



EMPLOYERS SEMINAR

SENIORITY IN WAGE FORMATION AND COLLECTIVE BARGAINING

*“HOW TO BETTER REFLECT IN PAY SYSTEMS OVER LONG CAREERS EMPLOYEES’ SKILLS,
PRODUCTIVITY, MOTIVATION, PERFORMANCE AND EXPERIENCE”*

Hotel Wyndham Grand

Meg. Alexandrou 2, Athina 104 37, Greece

11-12 July 2019

AGENDA

Day 1 – Thursday 11 July

14h00	Registration and welcome coffee
14h30-14h45	Welcoming word - José Maria Lacasa , Chair of BusinessEurope Social Affairs Committee
14h45-15h00	Opening Session: Labour market situation in Greece - Christos Ioannou , Director Employment and Labour Markets, SEV
14h30-16h00	<u>The role of seniority in wage formation: main trends in Europe and at international level</u> - Presentation by Mr Mark Keese , Head of the Skills and Employment Division, OECD - Tour de table <i>Discussion</i>
16h00-16h30	Coffee break
16h30-18h00	<u>Reforming seniority wage scales to improve competitiveness</u> - Christos Ioannou (SEV), Chariton Harry Kyriazis (Ellaktor) and Vasilis Chouliaras (Barilla), Greece - Olivier Vanbellinghen (AXA Belgium) and Marie-Noëlle Vanderhoven (VBO-FEB), Belgium <i>Discussion</i>
18h00	End of day 1
19h30	<i>Group dinner</i>





Day 2 – Friday 12 July

9h00-9h30	Registration and welcome coffee
9h30-11h00	<p>Focus on:</p> <ul style="list-style-type: none"> • Seniority, experience and performance - Maintaining older workers in employment <ul style="list-style-type: none"> - Andrea Melchiorri and Giovanni Morleo (Confindustria), Italy - Paul Noll (BDA), Anton Bauch (NordMetall) and Armin Augat (German Public Sector), Germany <p><i>Discussion</i></p>
11h00-11h30	Coffee break
11h30-13h00	<p>Focus on:</p> <ul style="list-style-type: none"> • Seniority, skills and productivity <ul style="list-style-type: none"> - Jaana Neuvonen (Finnish chemical federation) and Hanne Salonen (Finnish service sector), Finland - Nils Trampe (DA), Denmark <p><i>Discussion</i></p>
13h00	End of day 2
13h00-14h00	Buffet lunch

