



International Labour Office
Sub-Regional Office for
Central and Eastern Europe

**3RD MEETING OF THE LABOUR LEGISLATION NETWORK:
RECENT TRENDS IN EMPLOYMENT LAW
Mamaia (Romania)
7-8 JULY 2005
VENUE (ROMANIA)**

An activity in the framework of the project
“Social Cohesion Initiative of the Stability Pact: Strengthening Social Dialogue and Tripartism and
enhancing the technical expertise in labour law in the countries of South Eastern Europe”

Organized with the support of the Governments of France and Italy

I. Background

The South Eastern European countries share several features regarding issues of employment law. The transformation of labour markets and their impact in terms of rising unemployment and spread of precarious employment, increasing wage inequalities including between men and women raises the question of the need to adapt the labour legislation, not only to making it more consistent with market economy, but also to facilitate a reliable legal framework for both the implementation of decent work minded policies and a better governance of the relationship between capital and labour. Also, for candidate countries, the need to transpose the *acquis communautaire* into national legislation is a very challenging task.

Being a candidate country (Croatia, Bulgaria and Romania) or in a process of association with the European Union (Albania, Bosnia and Herzegovina, FYR of Macedonia, Moldova, Serbia Montenegro) the countries of South Eastern Europe are faced with several tasks:

- Designing a comprehensive employment law to regulate the labour market
- Promoting a sound policy of social dialogue on employment.

It is therefore important that government experts in employment law are endowed with the necessary skills and knowledge that will enable them to formulate legislation on employment while paying due attention to the necessity of consulting social partners.

II. The Labour Legislation Network

In the framework of its project on the promotion of social dialogue in Stability Pact recipient countries, the ILO created a network of labour law experts from the labour administrations covered by the project. The aim of the network is to give its members an update on recent developments in the area of labour law, to train them in techniques of legislative reform, and to provide a platform for exchange of experiences in labour legislation reform. For the duration of the project (2003 - 05), the network members meet on a yearly basis to work together on a specific subject. In addition, the network will have its own electronic platform from June 2004 on, where information on legislative practice will be stored and the members can exchange news and questions of labour legislation reform.

III. Objective of the meeting

The members of the labour legislation network will

- a) Learn about ILO standards on employment and study the implications of European Community Law in the field of employment. After the meeting, the members of the labour legislation network will be acquainted with the major concepts of employment law and the most recent trends in employment law in Europe.
- b) Present the situation in their own country regarding employment law,
- c) discuss in group possible steps to bring employment law in their respective country in line with international and EC standards.

IV. Expected Results

At the end of the meeting, the members of the labour legislation network will be acquainted with the major concepts and trends in employment law.

V. Working Languages

English - Serbian and Croatian (due to financial reasons, interpretation had to be confined to the languages which are understood by most members of the network)

VI. Work Documents

See separate sheet



3rd meeting of the Labour Legislation Network: Recent trends in Employment Law in Europe

7-8 July 2005



	Wednesday 6 July	Thursday 7 July	Friday 8 July
09:00- 10:30		Opening - Objective of the course - Methodology - Participants Results of survey on Non-Discrimination (10 minutes)	Country Presentations II: Continuation
10:30-11:00		<i>Coffee break</i>	<i>Coffee break</i>
11:00-12:30		Employment Law and Market Economy: guidance of ILO standards and European Community Law	Group Work - Different types of employment contract; - Termination of employment contract/remedies in case of unfair dismissal
12:30-13:30		<i>Lunch</i>	<i>Lunch</i>
13:30-15:00		New trends in employment law in Europe	Synthesis/Evaluation/Next steps
15:00-15:30		<i>Coffee break</i>	<i>Coffee break</i>
15:30-17:30		Country Presentations I: Recent development in employment law in participating countries with focus on: employment contract; recruitment procedures; termination of employment. Discussion et comments by ILO experts	
19:00	<i>Welcome in the Hotel</i>		<i>19.00 Dinner</i>