



Workshop Report

Stakeholder Workshop on the implementation of ILO Convention no. 111 in Korea and the EU

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 Organisation (ILO) Convention no. 111 (Discrimination in Respect of Employment and Occupation) in Korea and the Member States of the European Union' project was launched in July 2016. The project is being funded by the European Union (EU) under the 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 (hereafter 'Korea') and the 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, when Convention no. 111 was adopted, the discrimination agenda has evolved and expanded significantly in order to effectively respond to emerging challenges. Enhancing equal and fair treatment in employment and occupation remains a constant priority when developing laws and policies for the labour market. Although progress in improving equality of opportunity and treatment in employment has been registered in both Korea and the EU Member States, discrimination on various grounds still exists.

The research undertaken during this project will result in a detailed comparative analysis of the implementation of Convention no. 111. The analysis will provide a set of policy recommendations to enhance the implementation of the Convention and overcome any identified shortfalls, with specific emphasis placed on lessons learned and good practices. The Stakeholder Workshop therefore serves to inform interested civil society representatives about the progress of the project while collecting input and feedback to guide further analysis. The Final Study will reflect on the discussions and input provided by relevant stakeholders during this Workshop in Seoul.

WORKSHOP DETAILS

Date: **30th November 2016**

Location: **Four Points by Sheraton, Seoul, Republic of Korea**

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



WORKSHOP BRIEF

This Stakeholder Workshop was mandated to gather relevant government, NGO and private sector stakeholders together in Seoul to engage in discussion on the interim conclusions of the study and to provide input into the research process.

This Stakeholder Workshop was a key element of the project's stakeholder outreach. Feedback from this workshop will be presented to the EU and Korean Government and incorporated into the Final Study, which is scheduled for publication in Jan/Feb 2017.

Minutes

Morning Session 1	
09:00- 09:30	Registration
09:30- 09:40	Welcome and introduction Opening remarks <ul style="list-style-type: none">- Mr. Johan Vandromme, First Counsellor, Trade and Economics Section, European Delegation to the Republic of Korea on behalf of H.E Gerhard Sabathil, Ambassador of the EU to Korea- Mr. Wondoo Lee, Director of the Ministry of Employment and Labour (MOEL), Republic of Korea

Opening session

The Opening Session allowed for welcoming remarks and an introduction to the workshop. Participants were welcomed first by Mr. Johan Vandromme, First Counsellor, Trade and Economics Section of the European Delegation to the Republic of Korea, speaking on behalf of H.E Gerhard Sabathil, Ambassador of the EU to Korea. Mr. Vandromme gave an introduction to the workshop stressing the importance of open trade and cooperation in the current era of growing protectionist dialogue, while further emphasising the importance of improving compliance with ILO Convention no.111 in the EU and Korea, and protecting labour standards around the world.

Participants were then welcomed by Mr. Wondoo Lee, Director of the Ministry of Employment and Labour (MOEL), Republic of Korea, who expressed his enthusiasm for this joint-project under the Korea-EU FTA. He introduced the focus of the workshop, emphasising that discussion of actual cases can facilitate a more advanced dialogue between Korea and the EU. Mr Lee invited to further bilateral cooperation and communication in the future.



Morning Session 1	
9:40-9:50	<p>EU-Korea FTA and the Trade and Sustainable Development Chapter</p> <p><u>Presenter(s):</u> Andreas Julin, Policy Coordinator- Trade and Development, DG TRADE, European Commission</p>
09:50-10:45	<p>The International Labour Organisation and international perspective on Convention No. 111</p> <p><u>Presenter(s):</u> Alain Pelce, Senior International Labour Standard and Labour Law Specialist, International Labour Organisation</p> <p style="text-align: center;"><i>(via video conference)</i></p>

Following the opening session, Mr. Andreas Julin of the Directorate General for Trade of the European Commission, and Mr. Alain Pelce of the ILO provided the participants with an institutional background to the study.

Mr. Julin started by introducing Chapter 13 of the EU-Korea Free Trade Agreement (FTA). The EU-Korea FTA is the first to include a comprehensive chapter on Trade and Sustainable Development, aiming to further shared goals between Korea and the EU towards sustainable environmental, social and economic practices. He emphasised the importance of international cooperation on these issues, including government-to-government dialogue and civil society forums to bring to light key challenges.

