



UK Presidency Conference: European Social Dialogue

**17th November 2005
London**

**Biographies of speakers and facilitators
at the conference**



This event has been prepared with the support of the European Commission

Conference Chair, Gerry Sutcliffe, Member of Parliament (UK)

Gerry Sutcliffe was first elected MP for Bradford South in 1994. He was re-appointed Parliamentary Under Secretary of State for Employment Relations and Consumer Affairs following the May 2005 General Election.



Gerry Sutcliffe served as Parliamentary Private Secretary (PPS) to Harriet Harman when she was Secretary of State for Social Security (1997-1998). He served as Stephen Byers' PPS in his roles as Chief Secretary to the Treasury (July – December 1998) and Secretary of State for Trade & Industry (1998-2001). He was also Assistant Government Whip (between 1999 and 2001).

Before becoming a Minister, Gerry was Vice-Chamberlain of Her Majesty's Household (2001-2003) after which he took up his first Ministerial post at the Department of Trade and Industry responsible for Employment Relations, Competition and Consumers on 13 June 2003. This role was expanded to include Postal Services in September 2004.

Gerry was born on 13 May 1953 in Salford, Manchester and educated at the Cardinal Hinsley Grammar School, Bradford, going on to the Bradford Ilkley Community College. His first job after college was as a sales assistant at Brown & Muff's Department Store, before moving onto the local paper the Telegraph and Argus. After this he moved onto a firm of printers where Gerry became active in the union movement through the GPMU (Graphical, Paper and Media Union) now part of Amicus and became involved with the Labour Party.

He became a Bradford Councillor in 1982, culminating in being the leader of Bradford Council from 1992 –1994 when he entered parliament. His political interests include Employment Relations issues, the economy, the role of the United Nations and Regional Government.

In the little time remaining Gerry enjoys music, other sports and relaxing with his family. He is married with three sons and two grandchildren.

Janice Munday, Director, Employment Relations, Department of Trade and Industry, UK

Janice Munday is Head of Employment Relations at DTI and Executive Director for the Maximising Potential in the Workplace objective. Her responsibilities include a range of employment law and policy and best practice.



Particular challenges she and her team face at the moment are dealing with the Commission's review of the opt-out from the Working Time Directive, bringing age discrimination legislation in force by 2006, the creation of employee.gov to complement businesslink.gov and implementing changes to the length of maternity leave and allowing fathers to take time off in the first year and extending the right to request flexible working to carers.

Other targets are keeping track of the main labour market parts of the manifesto, for example implementing the Union Modernisation Fund and helping vulnerable workers. Janice heads DTI's interest in ethnic minority employment issues particularly our Public Service Agreement.

Maximising Potential for High Performance Workplaces includes the Women and Equality Unit, Management Skills and Leadership Team, ETS, Acas, EOC and WNC. Other highlights are the skills strategy, creating the Commission for Equality and Human Rights (CEHR), the Discrimination Law Review and the Gender Directive.

Work-life balance is a personal as well as a professional quest as Janice has a seven year old son.

Odile Quintin, Director General, European Commission

After completing her postgraduate education in Public Law and Political Sciences, Ms Quintin became a research worker in the inter-University Institute of Comparative Law (Brussels) and joined the European Commission as a legal expert in 1970. From 1971-1982 she was an administrator, then Principal Administrator in DG Agriculture and DG External Relations



In 1982, she was made Head of Unit in DG Employment, Social Affairs and Equal Opportunities. Within this Directorate, she became Director of the European Social Fund, then took responsibility for Employment and the Labour Market, before holding the post of Director of Social Dialogue, Social Rights and Equality.

She was made the Acting Deputy Director General of DG Employment, Social Affairs and Equal Opportunities in 1998, and two years later was promoted to Director-General.

Mária Ladó, Ministry of Employment and Labour, Budapest, Hungary

Mária is the Director General of the Directorate for European Integration and International Affairs.

From mid 1990 she was continuously involved in Hungary's preparation for EU membership. As the leader of the Inter-Ministerial Working Group on Social Policy and the co-leader of the Inter-Ministerial Working Group on Free Movement of Persons, she was responsible for the EU accession affairs of Hungary in the respective fields. She was involved in the negotiation talks with the European Union from the very beginning.



