

Project
« Better Working Places - Better Life »

Symposium I
Lisbon
23-24 June 2009

« Work Life Balance »



The symposium is chiefly being financed by European Union funds

GREETING BY THE PRESIDENT OF THE EUROPE ACADEMY



Ladies and Gentlemen,

It is my great pleasure to welcome you all most warmly to the first symposium in our project 'Better Working places – better life', which is devoted to the topic 'work-life-balance'.

The global financial and economic crisis is the topic on everybody's lips in most European countries. At the same time, the prevailing economic system, its effects on communities and individuals is increasingly being called into question. An economic stance which is, first and foremost, geared towards maximising profits and which today is placing the welfare of our society under threat, is just as threatening to the health of millions of workers. It is a fact that stress in the workplace and the number of work-related illnesses are on the rise in the European Union.

It is the intense pace at which our working world is changing and the market-driven pressure of capital to which I have already alluded that must bear the final responsibility and which is confirmed by a glance at the statistics, which speak for themselves: Stress is the second-most frequently mentioned work-related health problem. Studies point to the fact that between 40 % and 60 % of all absences are connected to stress. For the year 2002, the annual economic costs connected to work-related stress were estimated at 20 billion euros for the 15-strong EU. These figures demonstrate how far Europe has to go to achieve ideal working conditions.

CESI has already expressed its goal to improve the quality of working conditions for workers in Europe. By kick-starting the discussion with this symposium, CESI is taking the first step towards realising this goal. In so doing, CESI is calling on employers to make good on their obligations. People having to work longer before they retire and even more pressure to be productive in the face of a new demographic set-up will only increase the 'work-life balance' problem. This symposium should help to create a greater awareness of the problem and provide an opportunity to talk about how we might go about solving this problem.

I am delighted that we were able to convince the European Agency for Safety and Health at Work to participate in our project 'Better working places – better life'. I am equally delighted that we have been able to attract so many experts to speak at this conference. I would like at this juncture to thank the European Commission for its generous support for the project. On behalf of our Portuguese affiliates, which have supported us in the preparation of this symposium, I would like to extend my thanks to Messrs Afonso Pires Diz and João Henrique Carvalho Dias Grancho.

I greatly look forward to interesting presentations, stimulating discussions and animated conversations.

Yours fraternally,

Wilhelm GLOSS

PROGRAMME

Project “ Better Working Places - Better Life ”

Symposium I « Work Life Balance »

Lisbon, 23-24 June, 2009

Venue: HOTEL HOLIDAY INN LISBON-CONTINENTAL
Rua Laura Alves 9, PT- 1050 Lisbon

Simultaneous interpretation: DE, FR, EN, ES, PT

Documents available in : DE, EN, FR

Monday, 22 June, 2009

18:00 Registration

Tuesday, 23 June, 2009

08:00 Registration continues

09:00 Start of the first day of the meeting

09:00 Opening remarks by the CESI Europe Academy Director
Dr. Christoph VONDENHOFF

09:05 Welcome by the CESI Europe Academy President
Dr. Wilhelm GLOSS

09:10 Address
Catarina MARCELINO
President of CITE
Commission for Equality in Labour and Employment
Minister of Labour and Social Solidarity, Portugal

09:30 Welcome by USI Coordinator
Afonso PIRES DIZ

09:45 Welcome by ANP President
João Henrique CARVALHO DIAS GRANCHO

10:00 Presentation I:
Hubert KRIEGER, Researcher by EUROFOUND

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- 10:30 Presentation II:
Work- life balance: the experience of the Social Dialogue Committees
François ZIEGLER, DG Employment, Social Affairs and Equal Opportunities
- 10:45 Discussion
Dr. Christoph VONDENHOFF, CESI Europe Academy Director
- 11:00 Coffee break
- 11:15 Presentation III:
Maria das DORES GUERREIRO, Professor of Sociology, University of Lisbon
- 11:45 Round table:
Testimonials on work-life balance
Introduction:
Lars SUDMANN, Work-Life Balance Consultant
Participants:
Philipp MAUCH, Parental leave
Bob ZIMMERMANN, a sabbatical year
Mads RIMMEN, leave care for child with special needs
Moderator:
Lars SUDMANN, Work-Life Balance Consultant
- 12:30 Discussion
- 13:00 Lunch break
- 15:00 Presentation IV:
Public Policies for Work Life Balance in Europe : analysis of the issues at stake
Jeanne FAGNANI, French National Centre for Scientific Research
- 15:30 Presentation V:
Maria de Fátima CARIOCA, Professor at AESE
- 16:00 Discussion
- 16:15 Coffee break
- 16:30 Roundtable
Which flexibility for our professional and family lives?
Introduction:
Alexandra FRISCHLANDER SAUMON,
Communication manager of the Observatory of Parenthood in Business in France
Participants:
Charlotte BOUVARD, SOS Préma France
Christelle PASQUINI, Human Ressources Director, L'Oréal Portugal
Dr. Bernadette TILLMANNNS-ESTORF, Communication and Press Manager
B. Braun Melsungen AG, Top employer 2009
François ZIEGLER, DG Employment, Social Affairs and Equal Opportunities
Moderator:
Christoph VONDENHOFF, CESI Europe Academy Director
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- 18:00 Closing discussion
- 18:30 Closing Remarks by the CESI Secretary General
Helmut MÜLLERS
- 18:40 End of the first working day
- 20:00 Dinner