Mr. Pelcé gave a comprehensive overview of the institutional framework of the ILO, as well as detailed information on Convention No. 111. He described Convention No. 111 as a fundamental and promotional instrument; it provides fundamental principles and rights at work, and it calls for national policy to promote its principles and objectives. There are other Conventions related to No. 111, such as No. 100, 122, 142, 156, and 159 that partly also address discrimination and are equally promotional. Promotional Conventions are more flexible, as Governments have the choice of instruments but also more demanding, as Governments are asked to demonstrate results. At the same time promotional of course does not mean there is no legal obligation. He explained that there are two supervising bodies for Conventions, including No. 111: 1) Committee of Experts on the Application of Conventions and Recommendations (CEACR); and 2) Committee on the Application of Standards of the International Labour Conference (CAS). The CEACR is focuses on the legal aspects of the Conventions, whereas the CAS is weighs on the political aspects.

The definition of discrimination was provided by Mr. Pelce as "any distinction, exclusion or preference, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation." In order to evaluate the implementation of Convention No. 111, Mr. Pelcé recommended to analyse "Effectiveness." Based on the evaluation of



effectiveness, CEACR can make comments in two ways: 1) Direct Request to the Government; and 2) Observation.

Moreover, Mr Pelcé delivered a summary of ILO comments related to both challenges to implement the convention in Korea and EU Member States as well as some examples on actions undertaken by Korea and EU MS to address challenges. The comments pertained to the implementation of Convention No. 111 in the areas of migrant workers, gender, social status, and political opinion.

Morning Session 2	
11:00-12:00	<p>Overview of the Study, Project purpose and progress to date Presentation on the purpose, methodology, progress and preliminary findings of the project, scope of the study. Differences between European and Korean legal systems</p> <p><u>Presenter(s):</u> Tony Michell, Project Team Leader: <i>Methodology and Scope of the Analysis</i></p>
12:00-12:15	Discussion and feedback

In the second session of the Workshop, Mr. Anthony Michell, Project Team Leader, presented the scope and methodology of the study as outlined in the project Inception Report. He highlighted that the main purpose of the study is to produce a comparative analysis between the EU and Korea. He recalled that all EU Member States enact their own national legislation that must be aligned with EU initiatives. The presentation was followed by elaboration of a procedure that an individual can follow to file a discrimination case.

It was initially planned that Mr. Ioan-Cristinel Raileanu and Mr. Chan-Sik Ahn would present the principal findings in the EU and Korea, respectively. This was postponed to the afternoon session due to the volume of comments and feedback from the participants regarding the methodology and scope of the study.

SUMMARY OF FEEDBACK – MORNING SESSION 2

- It was suggested by representatives of the Korean Government that, in addition to EU level court cases, cases classified at the national (Member State) level should also be included. However, it is necessary to note that EU level judgements will have a certain degree of impact on and therefore commonality with national laws.
- Application of the Convention No. 111 is still unclear in Korea, and the cases of discrimination are therefore adjudicated according to Korean national legislation.



- It is not required by EU Member States to implement higher levels of preventative tools against discrimination, but each Member State can adjust the level of the legal practices based on the national status of implementation of the Convention No. 111.
- It was reiterated that the purpose of this study is to identify areas for cooperation between the EU and Korea in terms of implementation of Convention No. 111.
- The study should include more recent and relevant cases from both the EU and Korea, including reference to applicable "best practices."
- In order to establish clear selection criteria of the cases, it is necessary to set the definition of "Best Practices," as defined by the consensus of all participants.
- It is crucial to verify the accuracy and credibility of statistics used in the analysis.
- The project team will tailor the methodology and structure to avoid asymmetry in the findings of the analysis.

Afternoon Session 1	
13:30-14:30	<p>Overview of the Study, Project purpose and progress to date Presentation on the purpose, methodology, progress and preliminary findings of the project, scope of the study. Differences between European and Korean legal systems</p> <p><u>Presenter(s):</u></p> <ul style="list-style-type: none"> • Mr. Ioan-Cristian Raileanu, Project Team, EU Expert: <i>Principal Findings, Europe</i> • Mr. Ahn Chan-sik, Project Team, Korea Expert: <i>Principal Findings, Korea</i>
14:30-15:00	Panel discussion on Dimensions of discrimination moderated by the Project Team

The afternoon session began with the presentation of the challenges, interim findings and progress for the study in the EU by Mr. Raileanu, Project Team, EU Expert. The biggest challenge introduced by Mr. Raileanu was the language barrier as some legislative documents of EU Member States are not available in English. Mr. Raileanu further explained the legislative framework in the EU and the distribution of applicable legislation across three levels; namely, the national level, EU level and international level. It was introduced that there is a regulatory



framework established by the Council of Europe (CoE) that includes mainly the European Convention of Human Rights and the European Social Charter, and this framework influences legislation developed at the national level in EU Member States since all are Members of CoE. The enforcement is done by the European Court of Human Rights (ECHR) which ensures that human rights are protected in CoE states. Also, the Member States of the EU have committed to protect human rights in the world of work by ratifying Convention No.111. Mr. Raileanu further presented information on the standing of EU Directives and the revision of the national laws.

