

V EMPLOYMENT CONGRESS

**Transforming Basque employment
policies for decent jobs in a sustainable
and competitive economy**

DONOSTIA / SAN SEBASTIÁN

October 27th · 28th , 2022

Kursaal Conference Centre



**EUSKO JAURLARITZA
GOBIERNO VASCO**

LAN ETA ENPLEGU
SALA

DEPARTAMENTO DE TRABAJO
Y EMPLEO





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GREETING

The Employment Congresses of the 2020-2024 legislature are organised in line with the Governance Programme of the Department of Labour and Employment and its policy planning instruments.

Since I took over responsibility for the Ministry of Labour and Employment in 2020, we have organised three Employment Congresses in the Basque Country. The first, under the slogan “Building the Basque Employment System”, was the starting point to integrate all the agents involved in this field in designing employment policies. The second, entitled “Inclusive and Quality Employment for a New Social Contract”, focused on the need to establish quality employment as a premise of this new social contract, defining the path towards this goal through the drafting of the Basque Employment Strategy 2030 (EVE) and the Strategic Employment Plan 2021-2024.

Continuing this logical series, the V EMPLOYMENT CONGRESS - “Transforming Basque Employment Policies for Decent Jobs in a Sustainable and Competitive Economy” presents the answers we are giving to the current economic and structural challenges of Basque public policies from our own perspective but aligned with international and European standards.

Changing.

With this idea “strength”, 2022 is the year for the implementation of actions, research and experimentation, the development of new instruments for innovation and evaluation, the implementation of programmes that help to remove the barriers that vulnerable people face in accessing employment; in short, the provision of responses to the challenges defined in previous years and the fulfilment of the Basque Employment Strategy (EVE) by 2030.

The issues to be addressed at this V Employment Congress represent the cornerstone of our government’s goals: the legislative structuring of the Basque public employment policy for the coming years and the tackling of critical, recurrent, and structural issues that hinder equal opportunities and are the “bottlenecks” or barriers for access to quality employment.



Idoia Mendia Cueva
Second Deputy First Minister and Minister of Labour and Employment

INTRODUCTION

This year's Employment Congress will be attended by renowned experts in the field of employment, who will deliver keynote speeches and/or take part in the thematic discussion panels. It will last two consecutive days, with 11 public events consisting of 7 presentations and 4 round tables.

DAY 1 will be reserved for 4 presentations and 1 discussion panel. The keynote speech will deal with the key factors operating in the international and Basque labour markets and the possible "structural nature" of the successive circumstantial changes (2008 crisis, pandemic, war in Ukraine...).

This will be followed by a presentation on the **subjective right** to employment policies for decent employment, which will delve into the rationale of the subjectivity of this right and its materialisation in services or programmes available to people seeking public employment services.

It will continue with two brief presentations on current legislative initiatives on employment: **presentation of the Draft State Employment Law and of the Preliminary Draft of the Basque Employment Law**, initiatives to organise and optimise the management of public employment policies. In the Basque case, as a tool for structuring the institutional framework that operates in the field of employment initiatives, with a view to an in-depth improvement of the employment system and services and focusing on Basque citizens. This legislative project will be an unprecedented historical milestone and will lay the solid foundations for decent, quality employment through public employment policies.

Then, to conclude the first day, a discussion panel will be organised to assess and analyse public employment policies, their alignment at national and regional levels and the influence of legal frameworks on the effectiveness and efficiency of the employment system.

DAY 2 will begin with a presentation and a discussion panel on the **demographic challenge of labour replacement due to the need to replace and manage the ageing** of large population groups in the next 5 to 10 years. This is undoubtedly one of the main challenges facing most European societies.

INTRODUCTION

This will be followed by a presentation on **advanced information systems** for public employment policies. Information, not only as a prospecting tool, but also to prevent and predict services and resources for the users of employment services. Information seen as a new service in the portfolio of services provided by Lanbide-Basque Employment Service and the Basque Employment Network.

Thirdly, a panel discussion on **Employment and Social Inequality** will address the barriers to employment faced by large groups of the population and the potential of employment and employment policies to redress social inequalities and promote **employment opportunities to move towards a more egalitarian and inclusive society**.

The fourth presentation will address a prospective effort by **looking to the future of employment**. Given the uncertainties we are experiencing: geopolitical, health, climatic, technological changes, demographic challenges, the devaluation of the value of labour income compared to capital income, automation as a risk or as an opportunity... Is the duality of the labour market inevitable (high-low skills, high salaries-workers)? Issues for **reflecting and theorising on a possible paradigm shift** with regard to employment as we know it today.

We will end with a discussion panel on shared findings among the members of the Scientific Advisory Committee of the V EMPLOYMENT CONGRESS. Their contributions will take stock of the topics discussed and will provide guidelines and proposals for future action programmes.

TOPICS OF THE PRESENTATIONS AND DISCUSSION PANELS



EMPLOYMENT, DIGITAL TRANSFORMATION AND SUSTAINABLE COMPETITIVENESS

This presentation will outline recent research by the Joint Research Centre of the European Commission on the impact that digital transformation is having on employment. In particular, evidence will be presented on employment automation (replacement of human labour by machines), on the digitisation of processes (use of digital devices at work) and on the use of algorithms to manage employment relationships (algorithmic management). The consequences of these phenomena on employment in Europe will be discussed, and the presentation will conclude with some thoughts on the relationship between these processes and the ecological transition at European level.



