



Final Seminar Report

Final seminar on the implementation of ILO Convention no. 111 in the Republic of Korea and the member states of the European Union

Organised under the Comparative Study on the Implementation of International Labour
Organisation (ILO) Convention no. 111 in the Republic of Korea and the Member States of the
European Union Project (FPI/PSF/2015 - Lot 4: 2016/373754/1)

INTRODUCTION

'The Comparative Study on the Implementation of International Labour Organization (ILO) Convention no. 111 (Discrimination in Respect of Employment and Occupation) in the Republic of Korea and the Member States of the European Union' project is a cooperation project under the EU-Korea FTA and was launched in July 2016. The project is being funded by the EU under the EU Partnership Instrument, and is being implemented by DEVELOPMENT Solutions Europe Ltd (DS). The objective of the project is to support the implementation of Chapter 13 of the Free Trade Agreement (FTA) between the Republic of Korea and the European Union (EU).

The ILO Fundamental Convention no. 111 commits signatories to pursue national policies designed to promote equality of opportunity and treatment in employment. Since 1958, the year when ILO Fundamental Convention no. 111 was adopted, the discrimination agenda has evolved and expanded significantly in order to effectively respond to emerging challenges. Enhancing equality and fair treatment in employment and occupation in respect to several groups remains a constant priority when developing laws and policies for the labour market. Although progress and positive outcomes were registered in both the Republic of Korea (ROK) and the EU Member States, discrimination on various grounds still exists.

Work over the course of the project resulted in a draft Final Study, a detailed comparative analysis of the implementation of Convention no. 111 in the countries considered. The draft Final Study is formed by two documents: a detailed *Research and Analysis Report*, and a shorter *Summary of Key Findings for Practitioners*. The draft Final Study provides a set of practical policy implications to enhance the implementation of the Convention in both the EU and the Republic of Korea, with specific emphasis placed on lessons learned and good practices. The Final Seminar presented the results of the draft Final Study and was an opportunity for stakeholders to discuss the findings and establish further cooperation in enhancing the implementation of Convention no. 111 and combatting discrimination on all grounds.

SEMINAR DETAILS

Date: **23rd March 2016**

Location: **Brussels Marriot Hotel Grand Place, Brussels, Belgium**

Language: **Korean and English (simultaneous translation provided)**



SEMINAR BRIEF

The Final Seminar was organised in coordination with the European Commission and the Korean Government. It brought together the project expert team, in addition to 31 representatives of governmental, academic, NGO and private-sector stakeholders from Europe and the ROK, as well as a representative of the ILO via videoconference.

MINUTES

MORNING SESSIONS 1 & 2

| Morning Session 1 | |
|-------------------|---|
| 09:00-09:30 | Registration of participants |
| 09:30-09:50 | Welcome and introduction Opening remarks <ul style="list-style-type: none">- European Commission- Ministry of Employment and Labor, Republic of Korea |

The Opening Session allowed for welcoming remarks and an introduction to the seminar.

Ms Madelaine TUINGA, Director Unit Trade, Directorate-General for Trade, European Commission (MT), representing the European Commission, welcomed the participants and noted the high turnout, despite time constraints in the organisation of the seminar. MT emphasised the importance of the seminar, and the project more generally, given its status as the first joint cooperation project of the EU and the ROK since the FTA entered into force. The EU-ROK FTA is the first FTA signed by the EU to include a chapter on Trade and Sustainable Development, and this is the first project to assess the implementation of the commitments under this chapter. MT reiterated the commitment of the European Commission, and specifically of the Commissioner for Trade, to maintain and enhance social and environmental standards.

Mr JUNG Min O, Director General of International Cooperation Bureau, Ministry of Employment and Labor (JM), representing the ROK's Ministry of Employment and Labor (MOEL), welcomed the participants and noted that the aim of the project has been to increase understanding between the EU and the ROK. JM reiterated the Korean Government's commitment to implementation of ILO Convention no. 111 and to act against discrimination in the workplace. JM mentioned the changes that the ROK has undergone during its industrialisation, and noted that while the handling of issues such as racial discrimination is at an earlier stage in the ROK compared to the EU, the Korean Government is making efforts to eliminate these forms of discrimination, and the project is a good opportunity to pursue this aim.



| Morning Session 1 | |
|--------------------------|--|
| 09:50-10:50 | <p>Results of the Final Study, part I</p> <p>Presentation on the purpose, scope, methodology, and findings of the study, as well as differences between European and Korean legal systems</p> <p><u>Presenters:</u></p> <ul style="list-style-type: none"> • Mr Anthony MICHELL, Project Team Leader • Mr Ioan-Cristinel RAILEANU, Project EU Expert • Mr AHN Chan Sik, Project Korea Expert |