Additional to the challenges inherent to reviewing documents that are not available in English, Mr. Raileanu also highlighted the incidence of indirect discrimination, case of which are especially difficult to identify. Mr. Raileanu observed that the discrimination based on gender remains significant in Europe, with specific issues including the remuneration gap, horizontal and vertical segregation, sexual harassment, and maternity leave. Furthermore, there are discrimination issues regarding race, skin-colour, national origin, migrant status, religion and political opinion in Europe. The discrimination in these areas often leads to the "Gate Keeper effect," as previously explained by Mr. Michell, meaning that the person in charge of hiring tends to avoid employing different groups. Mr. Raileanu suggested that efficient implementation of the Conventions could mitigate these forms of discrimination.

Mr. Raileanu concluded that the EU contains diverse labour environments - both within and between Member States -and that this presents inherent challenges to the application of labour standards. He emphasised the role of the institutions, via "institutional ecosystem," is very important to reducing the incidence of discriminatory practices. Advancing the study and next steps to the analysis will be continued in close coordination with the experts team and base on the Mission to the ILO Headquarters in Geneva to consult the country reports submitted.

Following the principal findings in Europe, Mr. Ahn, Project Team, Korea Expert, presented the current results in Korea. He first introduced the structure of the legislative system in Korea (unicameral), and detailed the legal standards contained in Convention No. 111. The legislature in Korea is the National Assembly (대한민국국회). Although ILO Conventions are binding and carry the same legal force as a national law, Convention No. 111 was not ratified by the National Assembly, and hence only carries the force of legal order. In the legislative system, the national constitution is precedent, followed by the national law and then the legal order. However, Mr. Ahn noted that Article 11 of the Constitution of Korea prohibits general discrimination by stating "Everyone should be treated equally by the law, and no one shall be discriminated based on gender, religion and social status". Additionally, Mr. Ahn identified several national laws, which prohibit discrimination in the areas of labour standards, gender, types of work, disability and nationality.

Mr. Ahn observed that the remuneration gap between women and men is particularly wide in Korea at an average disparity of around 37%, in favour of men. Likewise, Mr. Ahn conveyed that the legal term for maternity leave in Korea is 90 days, and is a possible factor in the average birth-rate in Korea being comparatively low. Mr. Ahn recommended consideration of



greater protective practices for women to address these gender-specific forms of discrimination.

An overview of the current status of the labour environment in Korea presented by Mr. Ahn included the areas of migrant workers, age, disability and non-regular workers. Although improvements have been observed in terms of conditions for migrant workers, Mr. Ahn identified areas for further improvement. Discrimination against older age workers is also significant, and disproportionately affects women, as well as workers from lower social statuses, educational backgrounds, or with disabilities. The area with the highest incidence of discrimination identified by Mr. Ahn is non-regular workers, including part-time and short-term workers.

The experts' presentations were followed by a panel discussion on the dimensions of discrimination.

SUMMARY OF FEEDBACK – AFTERNOON SESSION 1

- Although the Korean government is in the process of implementing Convention No. 111 into national law, some uncertainty remains regarding compatibility, as there are individual laws for each area of discrimination in Korea.
- The contents of Convention No. 111 will be interpreted and specified based on the current status of applicable legislation in Korea.
- Establishing a clear definition of non-regular workers will be crucial for the effectiveness of the study. The study should directly compare cases pertaining to non-regular workers in Korea with those in the EU.
- The selected cases need to be clarified in the study and analysed to determine whether they reflect individual- or structural-based discrimination.
- Reiterating the need to include gender-based cases of discrimination - including sexual harassment - within the scope of the study.
- It was observed that the current statistics on disabled workers may not fully reflect the actual distribution in Korea and may need to be revised.
- Noted that there are sensitive issues among the Korean companies regarding dispatched workers (treated as non-regular workers). These workers tend to receive less remuneration, but the companies argue that they are providing trainings which constitutes non-monetary benefits. This area was flagged for long-term and detailed analysis.



