

## 2<sup>nd</sup> European conference Promoting paritarian social funds in the construction industry

19-20 October 2010  
Bucharest (Romania)

### *Presentation of the speakers*

**Tuesday, 19<sup>th</sup> October 2010**

#### **Mr. Thomas Schleicher, FIEC Vice-President**

Born in Mannheim (Germany), he graduated in 1976 as civil engineer from the “Technische Hochschule Karlsruhe” and is currently the CEO and owner of “Michael Gaertner GmbH”, a company active in the fields of civil engineering, road construction, turnkey solutions for infrastructure buildings and with a special branch dedicated to the rehabilitation and reconstruction of historical monuments.



In addition to his mandate of Vice-President of FIEC in charge of social affairs, Mr. Schleicher also holds the following mandates :

- President of the Landesvereinigung Bauwirtschaft Baden-Wuerttemberg
- President of the Verband Bauwirtschaft Nordbaden
- Member of the Board SOKA-Bau Wiesbaden, Germany
- German representative in the AEIP, Brussels
- Member of the Präsidium des Hauptverbandes der deutschen Bauindustrie (HDB), Berlin (Board member of the German Construction Industry Federation)
- Vice-President – Sozialpolitische Kommission - HDB, Berlin (Committee for Social Policy of the HDB)

Mr. Schleicher speaks fluently : German, English, French and Flemish.

Keynote speech

#### **Mr. Oscar Vargas, Eurofound**

Mr. Vargas is a research officer working on projects related to working conditions. He contributes to the development of comparative analytical reports for the Eurofound Observatories EWCO and EIRO. Before joining Eurofound in December 2009, he has worked as project coordinator in the field of health and safety and was responsible for the Professional Card Scheme for the Construction Sector in Spain at the paritarian institution Fundación Laboral de la Construcción in Madrid. Mr. Vargas has a background in Industrial Sociology (Universidad Pontificia de Salamanca), and also holds a Diploma in Social Science Research Methods from the University of Cardiff.



## **Session 1 : The contribution of the “Warsaw conference” to national social dialogue**

### **Mrs. Luisa Todini, President of FIEC**

Italian, Mrs. Todini graduated in Law and speaks fluent English, French and Spanish. In 1985 she began her entrepreneurial activities in the family company Todini Costruzioni Generali within the Human Resources Department. She co-operated in late 1980's with the French Company, Compagnie Générale des Eaux.



Mrs. Todini has been a Member of the European Parliament between 1994 and 1999.

Currently she chairs the Todini Finanziaria Spa, holding 40% of the construction firm Todini Costruzioni Generali Spa and shareholdings in realty, renewable energy and insurance sectors. Since the beginning of 2010 she returned chairing also Todini Costruzioni, belonging to a Group, further to its integration with Salini Costruttori S.p.A., with over 1.1 Bln. € turnover operating in 40 countries. In March 2010 she joins the Board of Director of Salini Costruttori Spa. Since April 2010 she is Chairman of Ecos Energia Srl, start-up company operating in the solar energy field.

Besides the current Presidency of FIEC, in her career Mrs. Todini has also held several mandates amongst which :

- Since 1999 AGI Board of Directors (Italian Association of Large Construction Companies)
- Since May 2005 Board Member of the Foundation “Centre for Italy-Russia Relations Development”
- Since September 2005 Board Member of the Foundation “Mediterranean Observatory”
- Since January 2008 Member of the Scientific Committee of the Foundation “Italy USA”
- Since December 2008 President of the “Comitato Leonardo – Italian Quality Committee” promoting the quality and culture of the “made in Italy” in the world.
- Since February 2010 Board Director of the Association “Anima for the social chapter in company values”

Mrs. Todini has been awarded several prizes such as :

- Leonardo Quality Italy 2008 - Prize awarded to Todini Costruzioni Generali Spa (for keeping high the fame of “made in Italy” with its activities abroad) and handed over to Luisa Todini by Italy’s President Mr. Giorgio Napolitano
- Real Estate Award – Gold Brick 2008 Prize for the best infrastructure project (Variante di Valico) awarded to Luisa Todini by the Mayor of Rome Mr Gianni Alemanno
- Minerva Prize 2009 - for entrepreneurship awarded to Luisa Todini
- ANMIL 2010 Acknowledgement - to Luisa Todini “for her significant contribution to the fight against accidents in workplaces”

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## Mr. Domenico Pesenti, President of EFBWW

Mr. Pesenti started to work when he was 14 years old after the compulsory school.

