

## **Marie Curie ChangingEmployment ITN**

Paris, 18-25 November 2013,  
Hotel Campanile Paris Sud Porte D'Italie/Pavillion Italie 3 Hotel and Cité  
Internationale Universitaire de Paris (La Maison international) PARIS  
[[Google map](#)]

# **Annual Colloquium 1 & Network School 2 Comparative Labour Sociology**



ChangingEmployment



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# **1 Welcome**

## **About the network**

The main scientific focus of the Marie Curie ITN “The changing nature of employment in Europe in the context of challenges, threats and opportunities for employees and employers” (ChangingEmployment) is to identify the nature of the restructuring of European labour markets and economies as a result of current economic and social change, and to explore the impact on work relations and working lives. Training 12 Early Stage Researchers (ESRs) and 3 Experienced Researchers (ERs) and bringing together nine university full partner institutions. It includes senior researchers with various disciplinary backgrounds, and integrates nine associated partners acting on a European level in relevant fields to complement the network’s expertise.

This booklet will give you an introduction to the ChangingEmployment first Annual Colloquium and second Network School in Paris, and an overview on helpful practical information for the organisation of your stay in Paris.

## **2 Aims and contents of the Annual Colloquium & Network School**

This event will be the second of five network wide training events, which are the core meeting events of our Initial Training Network. Before getting into programme details it might be helpful to give you a brief reminder of the key elements of the training programme

### **Overview of the training programme**

The ChangingEmployment training programme combines obligatory local training courses at your host institutions, optional transferrable skills training at host/partner institutions and the participation in network wide training events. You will spend up to 33 months at your host institution and at least three months researching at another partner(s) for your secondment and developing your own research project (supported by a supervisor and a co-supervisor at the host institute) as well as a tutor or further supervisor from another partner.

Full details can be found in the [Annex I, B.3 Training](#).

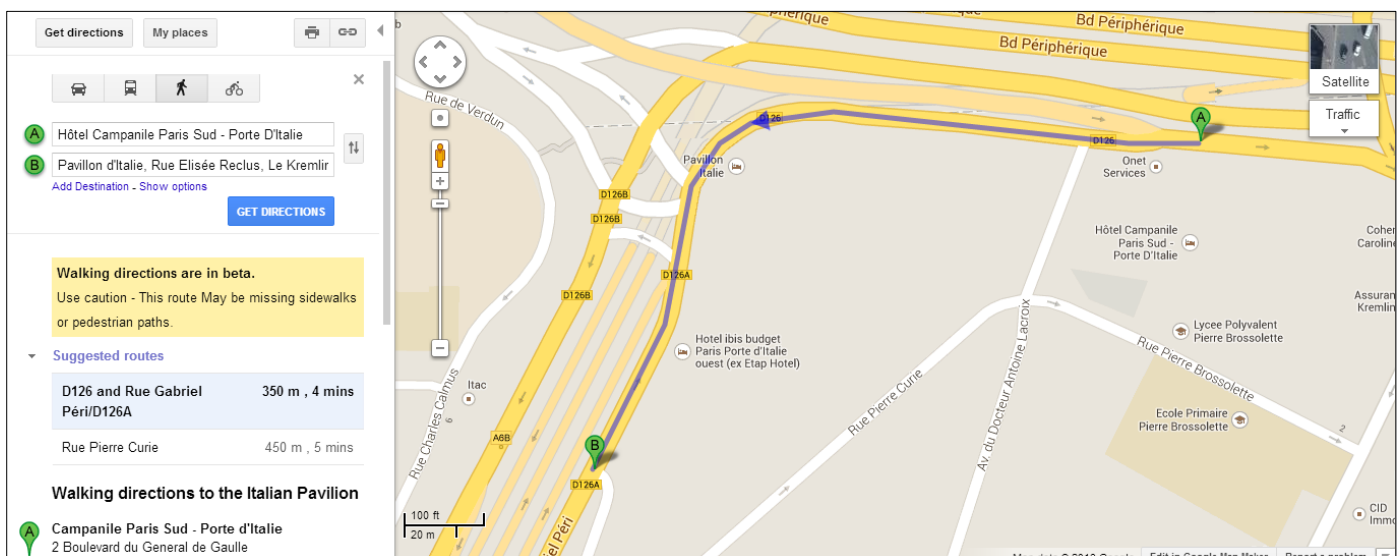
### 3 Programme for the Annual Colloquium & Network School

The Annual Colloquium 1 and Network School 2 in Paris will provide ESRs with methodological and theoretical tools to conduct comparative labour studies. The Annual Colloquium will be focused on the discussion of individual ESRs' research project design, including theoretical background, main research questions and methodological approaches. The training at this network school will involve three main courses:

- Applied training from Associate Partners
- Research design
- Secondary data

This event will take place across [three venues in central Paris](#) and also the Université Evry Val d'Essonne on Friday 22 November:

Monday and Tuesday morning will be in the [Campanile Hotel Paris Sud – Porte d'Italie](#) Tuesday afternoon will be in the Campanile and also the [Pavillon d'Italie 3 hotel](#) located 5 minutes walk away.