Wednesday, 24 June, 2009

- 08:00 Symposium continues
In the morning, visit of one company (active in the field of Work Life Balance)
chosen between the two following options:
- 08:30: *Ester Janz*, Association for children of the JANZ' group staff
Return at 11:30 (times are approximate)
- 10:00: *Montepio*, 'Montepio' Bank Foundation
Return at 12:00 (times are approximate)
- 13:00 Lunch
- Followed by departure

LIST OF SPEAKERS



Sophie BARNIAUD

Deputy-director of SOS Préma, France

Since 2006, Sophie Barniaud has been the Deputy-director of SosPréma, an association which helps parents of premature babies and works to improve conditions for children born prematurely in France and Europe. A mother of three children, she helped draft and set up the 'Charte de la Parentalité en Entreprise' (Company parents' charter) in April, 2008, a charter which gathered more than 120 signatures in May 2009.

With a degree from the Institut d'Etudes Politiques de Bordeaux and a degree in English, Sophie Barniaud was head of sales for a distance sales corporation (1998 – 2000) and head of communication and Internet projects for a web agency (2000 – 2002) before becoming an associate of a French minister (2002-2006).



Charlotte BOUVARD

Director of SOS Préma, France

Founder and director of the association SOS Préma and mother of two children, Charlotte Bouvard is the initiator of the 'Charte de la Parentalité en entreprises' (Company Parents' Charter) in France and actively participated in drafting the charter.

Holder of a Masters in Communication, (specialising in politics), Bouvard was the parliamentary associate of a minister from 1997 until 2001 before becoming Marketing Manager for an English company providing management consultancy services.



Maria de Fátima CARIOCA

AESE Professor, Portugal

Married and a mother of three children, Maria de Fátima Carioca teaches 'the human aspect of organisation' at AESE.

With a degree in electronic engineering from the Instituto Superior Técnico (obtained in 1981) and a Masters in computer systems engineering (obtained in 1985 from the same university), Fatima Carioca went on to take a series of courses in family science at the University of Navarre and holds a Masters in 'Marriage and Family' from the same university. Since 1987, she has been active in the field of engineering IT programmes and manages projects for Edisoft, a company providing IT services and developing IT programmes. Currently, she is in charge of quality and training.

Since 1993, she has been working with Cenofa, the Centre for Family Guidance, as a trainer and family assistant. Within the AESE, she coordinates the prize for the 'Most family-friendly company' in partnership with Deloitte. She also coordinates other projects in the area of work-life balance and corporate social responsibility. She is a member of the CT-165 committee for company ethics.



João Henrique CARVALHO DIAS GRANCHO

President of the National Teachers' Association (ANP), Portugal

President of the National Teacher's Association (ANP) in Portugal, Mr Grancho is also director of the 'Leonardo Coimbra' teacher training and runs the 'Living together at School' space.

With a doctorate in Educational Science and a Masters in Administration and Educational Planning, he is currently a primary school teacher in Porto and a trainer accredited by the Academic Council for further training for Teachers'. In the past, Mr Grancho was the director of the Porto catchment area and the deputy coordinator of the Education Centre for the Porto region, editor of the newspaper 'O Docente' and Vice President of CESI's EDUC committee.

Maria das DORES GUERREIRO

Professor of the Department of Sociology, ISCTE-IUL, Lisbon University Institute

PhD in Sociology, Maria das Dores Guerreiro is a Professor of the Department of Sociology at the Lisbon University Institute (ISCTE-IUL). She is also Coordinator of the Programme Equality and Corporate Social Responsibility and Consultant of the Commission for Equality in Labour and Employment (CITE - Ministry of Employment and Social affairs).

She has conducted numerous research projects in fields such as social policies, family, work-life balance, poverty and social exclusion, gender, women and work, new forms of work and employment, organizations and professions, family firms. She also participates in various international research networks, several funded by the European Commission.



