
10TH ANNUAL EUROPEAN HRD CIRCLE FORUM

MAY 19-21, 2022

Martinhal Resort, Cascais, Lisbon, Portugal

Program

Social standards in a tripolar world?

How will tomorrow's social and environmental standards be defined in a tripolar world – China, the United-States and Europe?

- *In a post-Covid world, with global warming as the biggest threat, will global social standards come together or move apart in a new three-way game torn between European social dialogue, the American way, and the Chinese momentum?*
- *How to better foster the European social model?*
- *How will naturally globalized businesses manage to blend together such different systems?*
- *Can such common issues and diverging approaches - for instance on gender equality, enterprise cohesion or management models - become more fertile?*

A forum of experienced European HR Directors with guest speakers and representatives from the European Commission, ETUC and other partners. A key event, to expand a European HRD network to share good practices, be the voice of HR in Europe and publish concrete proposals.

Thursday, May 19, 2022

- 13:45-14:15 **Introduction**
Yves BAROU, Chairman of the European HRD Circle
The European Social Model in a tripolar world: three competing approaches for environmental and social standards.
- 14:15-15:45 **Three competing blocs for leadership**
Conference by Sébastien JEAN, Professor of Economics at the Conservatoire National des Arts et Métiers (CNAM – Paris),
- 15:45-16:15 *Coffee Break*
- 16:15-18:15 **The Chinese social contract**
Chaired by Bénédicte LE DELEY
- François ISSARD, Former President of Total China (2001-2019) and Jean-François DI MEGLIO, Former BNP Paribas advisor, founder and President of The Asia Center:
Social standards in China: strengths and contradictions; CSR in the “One belt, one road” project (BRI)
 - Jean-François DUFOUR, DCA Chine, Analyst Director:
Birds in a Golden Cage: Chinese corporations in the Socialist Market Economy
 - Xue Fei LU, strategic advisor:
Ageing population and pensions funding
- Discussant: Steve JEFFERYS*
- 18:15-18:30 *Break*
- 18:30-19:45 **Worldwide organizations creating norms: UN, OECD, WTO**
Chaired by Wendy CARTWRIGHT
- André RENAUDIN, Chairman Global compact France
 - Victor-Luiz DO PRADO, Former Director Trade Negotiations Committee – WTO
- 19:45 *Cocktail and dinner*

Friday, May 20, 2022

- 08:15-10:00 **Converging HR practices?**
Chaired by Philippe VIVIEN, Alixio
- Fabien SIGUIER, Executive VP of Human Resources Adiseo and Caroline GAULY, COSMOS Program Director Adiseo
 - David WONG, HR consultant for State-owned companies, Willis Towers Watson (China)
 - Faurecia Clean Mobility: Claude MATHIEU, Global HR VP.
 - Yi Mien KOH, Hong-Kong and Stephen BEVAN, IES: Towards healthcare standards?
- 10:00-10:30 *Break*
- 10:30-12:15 **The emergence of standards: Social responsibility and globalization**
Chaired by Jérôme NANTY
- Yves PERRIER, Chairman of Amundi (video) and Isabelle SENETERRE, Head of Human Resources: CSR facing new challenges
 - Xue Fei LU, Strategic advisor
 - Dr. Heiko HOSSFELD, University of Labour: Social Standards and CSR reporting in companies
- 12:15-13:30 *Lunch buffet*
- 13:30-15:15 **Talking corners (including a group of young professionals) and debate**
Facilitated by Julia TYBURA

GLOBAL STANDARDS IN A TRIPOLAR WORLD?

10TH ANNUAL EHRD CONFERENCE
MAY 19-21, 2022 – MARTINHAL, CASCAIS, PORTUGAL



- 15:15-16:45 **Social dialogue creating standards?**
Chaired by Sylvain LOBRY, Danone
- Markus BIEBER (WC-Volkswagen) and Thymian BUSSEMER (HR): social dialogue in a global company
 - Horst MUND, former Head of the International Department of IG-Metall: IG Metall's trade-union work in a tripolar world and the role of China
 - Jean-Christophe SCIBERRAS, Newbridges: Global agreements and Index on the quality of social dialogue
- 16:45-17:30 *Break*
- 17:30-18:30 **Conclusions**
with Philippe VIVIEN, Rainer GRÖBEL and Wendy CARTWRIGHT
- 19:00-22:00 *Cocktail and dinner*

Saturday, May 21, 2022

- 09:30-11:00 Conference by Christian MONJOU (Art professor): Chinese seductions
- 11:15-12:30 Conference by Lionel ZINSOU (South Bank Group): Where does Africa stand in this tripolar world?
- 12:15-14:15 *Lunch*
- 15:30-18:00 Visiting the Gulbenkian Museum Collection with Christian MONJOU
- 18:30-21:30 *Porto tasting and dinner at the Casa de Oriente*