The remainder of the event (excluding Friday) will be in [Cité Internationale Universitaire de Paris \(La Maison internationale\)](#). All of the details can be found in the programme in the following pages and also at the end of the guide, under practical information.

Are you confused yet? If you're not sure of anything please ask.

Day 1 (Monday, 18 November 2013), will be the start of the network school which will commence with an introduction and open Q&A for Early Stage Researchers with Professor Paul Stewart. This will be an opportunity to discuss any general network issues. The rest of the day will be dedicated to applied training from Associate Partners.

Day 2 (Tuesday, 19 November 2013) will consist of the Management meetings and keynote presentation by Michael Husson.

In the morning, the first Annual Steering Group meeting which will involve all Full and Associate Partners, and the Experienced Researchers will take place. This is free time for the Early Stage Researchers – **this time could be used as an informal ESR Discussion and knowledge sharing session.**

After lunch, the parallel theme sub group meetings will take place; a list of who will be involved in each theme sub group is included in section 4 of this guide.

The latter part of the day, in parallel, will be:

- the management/ supervisory board/training group meeting which will involve Supervisors and the Experienced Researcher.
- the keynote presentation for Early Stage Researchers and Associate Partners.

In the evening, the organised social event is a visit to Dejazet Theatre to see a play about Frida Kahlo (<http://www.dejazet.com/>). The show is subtitled in English and in Spanish. This will be followed by dinner at Chez Jenny Restaurant.

Day 3 and 4 (Wednesday, 20 and Thursday, 21 November 2013) will be the Annual Colloquium which will consist of individual ESR project presentations and discussions, in particular about Theoretical Background, main research questions and methodological approach. The day will end with a discussion about dissemination activities.

On Day 5 (Friday, 22 November 2013) the network school will move to the University of Evry for the International Conference (CPN) '[Central and Eastern Europe: Work, Employment and Society, between transition and change – International Conference \(CPN\) in University of Evry](#)'. There is a separate registration process and attendance fee (for PhD students is 30 euros and Network participants 50 euros for Friday only). During the conference the network will have an exhibition stand where ESR posters will be displayed.

Day 6 (Saturday, 23 November 2013) the network school will move back to central Paris and will be dedicated to training in Research design

Day 7 (Sunday, 24 November 2013) will be a free day to explore Paris.

Day 8 (Monday, 25 November 2013) is the final day of the network school and will be dedicated to training about secondary data. The event will finish with lunch.

## **Final Programme**

### **Monday 18 November**

**Hotel Campanile Paris Sud Porte D'Italie - Salle Tilleul (next to hotel reception)**

09:00-09:15 Coffee on arrival

09:15-10:00 Annual Colloquium and Network School 2 Introduction by Professor Paul Stewart  
Followed by General Q&A

#### **Network School 1 – Applied Training** (Attendance required by ESRs/ERs/Speakers)

10:00-12:00 'MTMNCs': Management training in multinational companies in Eastern Europe' (AP2- Iza Krawczyk-Rudzinska and Marek Rudzinski, Neuroeducajca)

12:00-13:30 Lunch

13:30-15:30 CSRM: 'A socially responsible approach to the management of change' (FP11- Jörg Weingarten ConsultingEuropa)

15:30-15:45 Coffee Break

16:00-18:00 Third Sector Funding Proposals (AP6-Gareth Mackle CAIRDE)

## Tuesday 19 November

**Two locations: Hotel Campanile Paris Sud Porte D'Italie - Salle Tilleul (next to hotel reception)  
Pavilion d'Italie 3 hotel – Salon Florence and Salon Parme (PM only)**