Mr Anthony MICHELL, Project Team Leader (AM), emphasised that the final study is still at a draft stage and that there is still time to receive and incorporate feedback into the study. He opened the presentation by noting that discussion of discrimination is particularly important at present, given the global rise of populist movements that question the presumption that discrimination is wrong. AM then presented a key finding of the research: the draft final study has found that the problem of discrimination, both in the ROK and in EU member states, lies primarily in implementation, and not in legal frameworks. AM presented the study methodology, building on analysis from primary and secondary sources, combined with interviews and questionnaires, as well as a study visit to the ILO headquarters in Geneva.

Mr Ioan-Cristinel RAILEANU, Project EU Expert (CR), discussed the challenge of gathering information and accessing primary materials in different EU states and the strategy of building on legal sources at national, European and international levels. The overview of EU directives shows the development on the issue of discrimination in the EU. CR presented the main shortcomings in the EU as addressed by the ILO, namely legislative and institutional challenges, gender equality, race, colour or national extraction and political opinion. He also discussed age and disability discrimination, which constitute additional challenges in the EU.

| Morning Session 2 | |
|--------------------------|---|
| 11:00-12:00 | <p>Results of the Final Study, part II</p> <p>Presentation on the findings of the study, identified principles of good practice and examples of good practices that could be more widely applicable. Conclusions and key findings.</p> <p><u>Presenters:</u></p> <ul style="list-style-type: none"> • Mr Anthony MICHELL, Project Team Leader • Mr Ioan-Cristinel RAILEANU, Project EU Expert • Mr AHN Chan Sik, Project Korea Expert |
| 12:00-12:30 | <p>Discussion and feedback</p> |



Mr AHN Chan Sik, Project Korea Expert (AC), discussed the question of whether ILO Convention no. 111 takes precedence over national law in Korea, and noted that in some cases, scholars view the legal effect of an international convention as having the same status as a Presidential decree. However, regardless of exact legal status, Korean laws that are developed after international conventions have been signed very often adopt the principles set out in those conventions. AC noted that while there has been significant progress on employment rights in Korea, in the view of the ILO it has not been sufficient. For instance, an amendment to the framework act on employment policy was made, to include discrimination based on educational background. Yet other issues requested by the ILO, such as race, colour and political opinion are not yet included in the act. Concerning non-standard workers, AC noted that the current labour law is not flexible and assumes that workers are permanently employed, and thus many cases are not covered. Finally, Mr Ahn commented on the limitations of the statistics used in the study, noting that they show a particular situation at (or over) a certain time. Nevertheless the study team has made every effort to use the most objective, cross-comparable and up-to-date statistics, despite limited resources.

AM brought up the issue that the position of countries in indexes may change depending on the weighting given to the different variables used to compile an index. CR added that for this reason, it is hard to say to what extent the information on gender equality statuses from UNEP, for example, is an accurate reflection of the differences between countries.

AM proceeded with the presentation of the main challenges addressed by the ILO in Korea: non-standard workers, gender equality, migrant workers, and political opinion. AM suggested that the first two challenges are connected, as many non-standard workers are women.

CR discussed the role of labour inspectorates within the wider ecosystem of equality bodies, observing that while there has been progress in terms of coordination between labour inspectorates and equality bodies, there is still room for improvement. CR then brought up the importance of training for awareness raising, and the issue of cooperation with social partners.

AM continued to present the draft study's findings regarding the institutional ecosystem in the ROK, noting the importance of the Labour Offices as a location to which workers can address their complaints. AM further mentioned the National Action Plan, expected later this year, which should address many of the issues raised by the draft final study. AM also raised concerns about the number of cases rejected or not proceeded with under old head of the National Human Rights Commission of Korea (NHRCK).

Finally, AM presented the conclusions of the draft final study – that while the EU is diverse and is different from the ROK in many respects, the two regions share common challenges, such as migration issues. Looking from a systemic viewpoint, implementation and enforcement is as or more important than the legal framework. Therefore, priority steps to take are to invest in education and awareness-raising regarding discrimination, and in enhancing the ecosystem.