THE RIGHT TO DECENT JOBS AND SUBJECTIVE RIGHTS IN PUBLIC EMPLOYMENT POLICIES

The right to work (Art. 35.1 EC) does not include access to a specific job, as companies cannot be obliged to hire (Art. 38 EC). However, we are dealing with a fundamental human need, related to people's dignity and the free development of their personality (Art. 10.1 EC). The Constitution itself acknowledges the problem, calling for a "full employment-oriented policy" (Art. 40.1). European law (CSER and PEDS) recognises, at least, the right for the State to support unemployed people in their search for jobs. The shaping of this "new" right is crucial if we are to comply with constitutional and international goals, and the Autonomous Communities can make progress in this regard, as they have the powers to do so.

TOPICS OF THE PRESENTATIONS AND DISCUSSION PANELS



DRAFT STATE EMPLOYMENT LAW

Presentation of the State Employment Bill. A mainstream standard that improves the training and qualifications of wage earners and their initial situation in companies, and which addresses the entire wage-earning population. This includes workers, the unemployed, the working population and the self-employed. The new bill aims to respond to the needs of the labour market and to combat its structural weaknesses, such as unemployment or youth unemployment.



PRELIMINARY DRAFT OF THE BASQUE EMPLOYMENT LAW

Presentation of the Preliminary Draft of the Basque Employment Law as a tool to structure the Basque institutional framework and radically improve the employment system and services for Basque citizens. A legislative project that will be an unprecedented historical milestone and will lay the solid foundations for decent, quality employment promoted through public employment policies.



PANEL: PUBLIC EMPLOYMENT POLICIES AND LEGISLATIVE ACTION

A discussion panel to assess and analyse public employment policies, their alignment and coordination at national and regional levels, and the influence of legal frameworks on the effectiveness and efficiency of the employment system. The goal of the discussion panel is, on the one hand, to analyse the way in which employment principles and policies are transposed into regulatory frameworks and articulated into a set of enforceable rights for individuals and correlative obligations and responsibilities for public administrations, and, on the other hand, to reflect on the need and the way to align and coordinate the various levels of action within an integrated and coherent system, without prejudice to the autonomy and the specific powers of each public administration.



“REFRAMING AGEING AND WORK”

The demographic challenge of labour replacement owing to the need to replace large groups of the population in the next 5 to 10 years. This is undoubtedly one of the main challenges facing most European societies in our region.



PANEL: THE GENERATIONAL CHANGEOVER

Age management and intergenerational collaboration. Inclusive and fair generational labour replacement: equitable working conditions for seniors and young people. Entrepreneurial change-over: knowledge and business transfer.



THE VALUE OF KNOWLEDGE TO MEET THE CHALLENGES OF THE LABOUR MARKET OF THE FUTURE. ADVANCED INFORMATION MANAGEMENT

Over the last ten years, the labour market has undergone radical changes, and the effect is quite evident: new jobs are emerging, and the skills required for existing jobs are changing; there is an increasing mismatch between demand and supply; the risk of exclusion from the labour market of the “most vulnerable” individuals is growing. The speed at which these phenomena are changing the dynamics of the labour market requires continuous changes and the ability to identify key factors in “real time” to support decision-making by institutions, organisations, and individuals.

In such a scenario, Big Data insights and artificial intelligence tools play a crucial role in supporting data-driven decision making.

TOPICS OF THE PRESENTATIONS AND DISCUSSION PANELS



PANEL: EMPLOYMENT AND SOCIAL INEQUALITY

Is equal access to employment possible? Can employment policies contribute to an egalitarian and inclusive society? Ways of removing barriers to employment for people who objectively have greater difficulties due to sex, age, disability or other social or cultural discrimination factors.



THE FUTURE OF EMPLOYMENT. Are developments and changes in the economy and society leading to a new employment paradigm?

Automation as a risk and an opportunity for employment. What are we talking about when we refer to the mismatch between the staffing needs of companies and the skills of jobseekers? Are we moving towards a polarisation of the labour market between highly skilled people with quality jobs and low-skilled people with insecure jobs?

An anticipatory-projective analysis **looking into the future of employment**, considering the uncertainties we are experiencing (geopolitical, health, climatic, technological, demographic changes), the decline in labour income compared to capital income, questions for thought and theorising on a possible paradigm shift in employment as we know it today.



SHARED CONCLUSIONS

Discussion panel on shared findings among the members of the Scientific Advisory Committee of the V EMPLOYMENT CONGRESS. Their contributions will take stock of the issues discussed and provide guidelines and proposals for future action programmes.



PROGRAMME

DAY 1: 27/10/2022

PROGRAMME

DAY 1: 27/10/2022

Host: EVA DOMAIKA ANSOLA

09:15 - 10:00

OPENING CEREMONY

- Marisol Garmendia Beloqui. Second Deputy Mayor and Councilor for Economic and Employment Impulse, Ecology and Public Health of the City Council of Donostia / San Sebastián.
- Jabier Larrañaga Garmendia. Regional Councilor for Economic Promotion, Tourism and Rural Environment of the Regional Council of Gipuzkoa.
- Idoia Mendia Cueva. Second Deputy First Minister and Minister of Labour and Employment.

