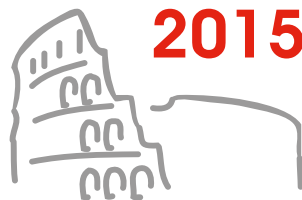


# WORLD EMPLOYMENT CONFERENCE

#ciett2015



2015

## A TRIPLE WIN: MOBILITY, INCLUSION and COMPETITIVENESS

The three gains from the employment & recruitment industry

programme  
27, 28 and 29 May



**ASSOLAVORO**  
Associazione Nazionale delle Agenzie per il Lavoro

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International Confederation of  
Private Employment Services

MEDAGLIA DEL PRESIDENTE DELLA REPUBBLICA

# A TRIPLE WIN

## MOBILITY, INCLUSION and COMPETITIVENESS

The three gains from the employment and recruitment industry



Dear Participant/Fellow Ciett friend,

It is my pleasure to welcome you to Rome to the 2015 Annual Ciett World Employment Conference "A triple win: mobility, inclusion and competitiveness. The three main gains from the employment & recruitment industry". Thanks to the kind cooperation of our outstanding speakers, during the Conference, we will focus on the role of the private employment services in the changing world of work. Along with business discussions, several side events have been organised to give you a taste of the traditional Italian hospitality in the charming scenario of the Eternal City. Thank you for participating in 2015 WEC and making it happen by your attendance. I wish you a productive and valuable Conference and a pleasant stay in Rome.

*Stefano Scabbio* President - Assolavoro, Italian Member of Ciett

## **Wednesday, 27 May - Internal Ciett Session**

**08.30 – 09.00**

*Registration & Breakfast*

**9.00 – 10.30**

Eurociett General Assembly/European Affairs PA Update

**10.30 – 11.00**

*Refreshment Break*

**11.00 – 13.00**

Ciett General Assembly

**13.00 – 14.00**

*Lunch Break*

**14.00 – 16.00**

National Federations Committee Meeting

**16.00 – 16.30**

*Refreshment Break*

**16.30 – 18.00**

Promoting Fair International Recruitment Practices

\_Presentation Revised Ciett Code of Conduct

\_ILO Fair Recruitment Initiative, jointly with Vérité and the Institute for Human Rights and Business

**Houtan Homayounpour**, *Programme and Operations Officer, Programme for the Promotion of the Declaration on Fundamental Principles and Rights at Work, International Labour Organisation (ILO)*

**Federico Soda**, *International Organisation of Migration (IOM)*

**Neill Wilkins**, *Project Manager - Migrant Workers and Work With Dignity, Institute for Human Rights and Business (IHRB)*

**19.30**

Private Visit of the Musei Capitolini

**20.30**

Dinner at Terrazza Caffarelli



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**Thursday, 28 May**

**08.00 – 09.30**

*Registration & Breakfast*

Moderator: **Dario Laruffa**, *Senior Correspondent and Anchor for Rai*

**\_ PLENARY OPENING \_**

**09.30 – 10.00**

CONFERENCE WELCOME

**Stefano Scabbio**, *Assolavoro President*

**Annemarie Muntz**, *Ciett President*

**10.00 – 10.45**

WHAT ROLE FOR PRIVATE EMPLOYMENT SERVICES ON THE LABOUR MARKET?

**Stefano Scarpetta**, *OECD Director for Employment*

**\_ SESSION ONE: THE TRIPLE WIN FROM THE EMPLOYMENT & RECRUITMENT INDUSTRY \_**

**10.45 – 11.15**

BURNING PRIORITIES OF THE EMPLOYMENT AND RECRUITMENT INDUSTRY IN AN EVER-EVOLVING COMPETITIVE LANDSCAPE

**John Nurthen**, *Staffing Industry Analysts*

**11.15 – 11.45**

THE FUTURE OF LABOUR MARKET AND THE ROLE OF PRIVATE EMPLOYMENT AGENCIES

Interview with **Stefano Colli-Lanzi**, *Ceo Gi Group*

**11.45 – 12.30**

THE HUMAN CAPITAL MISSED OPPORTUNITY: AN ITALIAN PERSPECTIVE

**Roger Abravanel**, *Director Emeritus of McKinsey*

**13.00 – 14.00**

*Lunch Break*

**\_ SESSION MASTERCLASSES 1 \_**

**14.00 – 14.45**

Recruitment Process Outsourcing (RPO): the future of HR services?

**Francesca Vassallo-Todaro**, *Staffing Industry Analysts*

Talent shortages, digital revolution, candidate-driven market: how Permanent Recruitment & Executive Search should evolve to keep up with new expectations?

**Etienne Derouze**, *President of ECSSA*

Instruments for labour market policies, the experience in Lombardia Region: Dote Unica Lavoro

**Gianni Bocchieri**, *Lombardia Region* and **Antonio Bonardo**, *Gi Group*

Job quality: how does agency work compare to other forms of work?

**Sandro Pettineo**, *Ciett Secretariat* and **Greet Vermeylen**, *Eurofound*

**\_ SESSION MASTERCLASSES 2 \_**

**14.55 – 15.40**

The employment and recruitment industry at global level: back to sustainable growth?