SUMMARY OF FEEDBACK – MORNING SESSION 1 AND 2

- **Mr JUNG Min O of the MOEL** expressed his appreciation of the study and its findings, especially the assessment of the situation in the ROK; the core issues shared by both the EU and the ROK; and the discussion of the legal frameworks in place. JM suggested that it may be useful to use wage gaps to prove instances of discrimination, and also suggested that the final study expand on how “non-standard workers” are defined. JM offered the help of MOEL scholars in providing up-to-date data.
- In response to a question about the inclusion of Observations and Requests by the Committee of Experts, it was noted that relatively few relevant results had been found.
- In response to a question on whether the ROK has legally binding standards on labour discrimination, it was explained that the main difference between the EU and the ROK in this sense is that in the ROK there is no equality body able to give legally binding judgements. However, the decisions of the NHRCK are published, which has a public relations cost to those found to have practiced discrimination.
- In response to a question regarding discrimination in the public sector, particularly on the basis of political beliefs, it was observed that these cases are sometimes hard to identify, as sometimes limitations on employing certain people are justified as inherent requirements of the job, and are thus not considered as discrimination.

AFTERNOON SESSION

| Afternoon Session | |
|-------------------|---|
| 13:30-14:15 | The International Labour Organization and international perspective on Convention 111 <u>Presenter:</u> <ul style="list-style-type: none">• Cecile BALIMA, ILO representative |
| 14:15-14:30 | Questions and discussion |

Ms Cecile BALIMA, Head of Equality Unit, Standards Department, ILO (CB), representing the ILO and present at the event via teleconference, presented the historical progress and current work of the ILO on discrimination issues, in the format of a question and answer session with AM, which was then opened to the floor. CB noted that while the ILO’s methodology may have changed, the core objective remains the same. Regarding the focus of the ILO today, CB explained that the Equality Unit was developing an instrument for preventing violence (including sexual harassment) at work, and a questionnaire will be sent to member states for comments once the relevant instrument is established. This is expected to be implemented in June 2019, timed to coincide with the centenary of the ILO.



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CB invited participants to suggest options for activities to celebrate 60 years of ILO Convention no. 111 next year. One option the ILO is currently considering is to write an article identifying good practices submitted to the Committee of Experts over the years.

Asked to comment on the perceived importance of types of discrimination found in the draft final study, CB observed that it is unsurprising that gender comes out as the most important issue, as women are 50% of the population. While age does not seem to be a major issue, the ground of disabilities seems to be increasingly prominent on the agenda. This was emphasised during a recent visit of the ILO to Africa. There is a Convention dedicated to this issue, no. 169.

Regarding public awareness of Convention no. 111, CB noted that while the ILO could possibly do more to make itself and its conventions more visible, many of the principles enshrined in ILO Conventions are subsequently adopted in national law, which is more important as a practical result than knowledge of a particular Convention. The challenge is to ensure that the laws are implemented following adoption.

Asked about the language used in ILO reports, CB explained that, as an international organisation aiming to engage with states, they must use diplomatic language. However, relatively stronger language is used when there is a concrete violation of the conventions. It is important to raise specific issues where reports are not clear, to develop good practices.

SUMMARY OF RECOMMENDATIONS TO THE ILO

- Develop an index for more accurate and up to date statistical data on discrimination.
- For examples of good practices, focus on issues which are common to the ROK and the EU member states, such as gender equality.
- Take into account discrimination at all stages during the hiring process, not only in the workplace itself.



| Afternoon Session | |
|-------------------|--|
| 14:50-15:50 | Roundtable Discussion on the Final Study |
| 15:50-16:00 | Closing <u>Presenter:</u> - European Commission |

ROUNDTABLE DISCUSSION

The last session was a roundtable discussion, allowing participants to provide their inputs on the findings of the study and suggestions for implementation, along with wider observations surrounding the EU-ROK FTA. This replaced the originally scheduled panel discussion (see Annex II), because representatives of the ROK Domestic Advisory Group (DAG) were unable to attend the event.

Mr Jean-Luc SIMON, Disabled People International: What is the role of trade unions in the implementation of the Convention? How can they be more effective as a partner? Especially regarding disabilities. Trade unions often do not seem to know anything about disabilities. More cooperation is needed between trade unions and disability organisations.

Mr Anthony MICHELL, Team Leader: More attention will be given to this issue in the final version of the study. Trade unions are part of the tripartite structure of the ILO, though cooperation may be insufficient.

Ms Penny CLARKE, EU DAG - European Federation of Public Service Unions (EPSU): Glad to have the opportunity to comment on behalf of the trade unions. For implementation of non-discrimination policy, we need legislation and infrastructure development – for instance, public transport, child support etc. Trade unions see the issue of non-discrimination as highly important. A way forward may be to hold a technical cooperation project, where trade unions can contribute from their experience, for example on gender issues.