10:00 - 10:45

KEYNOT SPEECH: "EMPLOYMENT, DIGITAL TRANSFORMATION AND SUSTAINABLE COMPETITIVENESS"

- Mikel Landabaso Álvarez. Director for Growth and Innovation at the Joint Research Centre of the European Commission.

10:45 - 11:30

PRESENTATION: "THE RIGHT TO DECENT JOBS AND SUBJECTIVE RIGHTS IN PUBLIC EMPLOYMENT POLICIES"

- Guillermo Escobar Roca. Professor of Constitutional Law at the University of Alcalá (Madrid).
- José Luis Gil y Gil. Professor of Labour Law at the University of Alcalá (Madrid).

11:30 - 12:00

COFFEE BREAK

12:00 - 12:45

"LEGISLATIVE INITIATIVES IN THE FIELD OF EMPLOYMENT"
A section dedicated to the presentation of the Draft Spanish Employment Law and the preliminary draft of the Basque Employment Law

PRESENTATION 1 (12:00 to 12:20): "DRAFT STATE EMPLOYMENT LAW"

- Gerardo Gutiérrez Ardoy. Director General of the State Public Employment Service (SEPE).

PRESENTATION 2 (12:20 to 12:40): "PRELIMINARY DRAFT OF THE BASQUE EMPLOYMENT LAW"

- Alfonso Gurpegui Ruiz. President of the Basque Industrial Relations Council.

12:45 - 13:45

DISCUSSION PANEL: "PUBLIC EMPLOYMENT POLICIES AND LEGISLATIVE ACTION"

MODERATOR: Tomás Arrieta Heras. President of the Basque Industrial Relations Council.

PARTICIPANTS:

- Luz Rodríguez Fernández. PhD in Law from the University of Valladolid and Lecturer in Law. Former Secretary of State for Employment at the Spanish Ministry of Labour and Immigration.
- José Jaime López Cossío. Employment and training consultant. Director of Technical Assistance for the Cities for Employment Forum.
- Iñigo Arteche Hernández. Project Manager and partner of IKERTALDE grupo consultor.

PROGRAMME

DAY 2: 28/10/2022

DAY 2: 28/10/2022

09:00 - 09:30

PRESENTATION: "REFRAMING AGEING AND WORK"

- Ruth Finkelstein. Executive Director, Brookdale Center for Healthy Aging and Professor of Urban Public Health. Hunter College / CUNY (New York).

09:30 - 10:30

DISCUSSION PANEL: "INCLUSIVE GENERATIONAL CHANGE OVER IN THE WORKPLACE IN ORGANISATIONS"

Practical approach. Solutions to challenges

MODERATOR: Iñigo Calvo Sotomayor. Lecturer and researcher at Deusto Business School-Deusto University, and Co-Editor-in-Chief of the scientific journal Boletín de Estudios Económicos (Economic Studies Bulletin).

PARTICIPANTS: AGE MANAGEMENT IN ORGANISATIONS:

- Mercedes Oleaga Páramo. Senior expert at ORKESTRA- Basque Institute of Competitiveness.
- Gotzon Bernaola Ariño. General Coordinator for Business Innovation at the Basque Innovation Agency - INNOBASQUE. BUSINESS TRANSFERS.
- Susana González Rómulo. Director General for Employment. Provincial Council of Bizkaia.

10.30 - 11.00

PRESENTATION: "THE VALUE OF KNOWLEDGE TO MEET THE CHALLENGES OF THE LABOUR MARKET OF THE FUTURE. ADVANCED INFORMATION MANAGEMENT"

- Mario Mezzanzanica. Vice-Rector for Higher Education and Work Placement University of Milan Bicocca. Head of the Department of Statistics and Quantitative Methods. Scientific Director - CRISP Inter-University Centre for Research in Public Services. Department of Statistics and Quantitative Methods.

11:00 - 11:30

COFFEE BREAK

11:30 - 12:45

DISCUSSION PANEL: EMPLOYMENT AND SOCIAL INEQUALITY

MODERATOR: Sara de la Rica Goiricelaya. Professor of Economic Studies at the University of the Basque Country (UPV/EHU). Director of ISEAK

PARTICIPANTS:

- Sergio Torrejón Pérez. Economic Analyst at the European Commission's Centre for Public Policy Research.
- Carlos Martín Urriza. Lecturer in the Faculty of Economics at the University of Alcalá de Henares. PhD in Economics from the Complutense University of Madrid.
- Raquel Sebastián Lago. Senior Researcher in the School of Economics and Business Administration at the Complutense University (Madrid).
- Antonio González González. Economist. General Secretary of Employment (2006-2008) of the Ministry of Labour. Member of the Economic and Social Council of Spain.

12:45 - 13:30**PRESENTATION: "THE FUTURE OF EMPLOYMENT",
"Are developments and changes in the economy and society
leading to a new employment paradigm?"**

- Cristina Garmendia Mendizabal. President of the COTEC Foundation for innovation. Former Minister of Science and Innovation. Spanish Government.

