

FINAL CALL: NOW BOARDING!

Expressing Employees' strategic interests in Europe's boardrooms and the European Internal Market

Seminar 24-25 November 2010

Venue: De Burcht – Henri Polaklaan 9, 1018 CP Amsterdam

Short biographies of speakers, panelists, moderators, etc.

Klara Boonstra

Joined the Federation of Dutch Trade Unions (FNV) as legal counsel in the fields: labour law, collective labour law, workers' participation, human rights and labour, international and European labour law and corporate law. Before she joined the FNV in June 2008 she held several positions at the University of Leiden, University of Amsterdam and the Vrije Universiteit, also in Amsterdam. At this latter University she still holds a chair as Professor of International labour law. She frequently publishes about the above mentioned subjects in academic journals. As trade union official she is a member of several committees in the Dutch Social and Economic Council and the Foundation of Labour.

Andreas Botsch

Senior Researcher at ETUI and Special Advisor to ETUC, working on financial market reform and macro-economic issues. Former Head, Economics Department, DGB Germany; until 2002 Member of German Bundestag Study Commission „Globalisation of the World Economy – Challenges and Policy Responses“. Member of several advisory groups, i.a. Friedrich Ebert Foundation 'Kocheler Kreis'.

From 1998–2000, Counsellor, Employment and Social Affairs, Permanent Rep. of Germany to the EU, Brussels. From 1989–1998, Senior Policy Advisor, at OECD's Trade Union Advisory Committee (TUAC) in Paris.

Niklas Bruun

Professor in private law at the University of Helsinki since 2006. He became professor at Hanken School of Economics (Helsinki) in 1986. He is also leading the REMARKLAB research program at the University of Stockholm.

Bruun is a member of the EU Corporate Governance Forum since 2008. Bruun is the author or joint author of several books on EC labour law and on Nordic labour law, and has (had) many expert commissions for the Finnish and Swedish government, the ILO, the EU and the UN.

Philippe Cadorel

OMNES Air France President

Philippe Cadorel is a cabin crew member since 1978. Up to this summer, he was a member of the Air France board elected by the cabin crew during six years. Today he is combining his long haul head purser functions together with the presidency of an Air France association of 10 unions called OMNES. OMNES goal is to inform French unionists on current major topics through its seminars and conferences.

Bruno Cattero

Università del Piemonte Orientale, Dipartimento di Ricerca Sociale (Alessandria, Italy)

Professor for Economic Sociology and Sociology of Labour, Bruno Cattero received his PhD at the University of Göttingen (Germany) and worked as assistant professor at the University of Frankfurt am Main. His research interests focus, on the one hand, on industrial relations and the European social model. On the other hand, he has specialized in regional development and local development planning processes. In 2008 he was visiting researcher at the European Trade Union Institute in Brussels and worked on the issue of "restructuring" in the framework of the research project Managing Industrial Change (ManIC)

Aline Conchon

European Trade Union Institute – Researcher

Aline pursued a twofold degree course in human resources management (Magistère, Lille 1, equivalent to master) and in sociology of industrial relations (ongoing PhD at the Conservatoire National des Arts et Métiers-Paris and at the Paris Ouest Nanterre University).

Her main research themes focus on industrial democracy; the various modalities of company-level employee representation, especially participation of employees through their representation, with a deliberative voice, on companies' board of directors or supervisory board; trade unions' strategies on employee participation in companies' decision-making processes in Europe.

Jan Cremers

Senior researcher Amsterdam Institute of Advanced labour Studies (UvA), actually also policy advisor of the ETUC. After a degree in social sciences he started a career as industrial relations expert and trade unionist. From 1988 till 2000 general secretary of a European Industry Federation, from 2000 to 2007 general director of the Dutch paritarian training fund for works councils. He was a Member of the European Parliament till the summer of 2009 (Internal Market and Employment Committee) and the main negotiator for the recast of the EWC-Directive.

Pierre Delsaux

European Commission – DG Internal Market – Director Free Movement of capital, company law and corporate governance

Recently Pierre Delsaux actively contributed to the European Commission reaction to the financial crisis in the areas of corporate reporting and governance, governance of supervisory and standard setting organisations, both at the EU and global level. His interests include also the application of community law across the EU, as well as the functioning of internal market in financial services.