In addition to her engagement in EU accession matters, she also worked for the Institute of Labour Research in Budapest, until 2002. She held various posts including that of Director of Research. Over her almost twenty-year career in research she gained wide experience in employment, labour market and industrial relations issues. She served repeatedly as a consultant/external collaborator for various international institutions, including the International Labour Office, the World Bank and the European Commission. She was one of the members of the High level group on Industrial Relations and Change in the European Union, chaired by Maria João Rodrigues.

She is the (co)author of more than 150 publications in Hungarian and around 40 in foreign languages. She is also a university lecturer on industrial relations and European social dialogue.

Juliane Bir, Advisor, European Trade Union Confederation (ETUC)

Juliane has a degree in Industrial Relations.

She started her career as a social worker in France.

She continued as an Adviser in the Equality department of the French trade union FO. She was in charge of the coordination of the Youth activities.

At present, she works at the ETUC as an Adviser for social issues such as social dialogue, corporate social responsibility and as youth coordinator.



Valeria Ronzitti, Legal adviser, CEEP (European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest)

Valeria has a degree in law.

She started her carrier practicing labour and civil law in a law firm in Italy.

She joined CEEP's headquarters in 2003. The same year, she conducted research works in the context of the EESC grant "François Staedelin, with particular focus on the potential of European sectoral social dialogue.

She published several articles in legal journals mainly devoted to public services organisations.

She is currently responsible for Social Affairs in CEEP General Secretariat.



David Smallbone, Professor of Small Business and Entrepreneurship, Small Business Research Centre, Kingston University

David has been involved in research relating to SME development and policy since the late 1980s. From 1993-2004, he was Director of the Centre for Enterprise and Economic Development Research at Middlesex University, before joining Kingston University in July 2004.

He is also Visiting Professor in Entrepreneurship at China University of Geosciences in Wuhan, China and President of the European Council for Small Business. He has undertaken research based consultancy for a variety of national and international organisations, including the OECD and UNDP and acted as an invited expert on SME development issues for UNECE and OSCE. In 2004, his contribution to the study of entrepreneurship in transition countries was recognised with the award of an honorary doctorate by the University of Lodz, Poland.



Mark Hart, Professor of Small Business in the Small Business Research Centre (SBRC), Kingston Business School, Kingston University.



He is also an Honorary Research Fellow in the Economic Research Institute of Northern Ireland (formerly the Northern Ireland Economic Research Centre) and Visiting Professor at the Centre d'Économie Régionale de l'Emploi et des Firmes Internationales (CEREFI), Faculté d'Économie Appliquée, Université d'Aix-Marseille III in France. In 2001 he was elected as one of the founding Academicians of the Academy of Social Sciences in the UK. Between 1993 and 1997 he was Chair of the Regional Studies Association the international forum for regional development, policy and research.

Over the last 25 years Professor Hart has worked and published extensively in the general area of enterprise, small business and regional and local economic development in Ireland, UK and the European Union. Of particular concern has been the effectiveness of public policy support to the SME sector overall and to individuals and communities as they seek to engage with the enterprise agenda.

He is currently involved in a number of projects for the Small Business Service (SBS) of the DTI including:

- designing and undertaking a methodological approach to assess the impact of regulation on small firm performance and growth
- undertaking an economic impact study of the Business Link network in England (with Warwick and Aston Universities)
- assisting in a review of the evidence base for small firm policy.
- constructing a framework to assess the demand and supply for business support services in England with a particular focus on start-ups

He has recently completed a project for the SBS (with Warwick University) on an approach to assess the impact of the Regional Venture Capital Funds in England. He is a member of the Business Support Services Methodology Group for the DTI providing advice on approaches to assess the impact of the range of business support services in the UK. He also manages the London Annual Business Survey for the London Development Agency and Business Link for London.

Andrew Wareing, UK Advisory, Conciliation and Arbitration Service (acas)



Andrew started his career with the Department of Employment, designing, managing and co-ordinating government programmes of industrial relations research.

He joined acas in 1995 heading the regional office for North East England. In 1999 he became Director of Strategy, with responsibility for EU and International programmes. In this capacity he was Co Director of a Twinning project in Latvia and was also involved in projects in Poland, Hungary, Slovakia and Slovenia. He is also the Project Leader on a Twinning Project in Romania to promote bipartite social dialogue and led the acas team that won the contract for a €1.6m social dialogue project in Bulgaria.