From 1975 he started to work with the Italian trade union CISL.

From 1981 he was Filca-Cisl (Italian Federation of construction and allies workers) General Secretary at territorial level in Bergamo till 1993 when he became Filca-Cisl General Secretary at regional level for Lombardia during 6 years.

In 1999 Mr. Pesenti started as Secretary at Cisl Confederation in the region Lombardia.

Since January 2003 he is Filca-Cisl General Secretary at national level.

At the last EFBWW (European Federation of Building and Woodworkers) General Assembly, in December 2007, he was elected as President.



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## Mr. Bruno Gabellieri, Secretary General of AEIP

Bruno Gabellieri has a PHD in law from the University of Nice, France. He has been Secretary General of AEIP since its foundation in 1996. Since 2003, he is member of the management board and director of cabinet and external relations of the Groupe APRI, a provident benefit company, based in France. After the merger of the Groupe APRI and Ionis to the Aprionis Group, Mr. Gabellieri has been nominated as Director Communication and External Relations on January 2009.



Mr. Gabellieri is a lecturer for post graduate students of social law at the University of Montpellier and a professor at the Insurance institute of Paris, University of Paris I – Panthéon Sorbonne.

He is active in various functions at French and European level. As such he is the secretary of the working group on Europe of the CTIP (Technical centre for provident insurance undertakings), where he is also member of the legal Committee. He is a member of the Federal Council of the International Training Centre of Europe (CIFE), a member of the board of the Institute for International Social Cooperation (ICOSI), a member of the working group on Europe at the Institute of European social protection (IPSE), a member of the Board of the Observatory of societal relations of companies (ORSE), a member of the Pension Forum of the European Commission and an expert of the European Contract Law expert network. Recently he has been nominated as an expert for the Consultative Panel of the CEIOPS (Committee of European Insurance and Occupational Pensions).

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## **Mrs. Jarmila Fröhlichová** The Integrated trade union (Slovakia)

Mrs. Fröhlichová studied Law at the Masaryk University in Brno.

She started working in 1995 in the legal-personnel department of a construction company named “Pozemné stavby – plant Stavomontáže”.



Since 1995 she also started working in the trade union STAVBA of Slovakia (one of predecessors of the Integrated trade union) as a specialist – lawyer. Since 2001 Mrs Fröhlichová serves as regional coordinator for the region of Prešov and Košice at the regional office of the Integrated trade union in Košice.

As part of her functions Mrs. Fröhlichová acts as representative of unions in the Committee for employment issues at the Office of Labour, Social Affairs and Family in the district of Prešov. She is also the President of the Regional Council of the Confederation of trade unions in the region of Prešov.

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## **Mr. Tibor Pally,** ÉVOSZ (Hungary)

Mr. Pally graduated as civil engineer at the Budapest University of Technology and continued his studies in Germany and in the United Kingdom.

He started his professional career as Chief engineer for the Hungarian construction company “Észak-Magyarországi Állami Építőipari Vállalat” and spent several years in Mongolia.

At the beginning of the ‘80ies Mr. Pally worked as Head of Construction Department at the Hungarian Ministry of Transport and Post.

Mr. Pally then returned in the private sector as General Manager of “Betonútépítő Vállalat”, then CEO of “Betonútépítő International Rt.” and finally as Managing Director “Betonút Szolgáltató és Építő Rt.”

- National Federation of Hungarian Contractors (ÉVOSZ) Vice President
- Social Dialogue Comitee of the Hungarian Construction Industry, Chairman of the Employer’s side
- Hungarian Scientific Association for Transport, Member of the Board
- Chamber of Engineers
- FEANI European Association of International Engineering Associations

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## Mr. Jakub Kus, Budowlani (Poland)

Mr. Kus holds a MA in Political Sciences from the Warsaw University, Warsaw and studied also Methodology of Social Sciences at the Polish Academy of Science.