Bruno Demaître

European Trade Union Institute – EWPC Coordinator

Since October 2010, Bruno Demaître took over the coordination of the EWPC (European Worker Participation Competence Centre) from Norbert Kluge. From 2007 until now, he has been working in the ETUI Education Department as a trainer for European Works Councils. Before 2007, Bruno has been successively secretary, vice-president and chairman of the Fortis European Works Council.

Helmut Gahleitner

Federal Chamber of Labour, Austria

Since 1993 Helmut Gahleitner is employed by the Chamber of Labour. The Federal Chamber of Labour is by law representing the interests of about 3,2 millions employees. Work areas are: Corporate Governance and business law, employee participation. Helmut Gahleitner ist also a member of the Austrian Takeover Commission.

Michael Gold

Michael Gold is Senior Lecturer in Employee Relations and European Business at Royal Holloway University of London. He has also worked at the University of Westminster and as editor of the *European Industrial Relations Review*. His main research interests cover comparative and international employee relations, EU employment policy, employee participation and 'portfolio work' and careers.

Pierre Habbard

Pierre Habbard is a policy advisor at the Trade Union Advisory Committee to the OECD (TUAC). The TUAC is an international trade union organisation which has consultative status with the OECD and its various committees.

Norbert Kluge

Coordinator and adviser for the European Works Council of ThyssenKrupp AG

Until 2 months ago, Norbert Kluge has been a Senior Researcher at the European Trade Union Institute in Brussels during 8 years. His main areas of expertise at the Institute have been Worker Participation, the European Company (SE) and Corporate Governance. During the last 2 years at the ETUI he has also set up the EWPCC (European Worker Participation Competence Centre) providing support for workers' representatives in boardrooms of European Companies.

Roland Köstler

Hans-Böckler-Foundation Germany, Düsseldorf

Since 1978 as an expert for worker participation and company law in the foundation. He is especially legal adviser for supervisory board members in Germany and accompanying since his entry in the foundation the development of European Company law and the relating worker participation. Also published various books and magazines about national and European company law and worker participation. Also since many years practitioner in various supervisory boards in Germany.

Josee Lamers

Josee Lamers graduated in Law in 1995 at the University of Amsterdam. She got a position as a researcher at the Sinzheimer Institute and became coordinator of the post graduate courses on European Labour Relations and on Modernizing Collective Labour Agreements.

In 1998 she was Secretary International Affairs at the General Employers Association and set up the international activities for the departments. Since 2008 she is director/owner of Lamers ICM Consultancy. She advises about European works councils, SE works councils, European HR management, corporate social responsibility and International Change Management. She developed a specific training model for EWC's. She writes regularly for various (legal) magazines and books about European works councils.

Karoline Mis

Since April 2010 PhD-Student, sponsored by a scholarship of the Hans-Böckler-Foundation. Working on the topic “European Works Councils as example of Europeanization processes of Industrial Relations in Poland”. For a research period she works as a trainee at the ETUI.

Paulien Osse

Was a trade union journalist, and started the Loonwijzer.nl, an internet site where visitors can compare their remuneration and labour conditions, which as WageIndicator.org has developed into a multinational business active in over 30 countries worldwide, and provides a wealth of information to individual peoples and to researchers around the globe. She is a well known debate leader that triggers conferences into lively interactive discussions.

Catelene Passchier

Netherlands Trade Union Confederation FNV – member of the Executive Board, responsible for the coordination of collective bargaining and social dialogue

Until 1 September 2010, Catelene Passchier was confederal secretary of the ETUC (European Trade Union Confederation), and as such among other things responsible for European labour law, free movement of workers, worker participation and company law.

Andrew Pendleton

Andrew Pendleton is Professor of Human Resource Management in the York University Management School, UK

His main research specialism is employee share ownership plans but he also conducts research into the relationship between ownership and employment outcomes. He is a co-author of a recent report by the European Foundation for the Improvement of Living and Working Conditions on the effects of new investment funds on labour

Philippe Pochet

Philippe Pochet, political scientist, is currently General Director of the European Trade Union Institute. He is invited lecturer at the Catholic University of Louvain and at the Faculté Saint Louis, and was affiliate at the Centre of European Studies (Free University of Brussels). His main research fields are: social impacts of the monetary union, social dimension of the European Union and social dialogue at sectoral and cross-sectoral levels, the open method of coordination and the new modes of governance, the social challenges of the globalisation process and of climate change.

