and European labour law. Previously Mrs Pichot worked as an independent consultant in labour law and industrial relations in Europe. She has published various articles and studies in this area. In her current role, Mrs Pichot is in charge of several Community directives, notably the one under review on European Works Councils and coordinates the Commission's initiatives on transnational company agreements.

### **Udo REHFELDT**

Udo Rehfeldt is a researcher at Institut de recherches économiques et sociales (IRES), near Paris. He has studied political science, history, law and sociology and is a graduate of Institut d'études politiques de Paris and Freie Universität Berlin. He has worked as a researcher at the latter institution, as well as at Universität Konstanz in Germany, Centre de Recherche sur les Mutations des Sociétés Industrielles (CRMSI) and GIP Mutations Industrielles in Paris, and has taught at Université de Grenoble, Université de Toulouse and Université de Paris X-Nanterre. He is a member of the industrial-relations group at IRES, and heads the international seminar on trade unionism and industrial relations (*Séminaire international sur le syndicalisme et les relations professionnelles*), which is responsible for maintaining a watch on scientific work in the area of industrial relations, and notably in respect of international debate. His research focuses on comparative industrial relations (France, Germany, Italy, the United Kingdom and Spain); on industrial relations and regional integration (EU and ALENA); on European works councils; and on public services. He has also participated in research projects for the European Commission and for the European Foundation in Dublin.



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## **Bart SAMYN**

Bart Samyn is deputy General Secretary of the European Metalworkers' Federation (EMF)

### Education :

Highschool Graduate Latin-Mathematics

College Education: Teacher Mathematics / Physics

### Additional Training

Trainer for the trade union Youth Movement

Educator for shop steward training

Courses in labour legislation and social security rights

### Professional career

“Social Rights” Office F.G.T.B. (Belgian socialist trade union confederation) Roeselare

1978.1982 Regional officer F.G.T.B. Youth Movement, region Middle and South West Flanders ( region of Kortrijk – Ieper – Roeselare )

1979.1986 Trainer of F.G.T.B. shop stewards in the trade union institute of Roeselare

1983.1986 Adviser in the Regional office of the C.M.B. ( Metal trade union of F.G.T.B. )

1986.1989 National C.M.B. consultant for job evaluation systems

1986.1992 National C.M.B. negotiator for the metal-related branches  
(garages, electricians, precious metals, metal trade, coach repairers, metal constructions)

1992.1999 First C.M.B. negotiator for the metal industry and responsible for international relations concerning collective bargaining. Member of the EMF Collective Bargaining Committee.

1995.1999 President of the Select Working Party of the EMF Collective Bargaining Committee and spokesperson for the EMF Collective Bargaining Committee.

1997.1999 Head of the CMB Social & Collective Bargaining Department.

From June 1999 Deputy General Secretary of the EMF

## **Armindo SILVA**

Armindo Silva is acting director of « Social Dialogue, Social Rights, Working Conditions, Adaptation to Change » and head of Unit « Labour Law », DG Employment, Social Affairs, Equal Opportunities, European Commission.

## **Petr SIMERKA**

Petr Simerka is State Secretary, Deputy Minister at the Ministry of Labour and Social Affairs of the Czech Republic.

## **Isabelle SHÖMANN**

From 1994 to 2002, Isabelle Schömann was a researcher in the labour and employment market policy unit in Social Science Research Center Berlin (Wissenschaftszentrum Berlin für Sozialforschung), under Prof Günther Schmid. Her work focused on vocational training in



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European companies, on unstable employment and on the development of fixed-term contracts in Europe.

Since 2002, she has been a researcher at European Trade Union Institute for Research, Education and Health and Safety (ETUI - <http://www.etui-rehs.org/research>), in Brussels, where she is also in charge of coordinating the European Trade Union Confederation's network of labour-law legal experts (NETLEX). Her research focuses on European social dialogue and labour law (and notably information & consultation, the EU Charter of Fundamental Rights and the European Constitution), on comparative labour law and on corporate governance. Within this framework, she has initiated work by the European Trade Union Institute on corporate social responsibility (CSR) and transnational collective negotiation, as well as publishing various works on complementarity between law and soft law; on the instrumentalisation of soft law in CSR initiatives; on the role of labour law in industrial-relations systems in Europe; and, notably, on the evolution of negotiated norms. Latest publications in 2008:

- *"Codes of conduct and international framework agreements: new forms of governance at company level"*, European Foundation for the Improvement of Living and Working Conditions, Dublin; Schömann, I.; Sobczak, A.; Voss, E.; Wilke, P. Luxembourg: EUR-OPE 2008, 93 pp.

- *"International framework agreements: new paths to workers' participation in multinationals' governance?"*, Schömann, Isabelle; Sobczak, A.; Voss, E.; Wilke, P. Brussels: Transfer. European Review of Labour and Research, 2008, vol. 14, no. 1, Spring, 111-126

- *"Corporate governance, workers' participation and CSR: the way to a good company"*, Kluge, N.; Schömann, I. Brussels: Transfer. European Review of Labour and Research, 2008, vol. 14, no. 1, Spring, 13-26.

### **André SOBCZAK**

André Sobczak is an associate professor at Audencia School of Management in Nantes, where he heads the Centre for Global Responsibility, of which he is also the founder. He has a PhD in comparative labour law from European University Institute, Florence. His research focuses on global responsibility, on transformations in corporate organisation, on regulation & governance, and on French, German, Italian and community labour law. He has been a member of various international research teams working on corporate social responsibility for the European Commission and the European Foundation for the Improvement of Living and Working Conditions, in Dublin. He has, notably, participated in the drafting of the report "Transnational collective bargaining: past, present and future", directed by Prof Edoardo Ales (University of Cassino, Italy), for the European Commission in 2006. In 2007, he received the European Faculty Pioneer Award from the Aspen Institute and the European Academy for Business in Society, in the "European Rising Star" category, for his work on the development of the notion of global responsibility.