He has been researcher and senior assistant lecturer at the Faculty of Political Sciences & Journalism of the Warsaw University before joining the “Budowlani” Trade Union as Weekly ‘Konstrukcje’ Editor in Chief, Director of the Board and National Secretary of the Union.



Mr. Kus has also been Head of the Department of the Weekly ‘Łączność’ and Director and owner of the Educational Centre of Social Partners.

Since 2003 he is Member of the EU Advisory Committee on Free Movement of Workers, as Polish workers’ representative, and since 2006 the Polish representative in the Migration Group of the ETUC (European trade Union Confederation).

Since 2007 Mr. Kus works for the LdV National Agency as external expert for the assessment of mobility projects.

Mr. Kus is a member of the EFBWW Standing Committee Building, of the EFBWW-FIEC European sectoral social dialogue Committee on “Vocational training” and of the Tripartite Committee on Construction Industry in Poland.

He is the author of several occupational standards in the construction industry in Poland and has been country coordinator of RESELTAM, COPILOTE, Q.CA.SE, APL-Bud and several various Leonardo da Vinci projects during last 10 years.

**Session 2 : Presentation and exchange of views on the different types of paritarian funds in the construction industry**

**Mr. Dan Cristescu, CSC (Romania)**

Mr. Cristescu holds a degree in Hydrotechnics, university from the University of Bucharest. He continued his studies, amongst others in Great Britain, on various matters such as finances for managers, relation with the public and clients, management of change and development.

He started his career as technical supervisor for “Hidroconstrucția”, a Romanian construction company specialised in dams and tunnels.

Mr. Cristescu’s involvement in the trade unions’ movement began in 1990 as President of CONSENERG, active in the energy sector, and joined FAMILIACONSTRUCT as Secretary General in 1993.

For 10 years he has been Confederal Secretary for Building and Building Materials at BLOCUL NAȚIONAL SINDICAL (BNS), thereby following union activities at the confederal level.

He has also been member of the Council and Co President of the Mixed Committee CES Romania – CESE EU, the national Tripartite Council for Social Dialogue.

Since 1997 Mr. Cristescu is the President of FGS FAMILIA, the trade union for the building, building Materials, wood and public services sectors and since 1998 Vice President (Labour side) and member of the Governing board of the “Casa Sociala a Constructorilor” (CSC), the paritarian social fund providing winter time allowance in the building and building materials sectors.



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**Mr. Eelco S. Hoogendijk, Cordares Pensioenen B.V. (Netherlands)**

Mr. Hoogendijk holds a Masters Degree in Law from the Erasmus University of Rotterdam and spent part of his studies at the Paris Institute of Political Sciences (IEP).

He started his career as civil servant, employed by the Dutch government, responsible for asylum applications.

He then worked as legal consultant of pension funds in various sectors and since 2001 he is legal consultant of bpfBOUW, account manager of PPF, the company pension fund for Cordares employees.

Cordares Pensioenen B.V. (subsidiary of APG), the company that manages the pension scheme of bpfBOUW (Dutch Industry Wide Pension Fund for the Construction Industry) on behalf of the social partners.





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## **Mrs. Mary Burke, CWPS (Ireland)**

Mrs. Burke has worked in Pension Consultancy for over thirty years and joined CPAS in 2005. The Construction Workers' Pension Scheme (CWPS) has the largest scheme membership in Ireland, and she is responsible for operational management of the Scheme. Prior to joining CPAS, Mrs. Burke worked in a number of international pension consultancy firms including Aon Consulting, Marsh Ireland and Irish Life Assurance plc. She is an Associate of the Irish Institute of Pension Managers.

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## **Mr. Daniel Vanhaeverbeke, FSE-FBZ (Belgium)**

Mr. Vanhaeverbeke graduated as an economist at the K.U.Leuven University. He started his career as Director of the Economic Department of Febeltex, the Belgian federation of the textile industry. He then became Director General of the Belgian vocational training fund of the construction industry and since 2006 he is the General Manager of the pension fund for the construction workers. Mr. Vanhaeverbeke is also a member of the Board of the company ABIP.