Mr Frank SIOEN, European Network on Independent Living (ENIL): First, interconnection between different issues, such as education, services, and indirect discrimination (a major issue), is important. In order to address it, it is important to interlink discrimination in the workplace with all of these issues. However, employment is not necessarily a priority for disabled people and it is important to listen to their needs. Second, regarding the lack of data - for disability the main cause is that many disabled people work in special institutions, and thus do not enter the standard data.

Ms Lisa AMORIELLO, Osservatorio Sulle Discriminazioni (Observatory on Discrimination): First, for more data, the online observatory offers a database with



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comparative studies; second, discrimination is not only immoral and non-economical, but also illegal. The study has to go deeper on legal remedies. For example, how can different bodies act collectively on legal matters? How does the burden of proof work? How expensive is it to gain redress? What kind of justice can be expected? To what extent is there legal deterrence?

Mr Christoph HEIDER, EU DAG - European Chamber of Commerce in Korea (ECCK):

Several additional issues that may be taken into account are: the conversion rates from part-time to full-time employment, 20% in the ROK and 60% in Germany, seem to be very low and very high respectively. Cultural differences should be taken into account (Confucian culture in the ROK compared to Western culture in the EU); regarding data on recruitment, it might be difficult to collect from small companies which do not have HR departments. A suggestion may be to tackle the issue even earlier, for instance to include mandatory courses on discrimination issues in the education system. Question: what are the next steps recommended to the European Commission and the Korean Government?

Mr Dumitru FORNEA, EU DAG - European Social and Economic Committee (EESC):

Cultural issues were indeed raised in meetings with Korean Colleagues. We use the Universal declaration of Human Rights as a common basis, but inevitably still come across different views. There is the issue of relativity of rights – the ROK is following the example of the USA, who has not ratified certain ILO conventions. Some social measures in the ROK are very good, sometimes superior to those in Europe, but due to institutional structures, these do not necessarily have an impact on national law. There is a need for more cultural dialogue in order to align working methods. This project is already a step forward, but must be further developed, particularly on the side of trade unions.

Mr Andreas JULIN, Directorate-General for Trade, European Commission: Regarding next steps, there are many parties involved. In the meeting tomorrow (meeting of the Committee on Trade and Sustainable Development) there will be a discussion on potential next steps, and participants will reflect on the study in order to improve implementation. Input from participants at this final seminar will be valuable.

Ms Chiara ZANNINI, Polint: Two days ago, the European Parliament's Committee on International Trade passed a resolution on the EU-ROK FTA, with strong criticism of the sustainable development chapter (citing the resolution). At the same time, the European Commission says that all future FTA's should include such a chapter. How can implementation problems be overcome? Maybe by making the chapter binding?

Mr Christoph HEIDER, EU DAG - European Chamber of Commerce in Korea

(ECCK): Following our visit to the ROK, we can say that while overall trade was increased following the FTA, the issue of sustainability is indeed more difficult. Trade is regulated by international rules and regulations. The ROK is export-oriented, claiming to have a large level of dependency and being unable to move as quickly as the EU. However, the ROK is now a fully (or at least partially) developed country, and they should start thinking as one.

Mr Thomas JENKINS, EU DAG - European Trade Union Confederation (ETUC):

On the trade union side, we have pointed to the failings of the social aspects of the FTA, particularly regarding ILO Convention no. 111. We have suggested to open consultations, and are still hoping for this, or at least a discussion in the committee meeting tomorrow. The project, perhaps first of its kind, should be followed up by other studies. Bangladesh,



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for example, is an interesting case. Questions: (1) is discrimination based on trade union activity covered in ILO Convention no. 111? (2) (Question addressed to the ILO): What is the status of the convention vis-à-vis national law? Usually international law (international treaties) surpasses national law.

Mr Georgi STOEV, EU DAG – Eurochambres: The study opened a discussion on several issues. From an industrial point of view, digitalization is an issue of common interest, as many jobs will be changed in the near future, and this requires more dialogue. I believe it will be one of the main topics in the coming years. Another issue is separate bilateral negotiations between EU member states and the ROK. A further issue is the green economy, which is also becoming more important and should be considered carefully.