Jacques Schraven

Was President of Shell Nederland and chairman of the Dutch Employers Federation in the nineties. Since 2005 he is chairman of the Board of Corus Nederland and since 2007 non executive independent Director of Tata Steel Ltd, and holds a number of other Supervisory Board positions in a.o. Stork BV and NUON Energy NV. He is the current chairman of European Issuers, a European organisation of listed companies and their national organisations such as the Dutch VEVO.

Camiel Selker

Up to this summer Camiel Selker was heading Towers Perrin pension and remuneration consultancy in the Netherlands. He left Towers Watson (the merged TP and Watson Wyatt) but continues to give advice to supervisory boards, now in partnership with Lintstock on (self)evaluation of boards. He is an expert on integrating ESG (environment, social and governance) in performance criteria.

Ieke van den Burg

Was FNV executive member in the nineties and member of the European Parliament from 1999-2009. She founded the Stichting A PROPOS with the remuneration for her Supervisory Board position (since 2005) on proposal of the works council of ASML, a high tech listed company in Veldhoven, NL, and is currently performing several board functions. She is a member of the Monitoring Committee of the Dutch Corporate Governance Code for listed companies.

Marc van der Meer

Marc van der Meer is director of the national centre for expertise in vocational training and education in the Netherlands. Until 2009 he worked as associate professor at the Amsterdam Institute for Advanced Labour Studies and the Netherlands Centre for Social Innovation, where among other things he engaged in the platform for innovative co-determination and wrote about works councils, industrial relations and labour organisations. In September 2010 he published 'Medezeggenschap en organisatievernieuwing, vier scenario's in de praktijk' (with Evert Smit, Assen: Koninklijke Van Gorcum) on co-determination and organizational change.

Robbert van het Kaar

Robbert van het kaar is senior researcher at the Hugo Sinzheimer Instituut, University of Amsterdam. He is a specialist in co-determination and corporate governance. He is a member of the SEEurope network and board member in two companies.

Fernando Vasquez

European Commission – DG Employment – Deputy-Head of the Unit "Anticipation of Change and Working Conditions", Chair of the European Commission's Restructuring Task Force.

Within the Commission, the "Restructuring" Unit develops policies and actions aimed at promoting anticipation, preparation and good management of change and restructuring, the co-ordination of different EU policies relevant in this regard and the support to partnerships aimed at anticipating change at sectoral level.

Sigurt Vitols

European Trade Union Institute – Senior Researcher

Sigurt Vitols' primary research topics include Corporate Governance, worker participation, financial regulation and economic policy. Up until November 2010 he was a Senior research fellow at the WZB (Wissenschaftszentrum Berlin für Sozialforschung). He has advised trade unions and governments at both the European and national level on policy issues. Together with Norbert Kluge he is currently co-editing a book on The Sustainable Company, which presents an alternative to the shareholder value corporate governance model of the firm.

Kathleen Walker Shaw

Kathleen Walker Shaw is the European Officer of the GMB Trade union and is based in Brussels.

The GMB Brussels Office provides the Union and its members with research and advice on all aspects of EU legislation and initiatives which may affect their work or family life. The office is also responsible for lobbying the GMB's views on EU policy areas throughout the EU institutions and related organisations, as well as liaising with trade union colleagues in other European trade unions and other organizations on industrial relations, employment and sectoral issues.

Bob Wells

Vice Chairman ThyssenKrupp European Works Council, Member Nominated Trustee for the ThyssenKrupp UK PLC 2006 Retirement & Death Benefits Plan, Senior Shop Steward in UK for ThyssenKrupp Tallent Ltd.

In my 31 years with the company I have been a member of many negotiating committees dealing with topics such as pensions, remuneration and restructuring in an ever changing environment as a tier 1 component supplier to the automotive industry.