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## **Mr. Daniel Lehmann, Schweizerischer Baumeisterverband (Switzerland)**

Mr. Lehmann graduated in law at the University of Zürich and completed his studies with a Master in management. He started his career as legal expert in the Swiss federation of painters and plasterers and continued as Director of the "Employers' policy" department of the national construction association. Since 2001 he is the Director of the Swiss national construction association.



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## **Mr. André Kaufmann, Bau, Unia-Zentralsekretariat (Switzerland)**

Mr. Kaufmann holds a degree in philosophy from the University of Zürich and a postgraduate degree in management of non-profit organisations.

He started his career as teacher of history in a high school in Zürich before entering in the trade union organisation for building and woodworkers.



In his long career within the trade union organisation for building and woodworkers he has been, amongst others, responsible of the wage policy department.

Since 2000 Mr. Kaufmann is member of the Swiss construction paritarian fund for vocational training and since 2007 a member of the advisory committee of the foundation for pre-pension schemes in the construction industry.

He has also been a member for 10 years of the executive council of the city of Thalwil.

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## Mme Marie-Christine Guillaume-Roy, OPPBTP (France)

Mrs. Guillaume-Roy holds a degree in mathematics and information technology and started her career working for “Thomson” on the Airbus A310 programme. She continued her career within “Thomson” focussing on marketing and business development.



She then worked for “TTE Europe SAS”, a subsidiary of the Chinese TCL Group, as Manager Marketing Services EUROPE before joining OPPBTP in 2008.

Mrs. Guillaume-Roy is currently Director of Services and Benefits at the OPPBTP (Organisme Professionnel de Prévention du Bâtiment et des Travaux Publics – the Professional Fund for Prevention for building and public works).

Within OPPBTP her department is responsible for assisting the Secretary General in the study of enterprises needs, in the definition of the strategy of the fund and in the development of products.

Her department covers various services provided by OPPBTP :

- The service for Continuous Vocational Training, with the responsibility of developing prevention trainings for construction companies. Each year 15.000 trainees attend 1 to 3 days trainings on various matters such as : prevention management in the company, risk management techniques, prevention relay, ...
- The service for Initial Training, with the objective of developing prevention in the initial training for construction qualifications in the professional technical and general education.
- The service for Training for Prevention jobs, with the aim of developing a training curriculum for prevention actors in the construction sector.
- The Editions service, in charge of the development of guides, factsheets, posters, etc. for enterprises.
- The Marketing service, in charge of analysing the evolution of the needs of construction enterprises and of promoting the services of the OPPBTP towards all the actors of the construction sector.



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## Mr. Bernd Merz, BG BAU (Germany)

Mr. Merz has been working as Consultant (structural engineering), Construction manager, Chief construction manager, Project steerer and Project manager.



He has been involved in particular in the deconstruction of former international airports in Germany and Asia and in the building of the Messestadt München-Riem (Planning, Management, Financing): Riem is one of Munich's most significant urban development projects at the turn to the 21st century. One of Europe's most modern trade-fairgrounds and a new city district with 16.000 residents and 13.000 jobs is developing on an area of 560 hectares.

Mr. Merz works as Supervisor for the "Berufsgenossenschaft der Bauwirtschaft BG BAU", the statutory accident insurance fund for the construction sector but he is currently at the European Commission, Directorate-General Enterprise and Industry (Unit G.4: Mechanical, Electrical and Telecom Equipment) as Seconded National Expert.

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## Mr. Enrique Corral Alvarez, Fundacion Laboral (Spain)

Mr. Corral is the Chief Executive Officer at *Fundación Laboral de la Construcción* (Labour Foundation for the Construction Industry) since May 2003.



From 1994 to 1998, he was legal advisor and territorial coordinator at *Confederación Nacional de la Construcción* (construction employers' confederation). From 1998 to 2003 he was managing director at *Asociación de Promotores Constructores de España* (Spanish Developers and House Builders Association), representing both institutions in the *Fundación Laboral de la Construcción*, and member of its executive council from 2000 to 2003 when he became Chief Executive Officer.