Afternoon Session 2	
15:00-15:30	A discussion led by Tony Michell, Project Team Leader, on Respective challenges facing the EU and Korea for which Convention no. 111 may assist&Search for Solutions
15:30-15:40	Concluding Remarks <ul style="list-style-type: none">- Andreas Julin, Policy Coordinator- Trade and Development, DG TRADE, European Commission- Mr. Wondoo Lee, Director of the Ministry of Employment and Labour (MOEL), Republic of Korea

The second afternoon session was led by Mr. Michell, who extended discussion of the respective challenges in the EU and Korea, as well as potential solutions. Mr. Mitchell stated that there are problems common to both the EU and Korea, and that the selected "Best Practices" will contain important lessons. He further alluded to the potential for hidden problems regarding some areas of discrimination - including gender and migrant workers - which merit further detailed examination. Moreover, it was suggested that discrimination should be defined from a suitable perspective, so that the recommendations for next steps towards less discrimination and an increase in decent work can be implemented.

The discussion was followed by analysis of cases from Northern Europe related to discrimination based on migrant workers and gender. Mr. Michell introduced that similar to the Korea, in Sweden there is a gap between the employment rates of migrant and native workers. However, in the Czech Republic, the employment rate is higher for migrant workers than for local workers. He suggested that affirmative action remedies are appropriate for instances of widespread discrimination; in one specific example provided by Mr. Michell, after the implementation of favourable policies and benefits towards women, the ratio of female workers was observed to increase. Regarding sexual harassment, Mr. Michell introduced that there was a direct request from the MOEL about the treatment of the victims. This was due to the fact that some victims were dismissed from their positions, and therefore it is evident that there are sequential problems arising from sexual harassment. For example, 51% of the victims suffered from rumours, pressure during the resolution procedure and were intimidated by the possibility of retaliation from the assailants.

Mr. Michell explained that there are 13 areas of discrimination identified for the study, and that they are listed in the questionnaire. In order to address the complexity of the study, cases were collected from both countries with ideal practices and countries with gaps to improve. On the resolution procedure, Mr. Michell stated that protesting is not an ideal solution, and raised the system in the United Kingdom (UK) as an example. In the UK, victims - including those without social security - submit a complaint to the Advisory Board. There are around 20,000 complaints submitted annually. Therefore, it is necessary to identify



corresponding organisations and institutions, as well as other relevant channels in each country; hence it is important to realise the importance of NGOs.

After the discussion led by Mr. Michell, Mr. Julin and Mr. Doowon Lee delivered concluding remarks. Mr. Julin reflected on the value of the discussion and feedback, while also observing the challenging circumstances under which the study is being implemented. Mr. Julin recalled that the main focus of the study is to identify problematic areas based on different sets of data such as statistics, judgements and other cases. As such, the study also focuses on finding various forms of solutions. Mr. Lee closed the session by stating his high expectations for the study, based in part on the quality of discussion from the Workshop, and extended further governmental support to the project.

Afternoon Session 3	
16:00– 16:30	Discussion on the way forward - Closing Comments from Participants

The discussion on the way forward was the last session of the Workshop, and it was conducted in a round-robin with the majority of the participants delivering final comments and suggestions for the study.

Ms. Anne Isabelle Blateau, Women’s Organiser

Commented that it is a very helpful and meaningful project treating a very broad topic which will ultimately require long-term analysis. Identification and implementation of solutions will require further investment of time to follow through.

Furthermore, noted that cooperation between governments and civil society is key. This would facilitate more specific and detailed analysis of topics covered by the study.

Mr. Kiu-Sik Bae, Korea Labour Institute, Labour and Management Relations Research Division

Commented that there are gaps between Korea and Europe – such as seniority characteristics which tend to be more pronounced in Korea. Such differences must be considered during the research. As well, structural issues were noted for which a range of short-term, and mid & long-term solutions are required. An important aspect would also be to raise the public awareness of Convention No. 111.

Mr. Ki-Take Jeon, Korean Women’s Development Institute

Requested to include as many best practices as possible that are related to gender equality from both Korea and EU.

Mr. Hyung-Jun Lee, Korea Employers Federation, Labour Legislation Bureau



Requested a mutually agreed focus for the study, including in terms of the main purpose of the analysis. Additionally emphasised that the comparative nature of the study will be necessary to elaborate the similarities and differences within the scope of the study.