### **Michael STEIN**

Michael Stein is Human resources Director at Deutsche Bank AG and the representative of Business Europe.

### **Nurhan SÜRAL**

Nurhan Süral teaches in the Department of Labour Economics and Industrial Relations in the Faculty of Economics and Administrative Sciences at the Middle East Technical University



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(Turkey). She has a PhD in Labour Law and Social Security Law from the University of Ankara, and teaches constitutional law and European labour law. Her research focuses on Turkish labour law and the Turkish labour market (flexibilisation and modernisation of the Turkish labour market; social dialogue; evolution of the structure of collective bargaining, etc.). She produced a report on Turkish labour law for the World Bank in 2006, and collaborated in an expert capacity with the International Labour Organization on the research project "*National social dialogue on the formulation, implementation and monitoring of employment policies*" in 2004, and on the study "*Decent work in Turkey*", in 2007. She also conducted research for the European Commission ("*Employee representatives in an enlarged Europe*", January 2007), and is co-author and co-editor of "*Flexibilisation and Modernisation of the Turkish Labour Market*", Kluwer Law International, The Hague, The Netherlands, 2006.

### **Jean-Paul TRICART**

Jean-Paul Tricart is born in 1952 in France.

Head of Unit "Social Dialogue and Industrial Relations" within the European Commission Directorate General for Employment, Social Affairs and Equal Opportunities since September 2008, Jean-Paul Tricart has been working in the European Commission, Directorate General for Employment and Social Affairs since 1988. First as an expert on social exclusion and on social protection issues, then as a coordinator of EU policy initiatives in the areas of employment, social dialogue, social cohesion, then as responsible for promoting the external dimension of the EU Social Policy Agenda (in particular in relation to EU enlargement and to the promotion of the social dimension of globalisation and decent work for all as well as to the development of policy dialogue on employment and social affairs with third countries). He has an extensive experience and expertise in developing EU employment and social policies, within the EU as well as at international level. Formerly (1973-88), he has been working as a researcher specialised in social policy analysis and evaluation, within an academic research centre (1973-79), and then within the French National Centre for Scientific Research (CNRS) (1980-88); contributed in this capacity to the design and planning of social policy in France and to the evaluation of EU programmes.

### **Fernando VALDES DAL RE**

Fernando Valdés Dal Ré, who has a PhD in Law, teaches labour law and social-security law at Complutense University, Madrid, and heads the department of international labour relations at Complutense Institute of International Studies. He has taught labour law at Salamanca and Valladolid universities, and has held various institutional positions of responsibility in Spain, where he was a legal advisor to the Constitutional Court (1983-1985), a State Councillor (1986-1990) and president of the National Consultative Committee on Collective Agreements (1993-1996). He has also sat on various expert committees for the reform of social-security legislation and of the rules governing trade-union elections. At EU level, he collaborated on the drafting of the Bosch report on labour-market flexibility (1994), and directed a comparative study of European mediation systems (2002). In 2006, he collaborated on the drafting of the report "*Transnational collective bargaining: past, present and future*", directed by Prof Edoardo Ales (University of Cassino, Italy) for the European Commission. He has acted as an advisor to various international institutions, including the International Labour Organization, and has published a great many articles on labour relations.



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## **Nikolaus VAN DER PAS**

### Nationality

German, born in Munich, 11 June 1943

### Education

Master, Trade and Consular Studies, Brussels

### Professional experience in the European Institutions

Since 2006 : Director-General, DG "Employment, Social Affairs, Equal Opportunities"

2000-2005 : Director-General, DG "Education and Culture"

1998-1999 : first Head of the "Task Force for Enlargement Negotiations", then Director-General, DG "Enlargement"

1995-1998 : Head of the Spokesman Service

1994-1995 : Director, DG "External Economic Relations"

1993-1994 : Director, Task Force "Enlargement"

1990-1993 : Head of Unit, DG "External Relations"

1989-1990 : Advisor for External Relations, Development and Environment in the Office of President Jacques Delors

1985-1988 : Member of the Office of External Relations Commissioner Willy De Clercq

1970-1984 : Spokesman resp. for Agriculture, Fisheries and External Relations

1963-1970 : DG "Press and Information"

### Professional experience before joining the European Institutions

1959-1963 : Employee in industry in the Netherlands and Germany

(Source : website of the European Commission)

## **Christian WELZ**

Christian Welz is a research manager at the European Foundation for the Improvement of Living and Working Conditions (Eurofound), in Dublin. He studied law and political science at the universities of Bonn, Freiburg, Aix-en-Provence, Strasbourg and Nijmegen (Netherlands). At the Dublin Foundation, he works within the framework of the European Industrial Relations Observatory (EIRO), and has responsibility, notably, for the European Industrial Relations Dictionary (EIRD). He works on various projects relating to the quality of industrial relations, to governance (European sectoral social dialogue), to European works councils and to international framework agreements. In the past, Christian Welz was deputy director of a Franco-German training institute and head of the EU unit at the Augsburg Chamber of Commerce and Industry. He also taught law at the universities of applied sciences in Kehl and Offenburg (Germany). His thesis on European social dialogue was published in 2008 under the title: *"The European Social Dialogue Under Articles 138 and 139 of the EC Treaty - Actors, Processes, Outcomes"*, Alphen aan den Rijn, Kluwer Law International.

## **Harald WIEDENHOFER**

Harald Wiedenhofer is General Secretary of the European Federation of Trade Unions in the Food, Agriculture and Tourism sectors (EFFAT).



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