- 09:30-12:00 Steering group meeting<sup>^</sup> – Full Partners/Associate Partners/ERs  
(Room: **Hotel Campanile Paris Sud Porte D'Italie - Salle Tilleul**)
- 12:00-13:30 Lunch (all Full Partners/Associate Partners/ERs/ESRs to attend)
- 13:30-15:30 Theme sub group meetings<sup>^</sup> (Attendance required by Theme Leader/ESRs/ERs/Full Partners/Associate Partners – see list by theme)
- Theme 1 group - chaired by Professor Stephen Bouquin (Room: **Pavilion d'Italie 3 hotel, Salon Florence**)
  - Theme 2 group - chaired by Professor Paul Stewart (Room: **Hotel Campanile Paris Sud Porte D'Italie - Salle Tilleul**)
  - Theme 3 group - chaired by Dr Tommy Isirdorsson (Room: **Pavilion d'Italie 3 hotel, Salon Parme**)
- 15:30-15:45 Coffee Break
- 15.45-17.30 In Parallel
- Supervisory/Training Group Meeting <sup>^</sup> – Chaired by Professor Paul Stewart/Dr Adam Mrozowicki with Theme Leaders, ERs (Room: **Hotel Campanile Paris Sud Porte D'Italie - Salle Tilleul**)
  - Work in times of crisis and changing employment relations – Michael Husson, Researcher IRES (attendance by ESRs and Associate Partners) (Room: **Pavilion d'Italie 3 hotel, Salon Florence**)

The social event is a visit to Dejazet Theatre to see a play about Frida Kahlo (<http://www.dejazet.com/>). The show is subtitled in English and in Spanish.  
The show starts at 20:00 and ends around 21:30. This will be followed by dinner at the restaurant Chez Jenny (which is just a few metres from the theatre) is reserved for 22:00.

## Wednesday 20 November

**Cité Internationale Universitaire de Paris (La Maison internationale) - Salle Satsuma**

### **Annual Colloquium 1 – Theoretical Background, main research questions and methodological approach of ESR projects – this session will be videoed**

(Attendance required by Full Partners, Associated Partners, ESRs/ERs)

(Room: *to be confirmed by Evry*)

- 09:00-09:30 Coffee on arrival, welcome by Professor Stephen Bouquin
- 09:30-10:30 ESR1 – Sara Lafuente
- 10:30-11:30 ESR2 – Mona Aranea Guillén
- 11:30-11:45 Coffee break
- 11:45-12:45 ESR4 – Clara Aguila
- 12:45-14:00 Lunch break
- 14:00-15:00 ESR5 – Karima Aziz
- 15:00-16:00 ESR9 – Nina Sahraoui
- 16:00-16:15 Coffee Break
- 16:15-17:15 ESR6 – Radek Polkowski

## Thursday 21 November

**Cité Internationale Universitaire de Paris (La Maison internationale) - Salle Satsuma**

### **Annual Colloquium 1 (continued) – Theoretical Background, main research questions and methodological approach of ESR projects – this session will be videoed**

(Attendance required by Full Partners, Associated Partners, ESRs/ERs)

(Room: *to be confirmed by Evry*)

- 09:00-09.15 Coffee on arrival

09:15-10:15	ESR7 – Ben Egan
10:15-11:15	ESR8 – Mateusz Karolak
11:15-11:30	Coffee break
11:30-12:30	ESR10 – Pille Strauss-Raats
12:30-13:45	Lunch break
13:45-14:45	ESR11 – Pedro Mendonça
14:45-15:45	ESR12 – Laurens Deprez
15:45-16:00	Coffee Break
16:00-17:30	Dissemination activities discussion for all ESRs/ER (see note below ~)

## Friday 22 November

### University of Evry

[Central and Eastern Europe: Work, Employment and Society, between transition and change – International Conference \(CPN\) in University of Evry](#) (attendance fee for PhD students is 30 euros and Network participants 50 euros for Friday only)

### Changing Employment ITN Open Day – Exhibition Stand

## Saturday 23 November

### Cité Internationale Universitaire de Paris (La Maison internationale) - Salle Satsuma

#### Network School 2 – Research Design (Attendance required by ESRs/ERs/Speakers)

09:30-12:30	Research in an International Context (Professor Steve Jefferys, WLRI - London Metropolitan University)
12:30-14:00	Lunch
14:00-17:00	Advanced Interviewing in a Multinational Context (Dr Nathan Lillie, University of Jyväskylä, Finland)

## Sunday 24 November

Free Day

## Monday 25 November

### Cité Internationale Universitaire de Paris (La Maison internationale) - Salle Branet

#### Network School 3 – Secondary Data (Attendance required by ESRs/ERs/Speakers)

09:30-12:30	AQM – Advanced Quantitative Modelling / Secondary Data Analysis (Maria Gustafsson, ILO).
12:30-14:00	Lunch and close – venue to be confirmed by Evry

**Instructions for network school available from [web-site documents section](#) and the network school book 2 which will be circulated before the event.**

#### <sup>^</sup>[Extract from Annex 1](#)

##### B.3.2. Network-wide training events, schools, conferences, workshops

###### (i) Network-wide training activities

Network-wide training activities are described in Table B.3.3. There are two main types of events: **Network Schools**: comprising **7 days** of core and optional courses (unless otherwise specified the speakers included are the ITN-based scholars); and **Annual Colloquia**: comprising **3 full days** each and involving the participation of each ESR and ER, academic partners and one representative of each Associated Partner providing feedback on ESR project progress.