CLOSING

The meeting was closed by **Mr Rudi DELARUE, Deputy Head of Unit for External Relations and Enlargement, Directorate-General for Employment, Social Affairs and Inclusion, European Commission (RD)**. RD noted that discrimination is an evolving issue, and this is evident by the increased attention in recent years to issues like work-life balance, supply chains, disabilities, etc. From a historical perspective, new generation FTAs are very novel. RD went on to note that discrimination is a universal issue, although implementation measures are different, and that there is a need for “level playing field” rules to ensure that the global economy functions well. Several activities have been taken and are further planned in this regard:

- A seminar and debate in the European Parliament held in September, on implementation of labour provisions in trade agreements.
- Improved access to social protection: There is more information transparency, also on the issue of combining work and private life.
- The European Commission initiated the European Accessibility Act.
- A new white paper on discrimination is coming up.
- A proposal for new initiatives to ensure that systems are fit for meeting new challenges is expected in April.



Annex I: Participant List

| Korea-EU ILO 111 Project - Final Seminar | | | |
|---|-------------------|--------------------|---|
| # | Given Name | Family Name | Affiliation |
| European Commission | | | |
| 1 | Madelaine | Tuininga | European Commission, Directorate-General for Trade |
| 2 | Andreas | Julin | European Commission, Directorate-General for Trade |
| 3 | Ioana | Lungu | European Commission, Directorate-General for Trade |
| 4 | Rudi | Delarue | European Commission, Directorate-General for Employment, Social Affairs and Inclusion |
| 5 | Tram | Nguyen | European Commission, Directorate-General of Civil Protection and Humanitarian Aid Operations (ECHO) |
| 6 | Migle | Bluseviciute | European Commission, Directorate-General of Civil Protection and Humanitarian Aid Operations (ECHO) |
| Government of the Republic of Korea | | | |
| 7 | Min O | Jung | Government of the Republic of Korea, Ministry of Employment and Labor (MOEL) |
| 8 | Heaeun | Choi | Government of the Republic of Korea, Ministry of Employment and Labor (MOEL) |
| 9 | Sunyoung | Lee | Government of the Republic of Korea, Ministry of Employment and Labor (MOEL) |
| DS ExpertTeam | | | |
| 10 | Tony | Michell | Korea Associates Business Consulting |
| 11 | Ioan – Cristinel | Raileanu | DEVELOPMENT Solutions Europe Ltd |
| 12 | Chan Sik | Ahn | Hwang Mok Park Law Firm |
| External Participants | | | |
| 13 | Lisa | Amoriello | Osservatorio Sulle Discriminazioni (Observatory on Discrimination) |
| 14 | Eleonora | Catella | EU DAG - BusinessEurope |
| 15 | Penny | Clarke | EU DAG - European Federation of Public Service Unions (EPSU) |
| 16 | Sekou | Doumbia | PartenaireCE |

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| | | | |
|--|-----------|------------------|---|
| 17 | Vincent | Feiner | Boeing |
| 18 | Gunilla | Fèvre-Burdy | European Economic and Social Committee (EESC) Section for External Relations (REX) |
| 19 | Dumitru | Fornea | EU DAG - EESC |
| 20 | Axel | Goethals | European Institute for Asian Studies |
| 21 | Rebekka | Haffner | European Organisation of Military Associations (EUROMIL) |
| 22 | Christoph | Heider | EU DAG - European Chamber of Commerce in Korea (ECCK) |
| 23 | Thomas | Jenkins | EU DAG - European Trade Union Confederation (ETUC) |
| 24 | Eddy | Laurijssen | European Institute for Asian Studies |
| 25 | Audrey | Le Guével | ILO, Brussels |
| 26 | Jessica | Machacova | EQUINET - European Network of Equality Bodies |
| 27 | Oliver | Melches | EU DAG - BDI/BDA The German Business Representation |
| 28 | Magdalena | Ruda | Global Sustainable Futures Ltd (consultancy) |
| 29 | Jean-Luc | Simon | Disabled People International |
| 30 | Frank | Sioen | European Network on Independent Living (ENIL) |
| 31 | Liesbet | Stevens | Institute for the Equality of Women and Men |
| 32 | Georgi | Stoev | EU DAG - Eurochambres |
| 33 | Signe | Vikær Leth Olsen | Danish Ministry of Foreign Affairs, Department of Multilateral Cooperation, Climate & Gender Equality |
| 34 | Chiara | Zannini | Polint |
| Project Management and Logistics Support Team | | | |
| | Nick | Baxter | DEVELOPMENT Solutions |
| | Emily | Hemmings | DEVELOPMENT Solutions |
| | Maayan | Morali | DEVELOPMENT Solutions |