Jeanne FAGNANI

Research Director at the French National Centre for Scientific Research

Jeanne Fagnani is Research Director at the National Centre for Scientific Research and a member of the research team 'Centre d' Economie de la Sorbonne' (University of Paris1). She has conducted numerous cross-national comparative research projects, several funded by the European Commission, with a specific focus on work/family life balance and the interactions between family policy, female employment and labour markets. She recently made a research on family policies in France and Germany funded by the National Family Allowance Fund (CNAF, Paris). She is currently conducting a research on childminders in France (funded by CNAF).



Wilhelm GLOSS

President of the CESI - Europe Academy

Wilhelm Gloss, a lawyer born in Salzburg (Austria), has presided over the Europe Academy since February 2009. He is also Deputy-President of the group of Christian trade unions in the 'Österreichischer Gewerkschaftsbund' (ÖGB – Austrian Trade Union Federation). In this capacity, he is also member of the Eurofedop and CESI Presidium. Previously, he headed the department for services, salaries and pensions legislation in the Federal Chancellery of the Austrian Republic.



Hubert KRIEGER

Research Manager by EUROFOUND

Research Manager in the European Foundation for the Improvement of Living and Working Conditions (Dublin) since 1987. Currently responsible for monitoring quality of life in Europe including family issues, integration of migrants, social inclusion, deprivation, social housing, work-life-balance and new time arrangements over the life course. Manager of the CLIP network of 35 cities for local integration of migrants. Mr Krieger worked for seven years as policy adviser in Bonn for national and regional governments and policy analyst for TV and press. Academic background: master in economics and sociology at the University of Cologne; PhD at the European University Institute in Florence and University of Cologne in labour market economics; master in social policy at University College Dublin. Speaker at many international conferences on various aspects of European social and employment policy. Publication of several books and articles in scientific journals and newspapers.



Catarina MARCELINO

President of the committee for equality at work and in employment, Portugal

With a degree in anthropology from ISCTE and a postgraduate qualification in gender, power and violence at ISPA, Catarina Marcelino was a coordinator of the cabinet for health and social action for the Montijo Municipal Chamber from 1998 until 2005. Whilst there, she was in charge of the fields of co-dependency on drugs, senior citizens and domestic violence.

She was also the coordinator of the municipal social network and the 'Clean Montijo' project, as well as municipal councillor for gender equality.

From March 2005 until January 2009, she worked as an assistant to the Secretary of State for Social Security. She coordinated the regulation of the social network as well as the 'Local Social Development Contracts' programme. She represented the social security department in the working group entrusted with the task of devising and monitoring the National Network for Integrated Continuous Care. As a representative for the ministry for Labour and Social Solidarity, she helped draw up National Action Plans for Inclusion (2006-2008 and 2008-2010). Since 1 February, 2009, she has been President of CITE, the committee for equality at work and in employment.





Philipp MAUCH

Public Affairs Consultant

Philipp Mauch studied philosophy in Munich and Heidelberg before working as a strategy consultant for Public Affairs in Berlin. When his first child was born, he decided to give up his job, move back to his family in Munich and take a full years' paternity leave. At this point and with a scholarship from a political foundation, he began a doctorate, first on a part-time basis, and then full-time. His son now attends a crèche and Philipp Mauch, who has almost completed his thesis, is preparing himself for going back to work.



Helmut MÜLLERS

Secretary General of the CESI

Secretary General of the CESI since 2002. Previously, Helmut Müllers worked for the European institutions on numerous positions, finally as Director of the Committee of the Regions. He is also former President of the European Civil Service Federation (FFPE).



Christelle PASQUINI

Human Ressources Director, L'Oréal Portugal

After her studies in Economics and Human Resources, Christelle Pasquini worked for 18 years in Human Resources Department of large international brands such as GE, Olivetti, Johnson & Johnson, Yoplait.

In 2000, she joined L'Oréal group. After having worked for the Luxury Division, she went on to become HR Area Manager. She has been in charge of numerous European and international projects such as the conception and design of material to promote the company's values and the integration of new staff within the group. She has also been involved in HR development. Since 2008, she has been the head of the HR Department by L'Oréal Portugal.



Afonso PIRES DIZ

Coordinator of the Independent Trade-Unions (USI), Portugal

The holder of a degree in Organisation and Company Management, Mr Diz's career was conducted in the banking sector. He is the founder of a pension fund for banking executives, which he heads and has been an administrator of SGF (a company managing pension funds) since 2002.

Founder and coordinator of the Portuguese Union of Independent Trade Unions since 2000, Mr Diz is also President of the National Union of Banking and technical Executives (SNQTB), a member of the board of the Confédération Européenne des Cadres (CEC), a member of the Economic and Social Committee of the autonomous region of Madeira and member of CESI's board.