**Network School Year 1 in Evry (Month 12) Comparative Labour Sociology** (Responsible partner: Evry): This Network School will provide ESRs and ERs with methodological and theoretical tools to conduct comparative labour studies. The courses will include: Advanced Interviewing in a Multinational Context (Responsible partner: Evry), 'BM- Biographical methods' (invited speaker from UK), 'QCA - Qualitative Case Study Analysis' (invited speaker from USA), 'AQM - Advanced Quantitative Modelling'. There will also be applied training provided by the ITN's APs and non-academic FPs: 'MTMNCs': Management

training in multinational companies in Eastern Europe' (AP2), CSR: 'A socially responsible approach to the management of change (FP11), and VHRM: 'Volvo's human resource management strategies and practices' (AP6)

**Annual Colloquium Year 1 (AC1) in Evry (Month 12): Theoretical background of ESR projects.** (Responsible partner: Evry, prepared by ER1). AC1 will be a follow up event of the Year 1 Network School in Evry. It will be focused on the discussion of individual ESRs' research project design, including theoretical background, main research questions and methodological approaches.

#### **B.4.3. Management structure, organisation and procedures**

##### **(iv) Other roles**

A **Steering Group** (all Full Network Participants, supervisors, ERs, Associated Partners) will be invited to each Annual Colloquium. For the three year duration of the ESR training, this group will provide a monitoring and advisory role on the progress of the ESRs and provide feedback directly to ESRs and supervisors as well as being invited to submit more formal input to the Supervisory Board regarding the operation of the Network. This Group, which will consist of a significant number of practitioners and policymakers, will also provide a crucial disseminating role within their respective networks following the Annual Colloquia (e.g., of project e-newsletters, publications).

#### **~ B.5.3. Outreach activities**

**1. Dissemination training** - One session at each AC will be devoted to presentations of the dissemination activities of the ESRs and ERs over the previous period, and to a discussion of improving their effectiveness.



## 4 Network School Abstracts

### Monday 18 November: Network School 1 – Applied Training

#### 10:00-12:00 'MTMNCs': Management training in multinational companies in Eastern Europe' (AP2- Iza Krawczyk–Rudzinska and Marek Rudzinski, Neuroedukacja)

NLP Neuroedukacja is a Polish-German expert company founded in 1991 to help people and organizations in determining and achieving the desired results in terms of individual and organizational development. We are a team of senior consultants with many years of experience in preparing and implementing systemic changes that increase operational and sales efficiency, as well as the efficiency of managing human resources in enterprises.

##### We offer:

- Research, consultations, and workshops for managers intended to diagnose the current state of affairs and produce a vision of changing the functioning of the enterprise in a given area;
- Producing comprehensive strategies – we design entire management systems and provide the relevant models and tools for managers to effectively implement the desired changes;
- Support to managers in implementing and reinforcing the desired effects through individual consultation and coaching, thematic workshops, skills training, and the necessary training sessions for managers and employees, as well as monitoring and inspection of the effects of the implemented changes in a long-term perspective.

##### Practice is what distinguishes us

- What distinguishes us is a systemic, ethical approach to introducing changes in organizations and teams.
- We are a team of specialists with many years of experience in managing people, teams, and organizations, as well as in sales management, negotiations, soft and hard HR, communication techniques, mediation, and discussion moderation.
- We have many years of experience in consultation, training, and coaching. Neuroedukacja, as a non-public educational institution, has trained several hundred trainers, coaches, and consultants.
- We have successfully carried out a number of projects in terms of boosting efficiency and implementing changes in the functioning of organizations, both in Poland and abroad.
- Over the 22 years of functioning of our company, we have built an extensive network of contacts with the best Polish managers. Today, for almost any project, we are able to invite as support our manager-colleagues that have introduced analogous changes in their organizations.

#### 16:00-18:00 Third Sector Funding Proposals (AP6-Gareth Mackle CAIRDE)

Researchers have traditionally emphasized the third sector's role in the production of a 'voice' or ideology for different socio-economic classes, interests or vulnerable groups, as well as its role as creator or facilitator of 'social capital'. However, a new research tradition since the mid-1980s has also come to focus on the growing importance of third sector organisations in providing mainstream services within what can be viewed as the core domains of the welfare state - a focus which among other things has affected how politicians and public sector officials view the sector.