13:30 - 14:15**DISCUSSION PANEL ON SHARED CONCLUSIONS**

MODERATOR: Fernando Fantova Azcoaga. Social Consultant. .

PARTICIPANTS:

- Fernando Consuegra Revuelta. Member of the Scientific Committee, General Coordinator of SARTU TALDEA.
- M.^a Jose Aranguren Querejeta. Member of the Scientific Committee, Managing Director of ORKESTRA.
- Iñigo Arteche Hernández. Member of the Scientific Committee, Project Manager and partner of IKERTALDE.
- Iñigo Calvo Sotomayor. Member of the scientific committee. Lecturer and researcher at the Deusto Business School. Co-editor of the scientific journal Boletín de Estudios Económicos.
- Sara de la Rica Goiricelaya. Member of the scientific committee. Professor of Economics at the University of the Basque Country (UPV/ EHU). Director of ISEAK.

14:15**CLOSING CEREMONY.** Francisco Pedraza Moreno. Director of Employment and Inclusion of the Department of Labour and Employment of the Basque Government.



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OPENING

MARISOL GARMENDIA BELOQUI



Euskalduna, Degree in Information Sciences from the University of Navarra. He has worked for the Deia newspaper and the weekly Zabalikin Basque. In the 2007-2011 legislature, she was Councilor for the Presidency of the Donostia / San Sebastián City Council and responsible for the Candidacy for European Capital of Culture 2016. Regional Councilor for Territorial Planning and Mobility for the PSE-EE in the 2015-2019 legislature. In the 2019-2023 legislature, she is spokesperson for the municipal group and councilor for Public Space and Projects and Works. In November 2020, he changes his responsibility and assumes the Department of Economic and Employment Impulse, Ecology and Public Health.

JABIER LARRAÑAGA GARMENDIA

Regional Councilor for Economic Promotion, Tourism and Rural Environment of the Regional Council of Gipuzkoa. Degree in Computer Science from the University of Deusto. Executive MBA from the University of Deusto. Corporate Finance at IESE-University of Navarra. Master in Management and Direction of Financial Entities in Kutxa. Implementation of common processes and systems in Customer Management and Delivery in Unilever companies in Europe. Commercial Director Business Network at Kutxa-Savings Bank of Gipuzkoa and San Sebastián. Director of the Business Banking Network for Gipuzkoa at Kutxabank S.A. Regional Councilor for Treasury and Finance of the Regional Council of Gipuzkoa (2015-2020).



IDOIA MENDIA CUEVA



Second Deputy First Minister and Minister of Labour and Employment of the Basque Government (from September 2020). In this legislature, she is leading a profound transformation of public employment policies linked to the consequences of the demographic, energy and digital transitions. Indeed, she is promoting a new model for the public employment service, a new employment law, and also designing a more flexible guaranteed income system so that no one is left behind in this process. A graduate in Law from the University of Deusto, with a postgraduate degree in International and European Relations from the Amsterdam School of International Relations, she was also the first woman to lead the PSE-EE/PSOE. Since October 2021, she has been Secretary for Studies and Programmes of the PSOE's Federal Executive Committee. She is the author of a book, several forewords and articles related to Basque and Spanish politics, and has given lectures in the Basque Country, Madrid, Seoul and Berlin on employment innovation and social cohesion.

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EVA DOMAIKA ANSOLA. Host

A graduate in Information Sciences from the UPV/EHU, Ms Domaika took her first steps in journalism in 1989 at the now defunct GAUR EXPRESS newspaper. However, she has spent almost her entire professional career in radio, working for Radio Vitoria, Radio Euskadi, Cadena COPE and Cadena SER. Since 2009, she has been the Director of Contents for Cadena SER in the Basque Country, a responsibility she combines with the Monday to Friday direction of the evening news programme 'La ventana Euskadi'. As part of this news programme, Domaika broadcasts the monthly programme 'La ventana de la memoria', which won the Fernando Delgado journalism prize awarded by the Fundación de Víctimas del Terrorismo (Foundation for Victims of Terrorism). On this subject, she has also written the book 'Los empresarios y ETA' in collaboration with other authors.



SPEAKERS AND PARTICIPANTS ON THE DISCUSSION PANELS

MIKEL LANDABASO ÁLVAREZ

He is Director for Growth and Innovation at the Joint Research Centre, managing the Seville site. Previously he was Director for Strategy and Corporate Communication at DG COMM under the Cabinet of the Presidency. He worked as Head of Cabinet of the EU Commissioner for Regional Policy and as Head of the Unit responsible for Smart and Sustainable Growth including Structural Funds for Spain. Before joining the EU Commission he was Head of the Research Department and Assistant to the Director General of the Basque Innovation Agency SPRI S.A.1986-1990. He lectures at several universities and is currently Honorary Visiting Professor at Cardiff University. In 2004 he was awarded the "Christiane Bom Award" for his contribution to innovation in European Regional policy by the European Regional Development Agencies Association EURADA.