He was member of the negotiation committee for the *Convenio General del Sector de la Construcción* (General Agreement for the Construction Industry) and for the national agreements between employers and trade unions from 1994 to 2003.

He has also worked as an advisor for the *Comisión Nacional de Seguridad y Salud en el Trabajo* (National Committee for Safety & Health at Work) within its construction group, from 1999 to 2003.

**Wednesday, 20<sup>th</sup> October 2010**

## **Mr. Francesco Briganti, Director of Brussels office of AEIP**

Francesco Briganti is Italian and got his degree in law at the University of Bologna (Italy) after several periods of study and research in France, Spain and Ireland. In 2006, he obtained a Master degree in International Political Economy at the University of Kent (UK).



After working in the EU affairs for different lobbying Organisations in Brussels, since November 2006 he has become the legal advisor for AEIP (European Association of Paritarian Institutions of Social Protection). He is in charge of studies, common positions, lobbying activities and monitoring of EU policies in the field of the social protection in Europe (In particular: pension policies of EU and Member States; social services and competition law issues; health services; collective bargaining and labour-market reforms; movement and posting of workers throughout Europe).

Since September 2008 he has been a doctoral researcher at the Catholic University of Leuven (Belgium) with a PhD dissertation project on the European Paritarian Institution of Social Protection.

Finally, in April 2009 he has been appointed Director of the Brussels Office of the AEIP.

### **Session 3 : Compliance with minimum social protection**

## **Mr. Mattias Landgren, Byggnads (Sweden)**

Mr. Landgren holds a Master of Laws degree (LL.M.) from the Uppsala University. During his studies he spent 1 year in Japan as the only selected candidate, within Uppsala University, qualified for the Kyoto University International Education Program.



He started his career as Legal Counsel for the Swedish LO-TCO Trade Union Legal Bureau. He has then been working as Chief Lawyer for the Salaried Employees Union (HTF) and as Director for collective bargaining development, pension and social security issues unit, special advisor to the chief negotiator.

Since 2010 Mr. Landgren is Chief Lawyer at "Byggnads", the Swedish construction Trade Union.

Since 2001, Mr. Landgren is a Guest lecturer at the Department of Law of the Stockholm University, for students enrolled in the Master of Laws program with special emphasis on labour law.

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## **Mrs. Katja Syrjänen, Rakennusliitto ry (Finland)**

Mrs. Syrjänen holds a Master of Laws from the University of Turku. She started her career as Assistant Collector for “Contant Ltd.” a collector agency and continued as associate in the “Wallenlind & Co Ltd” law firm.

After a year as Notary Public at the District Court of Orimattila she continued her career as lawyer at “Nordic Law” and the at “Automobile and Touring Club of Finland”.

Since 2009 she works as lawyer at the central office of “Rakennusliitto”, the Finnish Construction Trade Union.

Mrs. Syrjänen is member of the Association of Finnish Lawyers.



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## **Mr. Karel Deridder, ONSS (Belgium)**

Mr. Deridder has graduated in Communication Sciences and has a teaching certificate for higher secondary education in social sciences.

At the beginning of the eighties, he has started his career at the RVA (Rijksdienst voor Arbeidsvoorziening / National Employment Office) in Brussels and joined afterwards the formerly called Ministry of Labour & Employment.

He has worked at the Inspection of Social Laws respectively as assistant inspector, inspector, chief of district and director.

In his capacity as director at the Inspection of Social Laws, he has also been appointed for two years as national coordinator for the fight against human trafficking.

Since ten years Mr. Deridder has been involved in the modernisation of the Belgian social security and has contributed to the implementation of a number of e-government projects (DIMONA, DMFA, ...).

In 2004 he has been appointed as Adviser General at the National office of Social Security, where he is leading today the so-called Directorate General of the Identification and the Control of the Declarations. This Directorate General also encompasses a department called “International Affairs”, which is presently charged amongst others with the development of the project LIMOSA and its management from April 2007 onwards.