Currently he is Director of Delivery with responsibility for Acas' operational activities across Great Britain, which include dispute resolution, training, in-depth consultancy on workplace effectiveness and equality and diversity services.

Graham Rainsforth, UK Advisory, Conciliation and Arbitration Service (acas)

Graham joined acas in 1985 and is currently working as a Senior Employment Relations Adviser based in Leeds.



During the period November 2001 – November 2003 he was based in Slovakia, working with Dutch colleagues managing a PHARE Project promoting social dialogue in that country. Since his return Graham has been part of the Acas team actively promoting the benefits for organisations, which can derive from the Information and Consultation of Employees Regulations 2004.

He is shortly to take up post as the Resident Twinning Adviser on the PHARE Project on Social Dialogue in Bulgaria.

Thérèse de Liedekerke, UNICE

Thérèse is Director for Social Affairs in UNICE, the employer organisation representing small, medium and large companies from all sectors of activity in the European social dialogue.



Thérèse joined UNICE as Adviser in the External Relations department fifteen years ago. She started dealing with the European social dialogue in 1993 when she became Adviser for Social Affairs. She was notably involved in negotiation of the agreements on parental leave, part-time work, fixed-term contracts, temporary agency work, telework and work-related stress.

Thérèse has a degree in political science from Brussels University and a master of science in politics of the world economy from the London School of Economics.

John Monks, Secretary General, ETUC

John was born in Manchester. Although John has spent much of his life in London and now lives and works in Brussels he retains his roots in the North West; he chairs the People's History Museum in Manchester and continues to support Manchester United and Lancashire County Cricket Club, a sportsman for all seasons!



After gaining his degree in Economic History from Nottingham University, John started his working life as a management trainee. After two years, John joined the Trades Union Congress. He led the organisation in the UK first as Deputy General Secretary and then for 10 years as General Secretary of the Trades Union Congress. In 2003 John moved to Brussels, to become General Secretary of the European Trade Union Confederation.

John's approach has been much sought by other organisations. He has been a member of the Council of the Advisory Conciliation and Arbitration Service (ACAS) and a member of the Economic and Social Research Council. For seven years John was Vice-Chair of the Learning and Skills Council; and for the last five years, he has been Chairman of the UK Co-operative Commission. He was instrumental in setting up the TUC Partnership Institute to create a partnership approach to dispute resolution.

By 1997, John was leading the deployment of a £10million Union Learning Fund and the development of union learning representatives. John is also looking to the future training

needs of employees. Announced in the 2005 Budget and the Skills White Paper, the new Union Learning Academy will draw together current strands of union learning activity. The Academy will aid unions to help their members to recognise the value of learning, and will further encourage union members to take up training opportunities.

Rainer Plaßmann, Secretary General, CEEP

Rainer Plaßmann originally trained as a lawyer, beginning his career as a legal advisor with Stadwerke Köln GmbH in 1988. From 1992-1995 he worked as head of the legal department, before being promoted to head of the department of the "Central Executive Board and Supervisory Board Affairs, Strategic Group Planning, Organisation and Press".



From 1994 to 2000 he was also active in the CEEP Local Enterprise Committee, working as a rapporteur. He was made Secretary General of CEEP (European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest) in October 2000.

Hans-Werner Müller, Secretary General of UEAPME

Mr Müller has been Secretary General of the European Association of Craft Small and Medium-Sized Enterprises (UEAPME) since 1992. He has a Degree in Business Administration and a master craftsman's certificate (Meisterbrief) in mechanical engineering. He is also a partner of the company 'Müller Formenbau GmbH', a tool-manufacturing firm, which employs around 60 people.



During his political career, he has been a member of different local Governments and Committees. In 1976 Hans-Werner Müller became an MP at the Bundestag, a position he occupied for 18 years. During his last mandate he was appointed by the German Parliament to the European Parliament. At the same time, Hans-Werner Müller contributed to the foundation of UEAPME, and became Secretary General of the organisation, a position he has occupied ever since. Mr Müller is multilingual, speaking German, French and English.

Bernhard Jansen, Directorate-General for Employment, Social Affairs and Equal Opportunities

Bernhard Jansen is a lawyer by training who has been working with the European Commission since 1979. He dealt with issues concerning equal treatment of men and women in the employment area in Commission's Directorate-General for Employment and Social Affairs before joining in 1982 the Legal Service of the European Commission where he was in charge of legal issues related to the Common Agricultural Policy and subsequently with competition and merger law and international trade law.