GUILLERMO ESCOBAR ROCA

Professor of Constitutional Law at the University of Alcalá. Director of the Department of Legal Sciences at the University of Alcalá (2013-2019). Reserve Judge at the National High Court (2004-2009). Since 2007, director of the Regional Support Programme for Ombudsmen's Offices in Latin America and of the Master's Degree in Human Rights, Rule of Law and Democracy in Latin America. His research has focused on human and fundamental rights, environmental law, communication law and the figure of the Ombudsman. He has published more than 150 articles on these subjects, authored 10 books and coordinated or edited another 37. Mr Escobar Roca has delivered more than 200 lectures at international conferences, seminars and courses outside his university.



JOSÉ LUIS GIL Y GIL

Professor of Labour Law at the University of Alcalá, Mr Gil y Gil has carried out extended research stays at universities in Germany, Belgium, the United States, France and Italy, and has been visiting professor at the Universities of Bordeaux, Nantes, Panthéon-Assas Paris II and Bergamo. He has been granted five six-year research fellowships, and leads the research group *Labour Standards and Global Trade*. His research activity has focused on the dogmatics of employment contracts, as well as on international and European labour law. He has published more than a hundred articles on these and other subjects in national and foreign legal journals, and monographs such as *La prescripción de las faltas laborales* (1993), *Autotutela privada y poder disciplinario en la empresa* (1994) and *Principio de la buena fe y poderes del empresario* (2003).



ALFONSO GURPEGUI RUIZ

He has developed an extensive professional and managerial activity linked to employment, inclusion and social services in the last 35 years. He is currently Deputy Minister of Employment and Inclusion of the Department of Labour and Employment of the Basque Government and previously Director of Employment and Inclusion. He also served as Deputy Minister of Social Affairs and Director of Social Services in the Department of Employment and Social Affairs of the Basque Government. He was Councilor Delegate for the Area of Public Space, Ecology and Festive Activities at the San Sebastián City Council, Head of Transversal Projects and Programs and Head of the Department of Employment and Social Innovation at the Bidasoa Development Agency. Professional Director of the Citizen Relations and Social Services Area at the Irún City Council, Professional Director of the Department of Employment and Training at the Bidasoa Development Agency and Professional Director of the Escuela Taller at the Irún and Eibar City Councils.



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GERARDO GUTIÉRREZ ARDOY



Director General of the Spanish State Public Employment Service (SEPE). Mr Gutiérrez has extensive experience in the field of employment policies. He holds a degree in Law and is an expert in Employment, Labour Relations, Social Dialogue and Social Security. He also holds a Master's degree in Leadership and Public Policy Management. Mr Gutiérrez has held several positions in the National Employment System, which means he has considerable knowledge of Spain's national and regional employment framework. From 2008 to 2011, he was Director General of Employment in the Public Employment Service of the Autonomous Community of Castilla-La Mancha. Subsequently, he has held prominent positions in the field of employment. Since July 2018, he has held the position of Director General of the State Public Employment Service (SEPE).

TOMÁS ARRIETA HERAS

Degree in law and a diploma specialising in legal-economic law from Deusto University. A lawyer and civil servant on leave of absence from the Legal Service of the Social Security Administration, his main activity has been in the field of labour and social security law and he currently chairs the Labour Relations Council of the Autonomous Community of the Basque Country. He is a collaborating lecturer at Deusto Business School (DBS) on labour relations and collective bargaining.



LUZ RODRÍGUEZ FERNÁNDEZ



Professor of Labour and Social Security Law at the University of Castilla-La Mancha. Ms Rodríguez has published numerous articles on employment and labour relations in collective books and specialised journals. Her latest books are *Humanos y robots: empleo y condiciones de trabajo en la era tecnológica* (Humans and Robots: Employment and Working Conditions in the Technological Age), *Tecnología y Trabajo: el impacto de la revolución digital en los derechos laborales y la protección social* (Technology and Work: The Impact of the Digital Revolution on Labour Rights and Social Protection), *Plataformas laborales y mercado de trabajo* (Labour Platforms and the Labour Market), and *El Futuro del Trabajo que Queremos* (The Future of the Work We Want). She is currently collaborating with the International Labour Organisation (Geneva) on the Tripartite Meeting of Experts on Decent Work in the Platform Economy. She has been Secretary of State for Employment and has been awarded the Distinguished Royal Cross of San Raimundo de Peñafort, First Class.

JOSE JAIME LÓPEZ COSSÍO

Freelance consultant and managing partner of LAUDANTIS, a consultancy firm dedicated to employment and training policies. He has more than 25 years of experience designing, managing and evaluating social policies. Mr López was Director General for Employment in the Government of Galicia for 7 years (1996–2003) and chaired the regional delegation to transfer INEM's active policies to this Autonomous Community. He regularly collaborates with public employment services and other public and private entities in consultancy and research work. He has recently worked as an expert consultant for the World Bank and on various international cooperation projects.



IÑIGO ARTECHE HERNÁNDEZ

Public sector consultant at IKERTALDE Grupo Consultor S.A. since 1989, where he has held various responsibilities, currently being its managing director, and from where he has promoted multiple initiatives (Director of GPI Consultores, Vice-president of CIDEC). He has participated in and directed projects at various institutional levels (local, regional and national) in Spain and Latin America, including Observation and Analysis, Institutional Strategy and Public Policy Evaluation. Much of his career has been linked to the labour market, employment and vocational training. In addition to the Basque Government, with which he collaborates on an ongoing basis, he has developed projects with the employment departments of various Autonomous Communities, SEPE and FUNDAE, carrying out numerous evaluations and studies.