Mr. Dumitru Fornea, European Economic and Social Committee (EESC)

Commented that the policies related to preventing discrimination must be inclusive to all institutions. Need to create a stage where everyone could contribute. Noted that European institutions have regular meetings, and the Korean government could create more opportunities to meet with each other. Although there are many studies about Korea, it is crucial to engage civil society to implement Convention No. 111 as agreed by all stakeholders.

Ms. Elenora Catella, Business Europe

Commented that, based on the strengthening relationship between the EU and Korea in the area of trade, the joint-project is encouraging. Identification of "Best Practices" and EU cases will be valued, as will be the short, medium and long term solutions.

Mr. Crispoth Heider, European Chamber of Commerce in Korea (ECCK)

Reflected that the workshop facilitated a very useful discussion about the topic and study. Recommended to extend the current scope to include public perceptions about discrimination as well.

Mr. Doo-Won Lee, Korean Ministry of Employment and Labour (MOEL)

Noted that discrimination is a global issue. However, since every country has different characteristics and standards, it is not easy to find solutions. Even if a solid solution is not arrived at, notes that it would be instructive to learn about the issues (perspectives) related to discrimination.

Ms. Haeun Choi, Korean Ministry of Employment and Labour (MOEL)

Commented that questionnaire needs to be revised from its current form.

Mr. Andreas Julin, European Commission

Commented that the study will likely support further economic cooperation. Reiterated the interest of both parties on continuing to cooperate on sustainable development, and expressed interest in further expanding cooperation and communications to other areas through similar projects.

Ms. Raluca Braun, European Commission

Reflected that it was constructive to engage the common challenges of discrimination and establish the future orientation of the project. Desire for further cooperative opportunities, following along the important milestone set by the Stakeholder Workshop. Noted that while it is a very broad topic with many issues which could be analysed, there is a need to make a strong link to provisions of the ILO Convention and related comments of the ILO monitoring bodies. . Pointed at the need to look into more cases as was suggested throughout the workshop, while aiming at a balanced selection of practical examples and avoiding focusing



too much on court cases. Emphasised the utility of policy recommendations, based on research conducted on the identified areas.

Mr. Johan Vandromme, European Delegation

Commented that the Workshop was productive and invited further suggestions through the project email address, social media and webpage.

Ms. Paola Bellabona, European Delegation

Reiterates that the project remains under implementation and it is expected that final goals are not yet attained. Thanked participants for their attendance and contributions. Further reflected that the Workshop is invaluable in setting next targets to bring about the final results. Workshop to be followed by further evaluation, including of feedback received in coordination with MOEL.

Mr. Chan-Sik Ahn, Project Team

Reflected on the impressive collective effort, importance of stakeholder feedback and optimism for the realisation of the project objectives.

Mr. Ioan- Cristinel Raileanu, Project Team

Noted that suggestions will be integrated into the final report – including all the cases from Korea and the EU. Although 'Discrimination' is a multifaceted topic, expressed hope that this project would contribute to future policies and research in the area both in Korea and the EU Member States.

Mr. Tony Michell, Project Team

Reiterated that stakeholder feedback is essential to go beyond the analysis of the ILO, the comparative practices and cultural factors. Identification of cultural factors may lead to development of new implementation solutions from the perspective of the EU.



Annex I: Participant List

AHN	Chan Sik	Development Solutions
BAE	Kiu-Sik	Korea Labour Institute
BARTLEY	Philip	Development Solutions
BELLABONA	Paola	European Delegation to the Republic of Korea
BLATEAU	Anne Isabelle	Consultant
BRAUN	Raluca	Directorate-General for Employment, Social Affairs and Equal Opportunities, European Commission
CATELLA	Eleonora	Business Europe
CHO	Kwanghee	Hwang Mok Park
CHOI	Sun-Kyung	Korea Employers Federation, International Bureau
CHOI	Heaeun	Korean Ministry of Labour and Employment
FORNEA	Dumitru	European Economic and Social Committee (EESC)
HEIDER	Christoph	European Chamber of Commerce in Korea (ECCK)
HEMMINGS	Emily	Development Solutions
JEON	Ki-Taek	Korean Women's Development Institute
JEONG	Jae-Kyu	Korea Corporate Governance Service
JEONG	Da-Ye	Korea Environmental Preservation Association, Assistant
JEONG	Keuk Hwan	Korea Environmental Preservation Association, Assistant, Manager
JULIN	Andreas	Directorate General for Trade, European Commission
KANG	Hae-Sook Kang	Women Migrants Human Rights Center