Mads RIMMEN

IT Consultant

Mads Rikken is the father of a 14 years old son, Matthias, diagnosed with CDG (Congenital Disorders of Glycosylation). Children and adults with CDG have varying degrees of disability, including cognitive impairment, speech difficulties, poor balance and motor skills. As children with CDG- Ia grow older, they exhibit developmental delay, vision problems, seizures, and stroke-like episodes.

Mads Rikken is an economist (MA) from the University of Copenhagen. During his professional career, he has worked with information technology and organisational issues related to the implementation of IT. In the later years, he has held senior positions as management consultant to public bodies and as head of division in a government agency (The National IT and Telecom Agency).

Mads Rikken works extensively in the disability communities and associations, both on local and national level.

Alexandra FRISCHLANDER SAUMON

OPE Director of communication, partnerships and events

With a higher education qualification in management (Paris Institut Supérieur de Gestion), Alexandra Frischlander Saumon worked for more than 14 years within large communication agencies (Leo Burnett, DDB, McCann) as projects director for large international brands such as P&G, Microsoft, Nestlé, Bestfoods, Marionnaud, L'Oréal Paris and more.

In order to devote more time to her two children (Alexia, 11 and Diane, 8), she decided in 2007 to make some changes to her professional life, setting up her own company, Ads Communication, and offering her expertise in communication strategy, acquired through dealing with large accounts, to SMEs and very small enterprises. In parallel, she began work, in 2008, on launching the Company Parents' Charter and observatory (OPE). Within the OPE, an association presided over by Jérôme Ballarin, Alexandra Frischlander Saumon holds the post of Director of Communication and Partnerships.



Lars SUDMANN

Work Life Balance Consultant

Manager at a multinational corporation, Lars Sudmann is also the lead trainer for presentation skills in Western Europe. Additionally, he is the founder and managing director of Life Balance Masters, Ltd., an organization focused on enhancing the quality of work and life for professionals across Europe. As a speaker, Lars Sudmann has gained international work and consulting experience in Germany, Belgium, France, the UK, Taiwan, and Singapore with companies such as Procter & Gamble, McKinsey & Company, and The Boss Group, Ltd.



Bernadette TILLMANN-ESTORF

Director for Company communication, B. Braun Melsungen plc

Following her studies in political science and Spanish and Portuguese philology, Ms Tillmanns - Estorf worked for the German Bundestag as an academic advisor in the field of 'Women and Family Policy, Economic cooperation', before joining B. Braun Melsungen plc in 1996. Today, he heads the company communication department, which is made up of twenty members of staff. In 2004, she became a mother of twins. Once her 3-month maternity leave was over, she returned to work.



Christoph VONDENHOFF

Director of the CESI - Europe Academy

Employee at the CESI since 2004, Christoph Vondenhoff is the Director of the Europe Academy since December 2005. He got a degree in Law from the Universities of Bonn and Mainz, before starting his career as an advisor for the CDU/CSU parliamentary group at the Bundestag and for a German industrial federation.



François ZIEGLER

Administrator to the European Commission, DG Employment, Social Affairs and Equal Opportunities

From 1991 to 2001, François Ziegler was a lawyer and barrister, specialised in social affairs. From 2002, he has been working as an Administrator to the European Commission, in charge of the development of the Industrial Relations and the European social dialogue. He was entrusted with the European social dialogue committees in Agriculture, Construction, Steel, Shipyards, Hospital, Postal services, Local and Regional Governments, Extractives industries and Central Administrations. He supervised the European collective bargaining on work-related stress, on protection of workers against silica crystalline dusts, sharp injuries in healthcare and musculo-skeletal disorders in agriculture. He negotiated the social dimension of the Energy and Transport Community with South-East Europe. Besides, he is responsible for monitoring the implementation in Turkey of the Social Fundamental Rights.





Bob ZIMMERMANN

Head of the market Intelligence department for Ideal Standard International

Currently living in Brussels where he works as head of the market Intelligence department for Ideal Standard International, a manufacturer for bathroom solutions, Bob Zimmermann is Master of Science as a result of his study in business economics with specializations in 'business policy & business management' and 'strategic marketing' at the Erasmus University in Rotterdam, the Netherlands. After his studies, he worked for Philips in the Netherlands for 9 years where he had several functions in various businesses, mostly dealing with marketing issues. After this experience and before joining Ideal Standard International, Bob Zimmermann took 1-year sabbatical between 2007 and 2008.



Contact

CESI — EUROPE ACADEMY
Avenue de la Joyeuse Entrée 1-5
B-1040 Bruxelles, Belgique
academie_europe@cesi.org
Tel.: +32/ (0) 2 282.18.60/.61/.74
Fax: +32/ (0) 2 282.18.71
www.cesi.org



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