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| | | | |
|--|-------|-----------|-------------------------|
| | Mi Na | Sketchley | ONCALL Interpreters Ltd |
| | Kay | Hong | ONCALL Interpreters Ltd |

| Apologies | | | |
|------------------|-------------|------------|---|
| - | Agnes | Uhereczky | WorkLife HUB |
| - | Karolien | Lenaerts | CEPS |
| - | Chidi | King | ITUC |
| - | Miriam-Lena | Horn | European Parliament |
| - | Stephanie | Ghislain | Track 2 Asia |
| - | Marialaura | De Angelis | Track 2 Asia |
| - | Georgios | Altintzis | EU DAG - International Trade Union Confederation (ITUC) |



Annex II: Workshop agenda

Final Seminar on

A Comparative Study on the Implementation of International Labour Organization (ILO) Convention no. 111 in the Republic of Korea and the Member States of the European Union

Date: **Thursday, 23 March 2017, 9:00 – 16:00**

Venue: **Brussels Marriot Hotel Grand Place, Rue Auguste Orts 3-7, 1000 Brussels, Belgium**

Contracting Authority

The European Delegation to the Republic of Korea

Organisers

DEVELOPMENT Solutions Europe Ltd.

Introduction

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Work over the course of this project has resulted in a draft Final Study, a detailed comparative analysis of the implementation of Convention no. 111 in the countries considered. The draft Final Study is formed by two documents: a detailed *Research and Analysis Report*, and a shorter *Summary of Key Findings for Practitioners*. The draft Final Study provides a set of practical policy implications to enhance the implementation of the Convention in both the EU and the Republic of Korea, with specific emphasis placed on lessons learned and good practices.

This seminar presents the results of the Final Study and is an opportunity for stakeholders to discuss the findings and establish further cooperation in enhancing the implementation of Convention no. 111 and combatting discrimination on all grounds.



| Morning Session 1 | |
|--------------------------|--|
| 09:00-09:30 | Registration of participants |
| 09:30-09:50 | Welcome and introduction Opening remarks <ul style="list-style-type: none"> - European Commission - Ministry of Employment and Labor, Republic of Korea |
| 09:50-10:50 | Results of the Final Study, part I Presentation on the purpose, scope, methodology, and findings of the study, as well as differences between European and Korean legal systems <u>Presenters:</u> <ul style="list-style-type: none"> • Mr Tony Michell, Project Team Leader • Mr Ioan-Cristinel Raileanu, Project EU Expert • Mr Ahn Chan Sik, Project Korea Expert |
| 10:50-11:00 | <i>Coffee break</i> |



| Morning Session 2 | |
|--------------------------|--|
| 11:00-12:00 | <p>Results of the Final Study, part II</p> <p>Presentation on the findings of the study, identified principles of good practice and examples of good practices that could be more widely applicable. Conclusions and key findings.</p> <p><u>Presenters:</u></p> <ul style="list-style-type: none">• Mr Tony Michell, Project Team Leader• Mr Ioan-Cristinel Raileanu, Project EU Expert• Mr Ahn Chan Sik, Project Korea Expert |
| 12:00-12:30 | Discussion and feedback |
| 12:30-13:30 | <i>Lunch</i> |



| Afternoon Session | |
|--------------------------|---|
| 13:30-14:15 | <p>The International Labour Organization and international perspective on Convention no. 111</p> <p><u>Presenter:</u></p> <ul style="list-style-type: none"> - Cecile Balima, ILO (<i>via video conference</i>) |
| 14:15-14:30 | Questions and discussion |
| 14:30-14:50 | <i>Coffee Break</i> |
| 14:50-15:50 | <p>Panel Discussion on the Final Study</p> <p>Chairs: Dr. Tony Michell, Project Team Leader and Mr. Ahn Chan-sik, Project Korea Expert</p> <p><u>Participants:</u></p> <ul style="list-style-type: none"> - Representatives of the EU and Korean Domestic Advisory Groups (DAG) established under the EU-Korea FTA, Article 13 on Trade and Sustainable Development <p>Format: (3-4 representatives from each DAG, each speaking for 10 mins, followed by discussion)</p> |
| 15:50-16:00 | <p>Closing</p> <p><u>Presenter:</u></p> <ul style="list-style-type: none"> - European Commission |

Please note that the originally scheduled Panel Discussion (14:50 – 15:50) was replaced by a roundtable discussion, due to the non-attendance of representatives of the ROK DAG.