The powerful or politically advantaged commonly wield patronage to maintain their authority. Is third sector funding manipulated and selectively bequeathed to reinforce authority and to undermine and usurp basic economic and political rights? Who are the powerbrokers involved and are they marginalizing vulnerable groups and/or radical opinions within the community? How do social enterprises negotiate or circumvent the political reciprocity often associated with grant funding?

Gareth Mackle is a Director and a Development Officer in two separate organisations within the third sector. His biographical journey describes the motivations behind his decision to participate in the 'social economy' in the north of Ireland.

Thematic discussion workshops  
(duration - 60 mins):

## **Discussion workshop 1**

'Has the Third Sector the potential to challenge or to subvert neo-liberal orthodoxies?'

## **Discussion workshop 2**

'Plotting a progressive path for the Third Sector – what are the challenges?'

### **13:30-15:30 CSRM: 'A socially responsible approach to the management of change' (FP11- Jörg Weingarten ConsultingEuropa)**

Current economic and social shifts bring permanent changes. Whether these changes are of a large or small scale, productive organizations need stability in order to function as well as territories within structural changes need social peace and a vision for the future.

For some organizations, this need for stability is materialized by constraining routines, but some of them have developed methods that allow them to integrate change into the day-to-day management of the activity and of work behaviors.

Restructurings, changes and management of these challenges are often not seen as such until the moment of a crisis that follows the announcement of the decision to restructure. But, this view is wrong. The announcement is always preceded by a preparation period of varied length (it often lasts several months or even years, for large operations). It is always followed by a long period during which the effects of the restructuring are experienced by the persons and regions involved. Restructurings, although they result from a break-up that abruptly reduces the field of possibilities, are not confined solely to this instant.

In a constantly changing world, companies must anticipate, i.e. identify from among the economic, commercial and technical dynamics, the ones that concern them. This vigilance does not avoid restructuring. Firstly, not all are foreseeable. Secondly, because these anticipations themselves occur at the same time as restructuring decisions. But anticipation can change the development of the restructuring process by providing more time in which to manage it. An anticipatory approach to markets may thus allow an anticipatory approach to restructurings and necessary changes.

Socially responsible restructuring and management of change has been promoted, not only as a consequence of the negative experiences of restructuring in several European countries during the 1990s, but also by the restrictions on national governments to support under-performing companies, industries and territories affected by structural changes of economy.

Within the presentation and discussion on socially responsible approaches to the management of change and restructuring we will see that anticipation, actor participation on different levels and "shared diagnoses" on the needs, impacts, necessary resources as well as vision for the future are the main elements to deal with prospective challenges on company and territorial level.

Dr. Jörg Weingarten

Sources:

Agire-Project, financed by the EU-COM

MIRE-Project, financed by the EU-COM

<http://responsible-restructuring.eu/>

## **Tuesday 19 November: Keynote Presentation**

### **15.45-17.30 Work in times of crisis and changing employment relations – Michael Husson, Researcher IRES**

The financial crisis of 2008 was followed in Europe by a long recession and a debt-crisis. In response to the crisis, governments saved banks and engaged in some fiscal stimuli packages. But when the debt-crisis followed, they changed their approach and engaged policies on the road of fiscal compact or fiscal consolidation policies, i.e. austerity. Also, due to the impossibility of the ECB to buy sovereign bonds in the euro-zone, the EU has set up a system of "mutual financial support" (ESFS) collecting funds from member

states and lending them below market prices at states in need. The Troika, which is an ad-hoc collaboration between the ECB, IMF and the European Commission, organised financial support based upon strong conditionality. Part of these conditions imply the acceptance of higher flexibility, less protections, changing rules in collective bargaining and lower social standards (minimum wage). These policies as well as the crisis – with higher employment – do provoke a growing sentiment of social-professional insecurity. The lecture of Michel Husson will analyse how crisis as well as policies (national and European) do impact negatively upon wages, bargaining position and do contribute to higher profitability of capital.

### **Saturday 23 November: Network School 2 – Research Design**

#### **09:30-12:30 Research in an International Context (Professor Steve Jefferys, WLRI - London Metropolitan University)**

Steve's talk will discuss definitions of comparative national research, the difficulties of comparing national data sets and the different ways of comparing unlike with unlike and still arriving at some relevant (more or less) universal conclusions about human behaviours in different contexts.

#### **14:00-17:00 Advanced Interviewing in a Multinational Context (Dr Nathan Lillie, University of Jyväskylä, Finland)**

In this workshop we will go over all review all aspects of the interviewing process: planning interview series, selecting and contacting potential interviewees, preparations for interviews, the interview process, processing interview notes and transcripts, and developing informants. We will also touch on issues of using interview material in analysis, and on the ethical implications of interviewing. The focus will be on conducting interviews in international settings. We will discuss various types of interviews, such as structured and unstructured interviews, incidental conversations, and expert interviews. Dr. Lillie will present some of his own interviewing experiences as examples, and we will also discuss the students' projects and interviewing plans.