KIM	In-Seok	Korea Chamber of Commerce and Industry
KIM	Dong-One	Korea University
KWON	Hyuk	Pusan National University
LEE	Ho-Geun	Chon-buk National University
LEE	Hyung-Jun	Korea Employers Federation, Labour Legislation Bureau
LEE	Dongjin	Hwang Mok Park
LEE	Hanah	Hwang Mok Park
LEE	Wondoo	Korean Ministry of Labour and Employment
MICHELL	Anthony	Development Solutions
PARK	Sun-young	Korean Women's Development Institute
RAILEANU	Ioan-Cristinel	Development Solutions
SHIN	Hayoung	Development Solutions
STOEV	Guergui	Chamber of Commerce and Industry BG-Korea
VANDROMME	Johan	European Delegation to the Republic of Korea



Annex II: Workshop agenda

Workshop on

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

November 30th 2016

Four Points by Sheraton Hotel, Seoul, Republic of Korea

Contractor

DEVELOPMENT Solutions Europe Ltd.

Introduction

'The Comparative Study on the Implementation of International Labour Organisation (ILO) Convention no. 111 (Discrimination in Respect of Employment and Occupation) in Korea and the Member States of the European Union' project was launched in July 2016. The project is being funded by the EU under the EU Partnership Instrument, and was designed in cooperation with the Korean Government. The project 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 (hereafter 'Korea') and the European Union (EU).

Since 1958, the year when ILO Fundamental Convention no. 111 was adopted, the discrimination agenda has evolved and expand 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 Korea and the EU Member States, discrimination on various grounds still exists.

The research for this project will result in a detailed comparative analysis of the implementation of Convention no. 111, and will provide a set of policy implications and suggestions to overcome any identified shortfalls and enhance the implementation of the Convention. There will be specific emphasis placed on lessons learned and good practices. The Workshop aims at informing interested representatives from civil society about the project in object and discussing it. The Final Study will reflect on the discussions and input provided by relevant stakeholders during this key Workshop in Seoul.

<http://korea-euilo111.com/>





Agenda

Morning Session 1	
09:00-09:30	Registration of participants
09:30-09:40	Welcome and introduction Opening remarks <ul style="list-style-type: none"> - H.E. Gerhard SABATHIL, Ambassador of the EU to the ROK - Mr. Wondoo Lee, Director of MOEL, ROK
9:40-9:50	EU-Korea FTA and the Trade and Sustainable Development Chapter <u>Presenters:</u> <ul style="list-style-type: none"> - Andreas Julin, Policy Coordinator- Trade and Development, DG TRADE, European Commission
09:50-10:45	The International Labour Organization and international perspective on Convention no. 111 <u>Presenters:</u> <ul style="list-style-type: none"> • Alain Pelce, Senior International Labour Standard and Labour Law Specialist, International Labour Organisation <p style="text-align: center;"><i>(via video conference)</i></p>
10:45-10:50	<i>Coffee break</i>
Morning Session 2	
10:50-11:45	Overview of the Study, Project purpose and progress to date Presentation on the purpose, methodology, progress and preliminary findings of the project, scope of the study. Differences between European and Korean legal systems <u>Presenters:</u> <ul style="list-style-type: none"> • Methodology and Scope: Tony Michell, Project Team Leader • Principal Findings Europe: Ioan-Cristinel Raileanu, Project Team EU Expert





	<ul style="list-style-type: none">• Principal Findings Korea: Ahn Chan-sik, Project Team, Korea Expert• Fitting it together: Tony Michell, Project Team Leader
11:45-12:00	Discussion and feedback
12:00-13:00	<i>Lunch</i>
Afternoon Session	
13:30-13:45	Respective challenges facing the EU and Korea for which Convention no. 111 may assist
14:00-15:00	Panel discussion on Dimensions of discrimination moderated by the Project Team
15:00-15:30	Search for Solutions <ul style="list-style-type: none">- Discussion led by Tony Michell, Project Team Leader
15:30-15:45	<i>Coffee Break</i>
15:45-16:30	Discussion on the way forward <u>Presenters:</u> <ul style="list-style-type: none">- Tony Michell, Project Team Leader and Senior Expert- Mr. Chan Sik Ahn, Project Team Expert Korea- Ioan-Cristinel Raileanu, Project Team Expert EU