**Menno Bart**, *Ciett Secretariat* and **Jaap Buis**, *Randstad Holding*

Supply chains, changing the employment & recruitment industry

**Kevin Green**, *REC* and **John Healy**, *Kelly Services*

Active Labour market policies and the role of bipartite sectoral bodies

**Francesco Verbaro**, *Forma.Temp President*

Staffing and recruitment in the digital age - Overcoming 5 Recruiting Technology Roadblocks

**Marcus Sawyerr**, *Careerbuilder*

**15.40 – 16.00**

*Refreshment Break*

**\_ SESSION TWO: THE TRIPLE WIN FROM THE USER COMPANY'S PERSPECTIVE \_**

**16.00-16.45**

HOW CAN THE EMPLOYMENT AND RECRUITMENT INDUSTRY WORK BETTER WITH EMPLOYERS' ORGANISATION TO INFLUENCE POLICY-MAKERS?

**Ronnie Goldberg**, *Vice-President of IOE, International Organization of Employers*

**16.45 – 17.30**

TALENT SOURCING, ADAPTABILITY, COSTS CUTTING, RISK MANAGEMENT: WHAT ARE USER-COMPANIES LOOKING FOR IN TERMS OF WORKFORCE SOLUTIONS?

**Christian Vasino**, *Chief Human Resources Officer of Pirelli*

**Patrizia Fabricatore**, *HR Vice President of Astra Zeneca*

**17.30 – 18.15**

PUBLIC-PRIVATE COOPERATION: HOW CAN EMPLOYMENT SERVICES BETTER SERVE TOGETHER THE NEW WORKPLACE?

Moderator: **Denis Pennel**, *Managing Director Ciett*

**Thérèse Rein**, *Founder of Ingeus*

**Agostino Di Maio**, *General Manager of Assolavoro*

**Lenka Kint**, *Executive Secretary of WAPES*

**Salvatore Pirrone**, *Director General of Italian Ministry of Labour, for Active Policies, Employment Services and Vocational Training*

**18.15**

END OF BUSINESS PROGRAMME

**19.30**

VISIT OF THE CHAGALL'S EXHIBITION at the Chiostro del Bramante

**20.30**

GALA DINNER at the Chiostro del Bramante

## **Friday, 29 May**

**08.00 – 09.00**

*Registration & Breakfast*

### **\_ SESSION THREE: THE TRIPLE WIN FROM THE WORKER'S PERSPECTIVE \_**

Moderator: **Dario Laruffa**, *Senior Correspondent and Anchor for Rai*

**09.00 – 09.30**

EXPERIENCES FROM THE GERMAN LABOUR MARKET REFORM, APPLICABLE TO ITALY.

APPROACH TO THE PROBLEM OF EUROPEAN YOUTH UNEMPLOYMENT

**Peter Hartz**, *Former Advisor to German Chancellor Gerhard Schroeder and Head of the "Hartz" Labour Commission*



**09.30 – 10.00**

**BEST PRACTICES IN THE LABOUR MARKET: THE ITALIAN EXPERIENCE**

Debate between

**Gigi Petteni**, *CISL Trade Union*

**Federico Vione**, *Regional Head Italy, Eastern Europe, Middle East, North Africa & India at Adecco*

**10.00 – 10.45**

**THE TRIANGULAR RELATIONSHIP: A TRAP OR A TRAMPOLINE?**

**Annemarie Muntz**, *Ciett President*

**Roy Chacko**, *ILO Bureau for Employers' Activities*

**Anna Biondi**, *ILO Bureau for Workers' Activities*

**10.45 – 11.15**

*Refreshment Break*

**11.15 – 11.45**

**HOW TO IMPROVE THE INCLUSIVENESS OF THE LABOUR MARKET? WHAT ROLE FOR PRIVATE EMPLOYMENT SERVICES?**

**Gianni Pittella**, *President of the S&D Group in the European Parliament*

**Antonio Tajani**, *Vice President of the European Parliament (EPP Group)*

**\_ PLENARY CLOSING \_**

**11.45 – 12.00**

**PRESENTATION CIETT WORLD EMPLOYMENT CONFERENCE 2016**

*by Representative of Indian Staffing Federation*

**12.00 – 12.15**

**Assolavoro "Giuseppe Cova" Thesis Award Ceremony**

**12.15-12.45**

**WRAP-UP & CONCLUSIONS**

**Stefano Scabbio**, *Assolavoro President*

**Annemarie Muntz**, *Ciett President*

**12.45**

**Giuliano Poletti**, *Italian Minister of Labour*

**13.30**

*Lunch*

**14.30**

**Assolavoro General Assembly (only for Assolavoro Members)**



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## general information

### CONFERENCE VENUE

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### LANGUAGE

Official languages are Italian and English  
Simultaneous translation will be provided

### CONTACTS



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CONGRESS  
ORGANISERS

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mail: [ciett2015@ega.it](mailto:ciett2015@ega.it)

### REGISTRATION

The registration desk is located in the foyer of the Grand Hotel Plaza

Opening hours:

Wednesday, 27 May 2015 08.30 - 18.00

Thursday, 28 May 2015 08.00 - 18.00

Friday, 29 May 2015 08.00 - 13.00



International Confederation of  
Private Employment Services

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