

International Seminar Industrial relations in Europe: where are we heading to?

Lisbon, 27 October 2015
Auditório CGD – ISEG, Rua do Quelhas, 6 1200-109 Lisboa

Persistently slow growth and reduced inflation, high levels of unemployment, growing pay differentials, inequality and social exclusion, these are recent features of European economies and societies that put under strain our traditional social protection mechanisms, industrial relations systems, labour law rules, employment policies and human resources practices.

These emerging realities are widely acknowledged although the growing economic and social divergence (as well as political) within Europe leads to different perceptions of those challenges in different countries.

Portugal has been on the low side of all these variables for more than 15 years, and even more so since the crisis erupted in 2008. As part of an evolution that is more marked here, some fundamental features of the Portuguese labour law and collective bargaining systems have been the main social partner's organizations. At the same time, the main goals of the strategy for overcoming the crisis are increasingly being put into question, including within the institutions that command those policies.

The International Seminar of 27 October 2015 will gather European and Portuguese human resources practitioners, as well as governmental and social partner's representatives to discuss all the topics above from a comparative (European/Portuguese) perspective and looking at emerging trends in employment relations, working conditions and collective bargaining.

The Seminar will also be an opportunity to present again the work of the Dublin Foundation, Eurofound, a European agency that constitutes since 1975 the fundamental source of intelligence and information on industrial relations, living and working conditions and managing change in Europe. It is also the main provider of expertise and advice for key actors in the field of EU social policy through information, research and analysis.

And IR Share, a company whose aim is to inform and assist all those involved in social dialogue within and outside Europe will also be presented, in particular its main product, IR Notes, a fortnightly newsletter in five European languages, covering employment law, labour relations and employment policy issues.

SOCIUS-ISEG and CESIS wish to thank Friedrich Ebert Stiftung, for their co-operation and support to this event. Fernando Vasquez, former European Commission official responsible within DG Employment for labour law, industrial relations and corporate restructuring issues is also co-operating in the organisation of this event.

SOME KEY QUESTIONS on how do businesses, Human Resources Managers, employee representatives and social partners adapt to a new environment characterised by (irreversible?) change in growth and productivity trends in Europe, as well as a divorce within Europe and between Europe and emerging countries:

- How to conceive and develop meaningful Human Resources policies and processes work with short-term constraints and long-term vision in this context?
- How to avoid durably high unemployment rates?
- How to address the societal and human resource challenges of growing pay differentials and inequality?
- How to maintain social and professional mobility and assure decent work and good conditions for workers and their families?

PROVISIONAL AGENDA

- 10H00 **Check-in and registration**
- 10H15-10H30 **Welcome address by the organizers and supporters**

Reinhard Naumann (FES)
Raquel Rego (SOCIUS/CSG-ISEG)
Heloísa Perista (CESIS)
- 10H30-11H00 **Industrial Relations/working conditions trends in Europe**

Ricardo Contreras, (EUROFOUND), presented by Fernando Vasquez
- 11h00-11h15 **Coffee break**
- 11H15-12H45 **First Round Table – Individual employment relations trends and future**
Internal flexibility, individualization of labour contracts, dismissals regimes, bank accounts/working time management, pay systems, careers and productivity, articulation of work with family and private life, youth and long-term unemployment

Chair: *Heloísa Perista*

Julius von Ingelheim (former HRM Volkswagen Autoeuropa – Portugal/Germany)
Isabel Heitor (HRM Accor - Portugal)
Nuno Biscaya (CIP – Portugal)
Joaquim Dionísio (CGTP-IN – Portugal)
- 12H45-14H00 **Lunch**
- 14H00-14H30 **Presentation of two information tools: IR Share and IR Notes**
Frédéric Turlain (IR Share general Manager)
- 14H30-16H30 **Second Round Table – Collective employment relations trends and future**
Decentralisation and extension of collective bargaining and their impact on labour relations, working conditions and pay trends, integration of non-represented groups, occupational mobility

Chair: *Carla Curado, Management professor (ISEG-Universidade de Lisboa)*

Christian Weis (IG Metall - Germany)
*French trade unionist **
Marcelino Pena Costa (CCP – Portugal)
Rui Miranda (SINDEL-UGT - Portugal)
- 16H30-17H00 **Wrap-up – Fernando Vasquez**

* to be announced