

## SCANDINAVIAN CONFERENCE

“The Scandinavian model of employee representation”

Oslo, 23<sup>rd</sup> – 25<sup>th</sup> April 2013



The Nordic countries are considered to have a social partnership tradition when it comes to their economy and social policy and are therefore respected as a model. This raises the question of whether the work of European works councils is easier and more cooperative in Scandinavian companies.

Our first EWC conference in Scandinavia will offer employee representatives from Germany, Scandinavia and other European countries the opportunity to meet and to learn from each other's system. Unlike German labour relations, the Scandinavian model is based only on a few laws – just like the British model. Most of the rules are set by collective bargaining.



## Conference Programme

### Tuesday, 23/04/2013

1:00 p.m. Lunch at our conference venue WRI / Work Research Institute

#### Opening of the conference

2 – 6:00 p.m. Welcoming and introduction

- Work Research Institute - WRI, Oslo  
Employee representation in Norway, Sweden, Denmark, Finland

7:00 p.m. Meeting point for dinner

### Wednesday, 24/04/2013

9:00 a.m.



**NORWAY**  
Paul Kristiansen  
Deputy EWC Chairman  
Norske Skog, Oslo  
(Paper manufacturing)

**The current practice of an EWC based on Norwegian law and the cooperation with other Scandinavian countries**

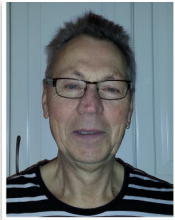


**FINLAND**  
Klaus Wermeyer  
Deputy EWC Chairman  
Nokia Siemens Networks, Düsseldorf  
(IT group)

**1. The failed EWC negotiations and the implementation of the subsidiary requirements based on Finish law**  
**2. Enquiry to the Co-operation Ombudsman of the Finnish Ministry of Labour**

12:30 p.m. Lunch

2 – 5:30 p.m.



SWEDEN / NORWAY  
Christer Nylander  
EWC member  
Statkraft Sverige, Örnköldsvik  
(Electricity company)

**The Swedish perspective on the work  
of a Norwegian EWC with a large  
workforce in Germany**



NORWAY / GERMANY  
Peter Camin  
EWC member  
Hydro Aluminium, Hamburg  
(Aluminium production)

**Renegotiation of the EWC Agreement  
based on Norwegian law and the point  
of view of the German works councils**

7:00 p.m. Dinner

**Thursday, 25/04/2013**

10:00 p.m. Oslo Sightseeing Tour



End of the conference after the Sightseeing Tour

In cooperation with:



## Accommodation in Oslo

### Thon Hotel Slottsparken

<http://www.thonhotels.com/hotels/countrys/norway/oslo/thon-hotel-slottsparken>



### Conference expenses:

Participation fee € 995.-

The price includes conference participation, coffee breaks, lunch and dinner, interpreters, seminar materials, and participation in the city tour in Oslo. VAT will not be charged if you provide us with your VAT Registration Number.

Accommodation € 159.-

Special rate per night including breakfast and VAT as part of this conference.

### Legal basis for conference participation:

This conference delivers information necessary for EWC members to exercise their duties in an international environment. EWC members can ask central management for time off work and to cover the conference fee and travel expenses on the basis of article 10 (4) of the Directive 2009/38/EC, which stipulates: *"In so far as this is necessary for the exercise of their representative duties in an international environment, the members of the European Works Council shall be provided with training without loss of wages."* Point 6 of the subsidiary requirements says: *"expenses of the European Works Council shall be borne by the central management."* Similar rules apply to SE works councils.

Usually EWC and SE participation agreements make provisions for the right to training. In general this also applies to representatives from Switzerland and other non-EU countries. European works council members from companies which are subject to German legislation, are able to participate under the provisions of § 38 (1) of the German EWC Act.



### Simultaneous interpreters

ensure smooth communication. In addition to German ↔ English we will provide further languages on request.



## Registration for the Scandinavian Conference

Oslo, 23<sup>rd</sup> – 25<sup>th</sup> April 2013

by fax:  
+49 40 / 43 28 22 63

or by e-mail:  
[info@ewc-academy.eu](mailto:info@ewc-academy.eu)

I herewith register for the above-mentioned conference:

Name	
Company	
Invoice address	
VAT no. of company (The conference fee will be exclusive VAT, if you provide us with this number.)	
Phone	
E-mail	
Function in the EWC	

*Formular web*

The conference fee amounts to € 995.- (without VAT). The price includes catering during the conference (coffee breaks, lunch and dinner), conference documents and interpretation as well as participation in the city tour in Oslo. Accommodation is to be paid at hotel reception.

I book a single room for the indicated price for \_\_\_ nights

Arrival: \_\_\_\_\_

Departure: \_\_\_\_\_

No accommodation required.

Date / Signature: \_\_\_\_\_

Registration will be confirmed in writing. The participation fee must be transferred in advance. In the event of cancellation after 22<sup>nd</sup> March 2013 a cancellation fee of 50% of the participation fee will be charged. For cancellation within the week immediately prior to the beginning of the conference, 100 % of the participation fee will be charged.