Since May 2009 Mr. Deridder is also General Director of the General Direction of Inspection Services at the National Office of Social Security.



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## Mr. Mauro Miracapillo, CNCE (Italy)

Mr. Miracapillo is the General Manager of CNCE (Commissione Nazionale Paritetica per le Casse Edili - Joint National Committee for Building Workers' Welfare Funds) since 1996.

The CNCE coordinates the 120 “Casse Edili” operating in Italy and cooperates with other national bodies such as :

- FORMEDIL, for vocational training
- CNCPT, for safety at work
- PREVEDI, for supplementary pension.

Previsouly, Mr. Miracapillo has been national secretary of the FILCA-CISL Trade Union.

He is a member of the National Technical Italian Committee for the DURC (Documento Unico di Regolarità Contributiva – the Single Certificate of Social Security Compliance), which includes the general manager of the Institutes for the Italian public pension fund (INPS) and the Accident Insurance (INAIL).

Mr. Miracapillo represents CNCE since several years in the Task Force Construction and Task Force Paid holidays schemes of the AEIP.



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## Mr. Plamen Veselinov Sabev, Chief inspector, General Labour Inspectorate Executive Agency (Bulgaria)

Mr. Veselinov Sabev graduated as MSc – construction engineer with a specialisation in “Industrial and Civil Construction”.

He is working since 1990 as a Chief Inspector in a Regional Labour Inspectorate, controlling the compliance with the labour legislation in the field of construction, construction industry, quarries and blasting.

Following the completion of a Training for Trainers course in the framework of an ILO project, Mr. Veselinov Sabev participated in the development of the system for training of labour new recruits in the General Labour Inspectorate Executive Agency (GLI-EA) and as a lecturer in specialised training courses held for labour inspectors on occupational safety and health in construction.

He has been awarded an honorary diploma by the GLI-EA's Executive Director in 2004 for his contribution for the development of GLI-EA's training system.

Mr. Veselinov Sabev is an author of publications in the field of occupational safety and health in construction, published in the national specialised periodicals and continues to intervene as a lecturer in the specialised training courses on occupational safety and health in construction, organised by the social partners and the Training Centers throughout the country.



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## **Mr. Paweł Rozowski, Vice Director of the Prevention and Promotion Department, National Labour Inspectorate (Poland)**

Mr. Rozowski is a graduate of the University of Warsaw and also studied at the Université Libre de Bruxelles and at Warsaw School of Economics. He qualified as a labour inspector at the National Labour Inspectorate's Training Centre in Wrocław. He conducted classes for students of Warsaw University and gave lectures at the NLI's Training Centre.



Mr. Rozowski has been working in the National Labour Inspectorate since 2002. In 2008-2009, he was responsible for the coordination of the European SLIC campaign on "Manual handling of loads".

Currently, he holds the position of Vice Director of Prevention and Promotion Department at Chief Labour Inspectorate in Warsaw.

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## **Mr. Zoltán Arató, Senior Health and Safety Expert, Hungarian Labour Inspectorate (Hungary)**

Mr. Arató graduated in Engineering Industrial Polytechnic and continued his education at the Budapest University of Technology Faculty of Electrical Engineering as Control Engineer and the, as Labour Safety Engineer.



He started his career as plan supervisor in a Civil engineering Company named 'Mélyépítési Tervező Vállalat'. His career continued amongst others as electrical engineer within the Head of the Labour Safety Department in the company "Mikromatika".

In 1987 he started working for the Hungarian Labour Inspectorate as Professional Instructor, then as Manager of the Supervisory Department and finally as Head counsellor of the Labour Safety Department.

Since 2006 Mr. Arató works as Senior Expert of Health and Safety Department for the Hungarian Labour Inspectorate, Budapest

Mr. Arató has been Leader of the Audit and Coordination Working Group - County Council of Public Administration and Member of the Accident Prevention Committee in the Hajdú-Bihar County.

He is an author of several publications in the field of health and safety in the construction industry and received in 1990 the Honourable mention of the Head of the Main Inspectorate and in 1992 the Honourable mention of the First Commissioner of Works.