RUTH FINKELSTEIN

Ruth Finkelstein is the Rose Dobrof Executive Director of the Brookdale Center for Healthy Aging at Hunter College and a professor in both Public Health and Public Policy. She leads Hunter's aging research and policy center, devoted to promoting opportunities across the life course for everyone to age as well as anyone can. Dr. Finkelstein has directed numerous award-winning aging initiatives, including the Age Smart Employer Awards; Exceeding Expectations, a digital narrative following New Yorkers over 80; and Age-Friendly New



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York City, winner of the “Best Age Friendly Initiative in the World” prize. As a founding member of the World Health Organization’s Global Network of Age Friendly Cities, she has advised NGO and government entities in 50 global cities. She has a ScD in health policy from Johns Hopkins, a MA in anthropology from Case Western Reserve, and a BA from the University of Michigan.

ÍÑIGO CALVO SOTOMAYOR



Lecturer and researcher at the University of Deusto-Deusto Business School, and Co-editor-in-Chief of the academic journal *Boletín de Estudios Económicos*. At the scientific level, he has published chapters in books and papers at the international level, focusing his research on strategy issues and the economics of ageing. Furthermore, he is a visiting professor at the Czech University of Life Sciences (Czech Republic) and the University of Belgrade (Serbia), and combines his academic activity with transfer and consultancy projects for companies and institutions. Since 2014, he has been a member of the Board of Trustees of the BBK Banking Foundation, where he is a member of the Audit Committee and the Investment Committee. In 2017 he was made a Marshall Memorial Fellow. He regularly publishes in domestic and international media such as *El País*, *El Diario Vasco* and *The New York Times*.

GOTZON BERNAOLA ARIÑO

General Coordinator for Business Innovation at the Basque Innovation Agency, Innobasque. His experience focuses on innovation and the implementation of innovative governance models in collaboration with regional stakeholders. Some of the tasks he has undertaken include the design of public innovation plans and public innovation support tools as well as the promotion of inter-institutional collaboration projects. He is currently focused on increasing the number of innovative SMEs in the Basque Country by activating learning processes and supporting these SMEs to provide value added solutions adapted to their challenges and/or needs and reach companies that are least in touch with the field of innovation. Graduate in Mathematical Sciences, specialising in Probability Calculus and Statistics, Master’s Degree in International Trade and Business Management (UPV/EHU) and a Master’s Degree in Business Studies (Instituto Universidad-Empresa).





MERCEDES OLEAGA PÁRAMO

Senior expert, Orkestra-Basque Institute of Competitiveness. It is part of the Welfare Lab, and her main research interest is competitiveness at the service of welfare, mainly associated with the effects of competitiveness on people's welfare and its relational dimension in spheres such as employment, demographic change or the Sustainable Development Goals. Before joining Orkestra, she worked in strategic consultancy for public administrations, designing and implementing policies and instruments to promote science, technology and innovation, as well as defining actions to improve regional competitiveness.

SUSANA GONZÁLEZ RÓMULO

Director General for Employment of the Provincial Council of Bizkaia. Degree in Political Science and Sociology from the University of the Basque Country (UPV/EHU). University expert in assessing, programming and monitoring social inclusion policies at the Open University (UNED) and Master in Political Studies and Governance at UPV/EHU. Throughout her working life, she has been involved in management and public policies: 1995-2006 and 2011-2015, Member of Leioa Town Council; 2004-2011, Representative of the General Assembly of Bizkaia, chairing the Social Action Commission; 2015-2019, Advisor to the Department of Employment-Social Inclusion and Equality; 2019-Present, Director General for Employment.



MARIO MEZZANZANICA

Professor of Information Systems at the University of Milan Bicocca, of which, since October 2019, he has been Vice-Rector for Advanced Training and Job Placement. Since 2018, he has been the Director of the Department of Statistics and Quantitative Methods. As part of his teaching and research activities, he deals with Big data, Business Intelligence, and Knowledge Discovery methodologies and techniques, with particular attention to applications in the field of the labour market, education and vocational training. He has coordinated several research projects at the national and international levels, resulting in over 100 scientific publications. He has participated in technical and scientific committees activated by public institutions, aimed at studying new models and methodologies of design, monitoring and evaluating innovation projects in the field of public services.



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SARA DE LA RICA GOIRICELAYA

Director of ISEAK Foundation and Professor of Economics at the University of the Basque Country. Member of the AMETIC Discussion Forum. Member of the Committee of Expert Advisors to the Vice-President of the Government, Nadia Calviño. Independent Board Member of Iberdrola, Chairwoman of the Sustainable Development Committee. President of the European Society for Population Economics, 2012. President of COSME, Committee on the Status of Women in Economics, 2012-2013. Member of FEDEA, Spanish Foundation of Applied Economics, 2007-2018



SERGIO TORREJÓN PÉREZ

PhD in Sociology, specialising in labour market analysis (impact of the use of new technologies on employment, occupational change) and inequality (employment polarisation, social classes). I have carried out research periods at Eurofound (Dublin) and the European University Institute (Florence), and I am working as an analyst at the Joint Research Centre (European Commission). I have worked in the Spanish Ministry of Health, Social Welfare and Consumer Affairs and as a social and market researcher at 40dB. I have also worked in local government in Spain (Pinto City Council) and Denmark (as a high school teacher).