### **Monday 25 November: Network School 3 – Secondary Data**

#### **09:30-12:30 AQM – Advanced Quantitative Modelling / Secondary Data Analysis (Maria Gustafsson, ILO).**

When investigating questions such as how the effect of an economic crisis on migration flows may differ with the institutions of a country, or what country characteristics are important in explaining management employee relations, comparative quantitative studies based on secondary data are a useful tool. The goal of the following lecture is to make the students familiar with the use of secondary data and quantitative models in the light of comparative studies.

The lecture will go through what we mean by secondary data and what it is used for. It will also provide an overview of important quantitative techniques and to what issues they may be applied. Examples of questions we will discuss in relation to data and techniques are: What are the benefits and potential drawbacks? What are problems that can arise in different situations and how may we deal with the problems?

In a last step the techniques and the data are put into use by considering actual and potential research projects of the International Labour Organization that attempt to answer the initial questions. Each step of the procedure and related issues are discussed from the perspective of what we have learned.

## **5 Speaker Biographies**

**Maria Gustafsson** is working as a consultant at the Research Department of the International Labour Organization since July. She is originally from Sweden and received her Bachelor degree in Economics and Political Science from Lund University. During her time at Lund University she spent one year at University of California, Berkeley as an exchange student. Since fall 2008 she is a Ph.D. student in Economics at the European University Institute in Florence and she expects her degree the coming spring. Her research background is in applied Microeconomics and applied Econometrics. Her main research interests are Labour Economics, Family Economics and Household Finance. During her time as a Ph.D. student she has been a

teaching assistant to Professor Andrea Ichino for the courses "The Problem of Causality" and "Personnel Economics".

**Michael Husson** is economist, researcher at trade union based IRES (Institut de recherche économique et sociale).

**Steve Jefferys:** Having been an activist at the LSE in 1965-68 Steve's first job was on the line in the Chrysler Linwood factory in Scotland. He later became a journalist first based in Glasgow and then in London. In 1980 he went to Warwick University where he wrote a PhD and his first book on the unionisation of the Chrysler Dodge Main plant in the USA. His first academic job was at Manchester Polytechnic and during his time there he also completed a masters in computing.

In 1991 he went to Keele University where he launched a European MA in Industrial Relations and Human Resource Management and increasingly specialised in European and French industrial relations. In 2000, the year he wrote *Management, Work and Welfare in Western Europe* with Mick Carpenter, he moved to become Professor of European Employment Studies at the University of North London. When that merged in August

2002 with Guildhall University to become London Metropolitan University he became Director of the Working Lives Research Institute (WLRI) he helped found, and wrote *Liberté, Egalité and Fraternité at Work: Changing French Employment Relations and Management* in 2003. After the WLRI entered the Faculty of Social Sciences and Humanities Steve also became Director of the Faculty Advanced Institute for Research (FAIR) in 2012.

Steve's research interests are largely in three areas: comparative and especially French employment relations; trade union activism; and trade union policy towards racism. Since 2010 he has published three jointly edited books: *Globalizing Employment Relations, Globalization and Precarious Forms of Production and Employment*, and *Changing Work and Community Identities in European Regions*.

**Izabela Krawczyk – Rudzińska** is President of NLP Neuroedukacja. She graduated from the Faculty of Pedagogy and Psychology at Maria Curie-Skłodowska University in Lublin. She is a co-founder of consulting and training company NLP Neuroedukacja established in 1991. NLP Master Trainer with 25 years of experience in providing trainings for individuals and organizations. Together with her colleagues she is an author of generative method of the Structural Coaching. Consultant and coach for personal and professional development. As a group trainer as well as a group and individual coach she uses a generative approach to personal and organizational change. She has the Master Health Coach and International Coach degrees and numerous Polish and foreign certificates. She teaches methods and applications of Neuro Linguistic Programming and is authorized to issue licenses at three levels: primary, master and trainer. She is a teacher and coach for many trainers in Poland. She conducts trainings, individual business coaching and provides consulting for many excellent managers at all levels of management.