Since November 2001, Bernhard Jansen is heading the directorate for "Adaptability, Social Dialogue and Social Rights" of the Commission's Directorate-General for Employment, Social Affairs and Equal Opportunities. The activities of the directorate include issues such as European level negotiations and agreements between both sides of industry, European legislation on working conditions and on occupational safety and health as well as anti-discrimination legislation.

WORKSHOP FACILITATORS

(For discussant CVs, please see separate sheet handed out at registration)

Workshop 1: Effective input to the European Social Dialogue

Facilitator: Einar Edelberg, Deputy Permanent Secretary, Ministry of Employment, Denmark



Einar, who is a lawyer, started his career in the Ministry of Social Affairs back in the 1960s. In 1970 he joined the Ministry of Employment where he soon became involved in matters relating to the Common Market which Denmark had acceded in 1972, including Denmark's first

presidency in 1973 ("The Social Action Programme"). For the last 25 years he has been responsible for the labour law and working relations' division in the Ministry. He has been involved in the negotiation and responsible for the implementation of all directives in this field from equal pay in 1975 to working time in 2005. As a consequence of the Danish labour market model he is used to working closely together with the organisations in the labour market, thereby being able to combine a basically collective agreement-based system with the legislation-based system of the EU.

Discussants:

- **Timo Kauppinen**, European Commission
- **Jørgen Rønne**, DA (Danish Industry Federation)
- **Raffaele Saccà**, UIL (Unione Italiana del Lavoro)
- **Ms Edyta Doboszynska**, ZRP (Polish Craft Industry and SMEs Federation)
- **Jan Dannenbring**, ZDH (Zentralverband des Deutschen Handwerks)
- **Chris Jetten**, Better Regulation expert, Netherlands

Workshop 2: European Social Dialogue and Small Firms

Facilitator: Paul Windey, National Works Council, Belgium



Studied Political sciences (1973-1977) and Law (1976-1982) at the Catholic University in Leuven (Belgium). He was a researcher on labour affairs at the University of Leuven (1978) and legal advisor in the Christian Union (1980-1985).

In 1985 he started a career in the Belgian Ministry of Labour as counsellor on labour law and European affairs. He became social counsellor at the Permanent Representation of Belgium to the EU (1991-1995) and was appointed as national expert at the European Commission, Social Affairs (April 1995 - end 1997) charged with the follow up of the European Works Council Directive and responsible for the EU initiatives on a-typical work.

Since January 1998 he has been appointed as President of the Belgian National Labour Council, the Supreme federal institution for social dialogue. He has also been active as President of the negotiations between European social partners on the Framework Agreement on Gender Equality.

Discussants:

- **Jackie Morin**, European Commission
- **Liliane Volozinskis**, UEAPME Project
- **Jeannette van Dongen**, EMCEF
- **Xavier Durieu**, Eurocommerce

Workshop 3: Implementing Social Partner Agreements

Facilitator: Malcolm Darvill, Head International Policy, Health and Safety Executive, UK

Malcolm, a graduate ergonomist, became a Government Health and Safety Inspector 1973. Over the next 19 years he worked in a wide range of operational and sector groups, eventually heading the general manufacturing and services group for North West London. In 1992 he joined HSE's Chemical Policy Division, where one of his achievements was HSE's 1995 Asbestos Awareness Campaign.



In 1995 he became Head of a new health ergonomics policy unit, which later also became responsible for policy on psychosocial issues. As such he developed the strategies and policies that led to HSE's priority programmes on MSD and Stress. He then went on to deliver the MSD programme, which included such initiatives as the "WorkingBacks – Scotland" campaign.

During this time he was a member of the EU working groups on MSD, Stress and workplace violence

In 2004 he became head of HSE's Better Regulation and International Branch and the UK Governments representative on the EU's Advisory Committee on Safety and Health at Work. Currently, as head of the HSE's International Policy Unit which is responsible for delivering HSE's UK Presidency programme.

Discussants:

- **Janet Asherson**, CBI, UK
- **Tina Weber**, CEEP, UK
- **Nick Goulding**, Forum of Private Business, UK
- **Chantal Foulon**, MEDEF, France
- **Jean-Francois Milliat**, CFDT, France
- **Ágnes Cser**, Axelero Trade Union, Hungary
- **Peter Szirmai**, Uni-Corvinus Business representative, Hungary