ANTONIO GONZÁLEZ GONZÁLEZ

Degree in Economic Sciences from the UCM. Among the public positions held, he was General Secretary of Employment of the Ministry of Labour (2006-2008), Director of the Cabinet of the Minister of Labour, and Vocal Advisor in the Economic Office of the President of the Government. Member of the Economic and Social Council of Spain.



CARLOS MARTÍN URRIZA

Lecturer in the Faculty of Economics at the University of Alcalá de Henares. PhD in Economics from the Complutense University of Madrid. Degree in Economics and Business Studies from the Complutense University of Madrid. Member of the Spanish Economic and Social Council, the Council of the National Institute of Social Security and the Economic Policy Committee of the European Trade Union Confederation.





RAQUEL SEBASTIÁN LAGO

Senior Researcher, Universidad Complutense, Madrid, 2019-2022. Advisory Committee, European Foundation for the Improvement of Living and Working Conditions, 2021-2024. Visiting Research, Joint Research Centre (European Commission, Ispra, Italy), 2018-2019. PhD in Economics, University of Salamanca, 2014-2018. Research Master in Economics and Quantitative Methods, Universidad Carlos III, Madrid, 2009-2011. Degree in Economics, Universidad Carlos III, Madrid, 2003-2008. Graduate in Journalism, Universidad Carlos III, Madrid, 2003-2008.

FERNANDO FANTOVA AZCOAGA

Social Consultant.

Independent consultant since the end of the last century

Since the late seventies he has worked on social actions and social policies in Spain and Latin America

Former deputy regional minister of social affairs of the Basque Government. 10 books and 200 articles and papers



CRISTINA GARMENDIA MENDIZÁBAL

PhD in Biological Sciences, specialising in Genetics, and a doctorate in Molecular Biology under the supervision of Professor Margarita Salas. She completed her academic training with an MBA from the IESE Business School of the University of Navarra. Ms Garmendia is currently President of the COTEC Foundation. She sits on various advisory boards such as Unicef and the Spanish Cancer Association (AECC), among others, and on several university boards. She is an independent Member of the Board of Directors of Caixabank, Grupo Logista, Mediaset and Ysios Capital Partners and a member of the Space Advisory Board of the European Commission. Among others, she established the company, Satlantis Microsats. She was Minister of Science and Innovation of the Spanish Government during the IX Legislature. Her work and entrepreneurial vision has been acknowledged with awards for research and business innovation.

OPENING CEREMONY AND SPEAKERS INSTITUTIONAL



FERNANDO CONSUEGRA REVUELTA

Lecturer at the University of Deusto and General Coordinator of Sartu Taldea, an organisation that works in the Basque Autonomous Community in the field of Social and Labour Insertion. Deputy Regional Minister for Social Affairs of the Basque Government (2005-2009). Director of Social Welfare of the Basque Government, (2004-2005). Technical Advisor for Social Services in the Getxo City Council (2003-2004). His professional career has been linked to Management and Consultancy in the fields of Employment, Social Services and the Solidarity Economy, performing management and executive functions in both the third sector and public administrations, as well as in social research, teaching and citizen participation in social networks

M.^a JOSÉ ARANGUREN QUEREJETA

General director at Orkestra and Professor in Economics at Deusto University. She has worked at Orkestra since its beginning in 2006. Mari Jose is a recognised expert in the area of competitiveness and territorial strategy, cluster and networks, and the analysis and evaluation of policies, having published several books and articles in specialised national and international journals of impact. She has vast experience in leading national and international projects in the research areas previously mentioned and has worked closely with different agents of the Basque Country. In December of 2016 Mari Jose received a special recognition from Harvard's Institute of Strategy and Competitiveness for her career and contribution to territorial competitiveness.



FRANCISCO PEDRAZA MORENO

Director of Employment and Inclusion of the Department of Labour and Employment of the Basque Government. Mr Pedraza has been Managing Director of the Institute of Transport, Commerce and Marketing Foundation, an entity dedicated to training for employment, research, innovation and the promotion of employment. Before joining the Government, he was a Member of the Training Foundation in Gipuzkoa. He has directed and designed programmes, studies and projects relating to training, guidance and job placement in the public and private sectors for more than 30 years.



SCIENTIFIC COMMITTEE

JOSEBA ZALAKAIN

Director of the Eguía Careaga Foundation's SIIS since 1996 and director of the centre since 2007.



FERNANDO CONSUEGRA REVUELTA

Lecturer at the University of Deusto and General Coordinator of Sartu Taldea.

SARA DE LA RICA GOIRICELAYA

Professor of Economics at the University of the Basque Country and Director of the ISEAK Foundation.



MARÍA SAIZ SANTOS

Lecturer at University of the Basque Country (UPV/EHU) and President of the Basque Entrepreneurship Observatory (EEB-OVE).

SCIENTIFIC COMMITTEE

IÑIGO CALVO SOTOMAYOR

Lecturer and researcher at the University of Deusto-Deusto Business School.