**Nathan Lillie** has been a University Lecturer at the Department of Social and Public Policy, University Jyväskylä, Finland since 2012. Prior to coming to Jyväskylä, he was an Associate Professor at the Department of Global Economics and Management at the University of Groningen in the Netherlands, and before that a Research Fellow for three years at the Helsinki Collegium. He earned his PhD from the Cornell School of Industrial and Labor Relations in 2003, and received a 'docentship' (the Finnish equivalent of the German *habilitation*) from the University of Helsinki, Department of Political Science in 2009. Dr. Lillie has done extensive interview-based industrial relations research in international settings, beginning with his PhD thesis work on the International Transport Workers Federation's campaign to bargain for seafarers on Flag of Convenience shipping. More recently he has turned to researching the issue of posted work in Europe. He and his research team of six graduate student and post-doctoral researchers are interviewing migrant 'posted workers', shop stewards, works councilors, trade union representatives, and managers in four European countries, under the auspices of the ERC funded project 'Transnational Work and the Evolution of Sovereignty', and the Academy of Finland funded project 'Industrial Citizenship and Labour Mobility in the EU'. Dr. Lillie's work has been published in journals such as *British Journal of Industrial Relations, Politics and Society* (with Ian Greer), *International Studies Quarterly*, and *Work, Employment and Society* (with Markku Sippola).

**Gareth Mackle** returned to Ireland in 1992, where she established a surgical chiropody practice in Co. Kerry. Six years later, he moved to Armagh City where he formed a new community development organisation in order to address some of the social and environmental problems in the area that had resulted from long term statutory neglect and socio-economic marginalisation. In a period of several years he secured significant funding for improving the physical infrastructure of the locality and for tackling issues related to multiple deprivation.

As a result of this work, he secured employment with the West Armagh Consortium (an umbrella organisation of community groups in Armagh City which he co-founded in 2002) and later with Armagh City and District Council in 2004. In the latter role, he secured a long term lease on a derelict premises owned by the local authority and drew down substantial funding to transform the building into a complex of community owned office spaces and conference rooms. He subsequently became Neighbourhood Renewal Development Officer in 2007 and was assigned to work with groups and individuals in the most disadvantaged areas of Armagh city. He went on to chair the Armagh Neighbourhood Renewal Partnership Board 2007/08.

In 2007 he formed a group to forge alliances between local community, cultural and migrant workers' organisations. Together, they formulated a programme of cross cultural understanding in 2008 entitled 'Szacunek-Meas' (Respect) which was awarded Community Relations Council funding and which was later recognised by a prestigious European Languages body (CILT). He travelled as a representative of the group to London and Latvia in 2008 where our project collected two major awards and substantial prize monies.

In 2009, following consultation with community workers, trade unionists, language activists and migrant workers representatives, he established a social enterprise aimed at addressing economic and social disadvantage in west Armagh City. He is now employed as a Development Manager with the not-for-profit company which employs 2 full-time and 8 part-time workers. Their offices are based in Armagh City Shopping Centre where they provide Irish Language Teaching and Translation Services, Community Enterprise Training, Customised Products, Gifts and Educational Materials, Community Events Management, Community Development and Training Services and Employment Rights Advice.

The company has delivered training and capacity building modules throughout Northern Ireland and the Border Counties of the Republic to both the statutory and non-statutory sectors. They have developed a number of accredited training courses in conjunction with the School of Lifelong Learning in Queens University Belfast.

In 2011, he became a founder and director of a new social enterprise, Aonach Mhacha, which is currently in the process of building a £1.5million cultural centre on the site of the former fire station building in the historic conservation area of Armagh City. The new centre will be dedicated to the advancement of the Irish language, community development, arts, teaching and music.

**Marek Rudziński** is Vice-president of NLP Neuroedukacja. He is a consultant and a coach in charge of sales and market strategy as well as management in 18 countries of Eastern and South Europe. A psychologist graduated at Catholic University of Lublin. A licensed NLP trainer with 25 years of experience. A co-author of many innovative training programs, including Strategic Selling – Navigator , Management Academy and MBA Essential as well as the Structural Coaching method. He is a specialist in advanced communication skills. He is a co-founder of the NLP Neuroedukacja consulting and training company established in 1991. He teaches methods and applications of Neuro Linguistic Programming and is authorized to issue licenses at three advancement levels: basic, master and trainer. He is a teacher and a coach for numerous trainers and coaches carrying out training activity in Poland. He provides trainings and individual coaching as well as consulting for numerous great salespersons and managers at all management levels, including the executive level. He conducts mediations and negotiations on behalf of international companies existing on the Polish market. He cooperates on a constant basis with the Management Boards of many multinational companies in Poland.