JAVIER RAMOS SALAZAR

Advisor to the Department of Labour and Employment for the restructuring of Lanbide.

FERNANDO FANTOVA AZCOAGA

Independent consultant in the fields of social policy, management and intervention.



M.ª JOSÉ ARANGUREN QUEREJETA

Director General of Orkestra-Basque Institute of Competitiveness and Professor of Economics at the University of Deusto.

IÑIGO ARTECHE HERNÁNDEZ

Public sector consultant since 1989 at IKERTALDE Grupo Consultor S.A., Director of the Basque School of Retailing.



HOW TO ARRIVE

The V Employment Congress will be held on the 27th and 28th of October at the Kursaal Conference Centre in Donostia / San Sebastian.

The Kursaal Conference Centre is located opposite Zurriola beach, in the Gros district, near the mouth of the Urumea River and is only a five-minute walk from the old quarters. It is linked to the city centre by the Zurriola Bridge, also known as the Kursaal Bridge.

HOW TO GET HERE



CENTRO KURSAAL ELKARGUNEA

Zurriola Avenue, 1
20002 Donostia - San Sebastián
Tel. +34 943 003 000
Fax. +34 943 003 001
E-mail: kursaal@kursaal.eus

Coordenadas:
43° 19' 29.69" N
1° 58' 35.33" W

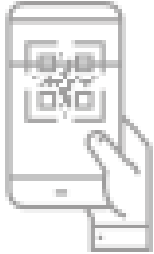
Located 20 km away from the French border, next to San Sebastian, Biarritz & Bilbao airports and connected via road and train.

Kursaal is within walking distance of the city's hotels. You will also find a range of different types of local transport available. By plain, train, bus or car... please visit Donostia /San Sebastián Convention Bureau's web site for more details.

HOW TO GET THERE

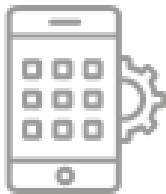
<https://www.kursaal.eus/en/kursaal-congress-centre/how-to-get-here/>

SERVICES



QR CODE

Registered attendees can identify themselves and gain access to the event by using the QR code sent to their email address when they registered.



V CONGRESS APP

The V Employment Congress features a downloadable app for mobile devices with the following functions: Registration, News, Congress Notifications, Social Walls/Questions to speakers and Surveys.

Access link: <https://www.eventool.com/VCEE>



STREAMING

The V Employment Congress has a live streaming service for all registered participants who wish to follow the event online. It can be accessed via mobile devices or computers using the link or QR code received at the time of registering for remote participation.

Access to the streaming registration/login platform is via the following link:

<https://www.eventool.com/web/VCEE/vcee/eu/hasiera>



VIRTUAL PARTICIPATION WALL

One of the features of the V BASQUE EMPLOYMENT CONGRESS app is the Virtual Participation Wall of the V Employment Congress, a meeting and feedback point where ideas can be discussed. Any participant, either in person or online, will be able to submit queries, questions or raise new topics for discussion in real time to the discussion panels and speakers through the application.



SIMULTANEOUS INTERPRETATION

Simultaneous interpretation of all the congress events (presentations, discussion panels, and debates) into Basque, Spanish and English, as well as into sign language.



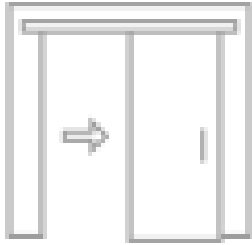
BUSINESS CENTER

Available for speakers and participants in the event.



CATERING

On both days of the event, refreshments - coffee break - will be served to attendees in the auditorium's banquet hall.



ACCESSIBILITY

Access

The main entrance is accessible.

Two adjoining doors open inwards. They are double doors and provide a clear transit width of more than 80 cm each.

Wheelchairs are available on loan to visitors

Lift

The lift connects to all the floors of the building. 80 cm door and the interior dimensions are approx. 120 x 150 cm.

Accessible WC

Adapted cubicles integrated in the communal WC for men and women on each floor of the building. In addition, there is a separate adapted cubicle on each floor for both sexes.

PARKING AND MOBILITY

If you come to the Congress by car, the Kursaal has its own car park with direct access to the Congress Hall. There are also two public car parks in the immediate vicinity, less than a five-minute walk away. As for getting around the city, you won't need to take a car or bus, as you can reach the city centre easily and comfortably on foot.



V. ENPLEGUAREN KONGRESUA

Euskal enplegu-politikak eraldatzen,
ekonomia jasangarri eta lehiakor
batean lan duina izateko

DONOSTIA / SAN SEBASTIÁN

2022ko urriak 27 · 28

Kursaal Kongresu Jauregia

V CONGRESO DE EMPLEO

Transformando las políticas vascas de
empleo para un trabajo digno en una
economía sostenible y competitiva

DONOSTIA / SAN SEBASTIÁN

27 · 28 octubre 2022

Palacio de Congresos Kursaal

V EMPLOYMENT CONGRESS

Transforming Basque employment
policies for decent jobs in a sustainable
and competitive economy

DONOSTIA / SAN SEBASTIÁN

October 27th · 28th , 2022

Kursaal Conference Centre