**Jörg Weingarten**, born 1969 in Duisburg, is the divisional director and authorized signatory for international projects, industrial and structural policy and regional development at PCG – Project Consult GmbH, the German shareholder of consultingeuropa as partner of the network "Changing Employment"

He is member of the board of consultingeuropa. Jörg Weingarten has long lasting experiences dealing with questions of labour market development, regional policy as in topics of restructuring on company and

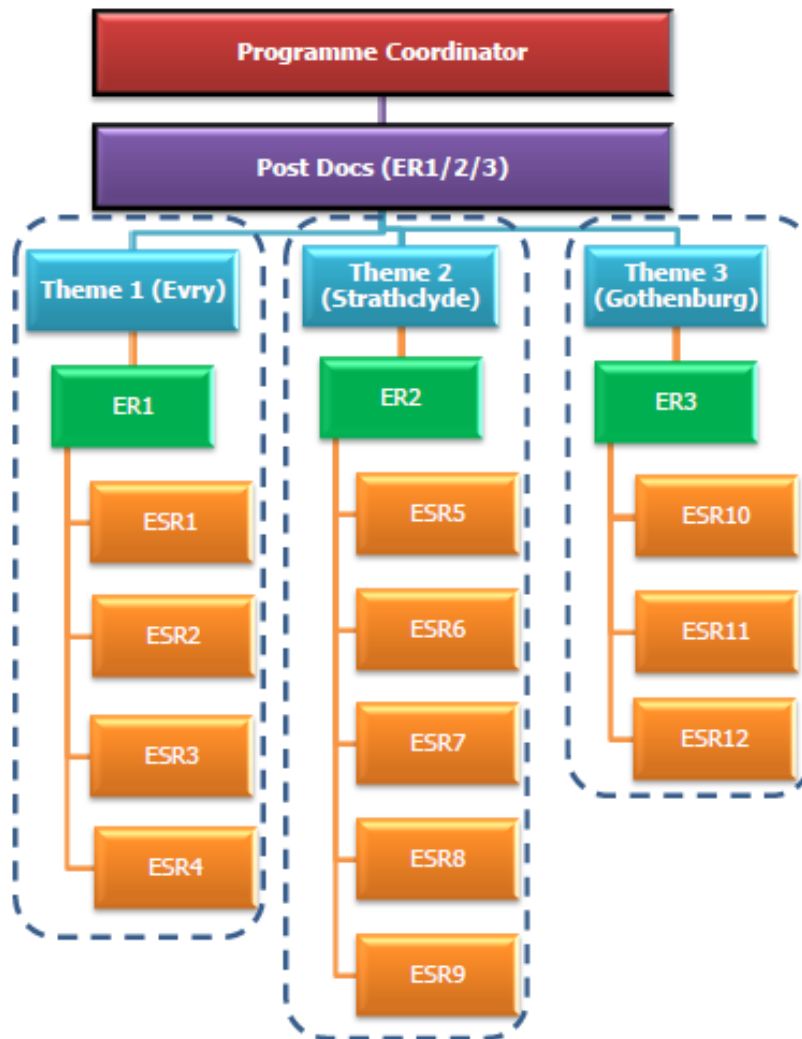
territorial level. He graduated in 2009 a PhD on economic geography at the Ruhr-Universität Bochum, analyzing the issue of anticipation of change and restructuring in the German coal mining industry. Afterwards he developed a concept of Corporate Regional Responsibility (CRR) presenting and discussing it with the Ministry of Labour and the Ministry of Economics in North-Rhine Westphalia.

Languages: He is fluent in English; German is his native language.

Latest publications:

- Natacha Seguin, Liesbeth van Crieckingen, Jörg Weingarten (ed. ETUC): Corporate Social Responsibility – Union Thinking on the EU Strategy 2011-2014 for Corporate Social Responsibility” Brussels 2013
- Jörg Weingarten: Förderung fördern - Fördermöglichkeiten der EU-Kommission zur Optimierung der Arbeit Europäischer Betriebsräte. In: Arbeitsrecht im Betrieb, Ausgabe 7/8 2013. S. 452-455.

## 4 Themes



**Theme Sub Groups for meeting on Tuesday 19 November, 13:30**

<b>Theme 1 - Management and Employees</b> [Room: Pavilion d'Italie 3 hotel, Salon Florence]			
Prof Stephen Bouquin	Université Evry Val d'Essonne	<a href="mailto:stephen.bouquin@wanadoo.fr">stephen.bouquin@wanadoo.fr</a>	Theme 1 Leader
Clara Aguila	Université Evry Val d'Essonne	<a href="mailto:clara.aguila@yahoo.es">clara.aguila@yahoo.es</a>	Theme 1 Lead ESR4
Sara Lafuente Hernández	Université Libre de Bruxelles	<a href="mailto:saralafuente@hotmail.es">saralafuente@hotmail.es</a>	Theme 1 ESR1
Mona Meurer	University of Oviedo	<a href="mailto:meurermona@uniovi.es">meurermona@uniovi.es</a>	Theme 1 ESR2
Prof Holm-Detlev Köhler	University of Oviedo	<a href="mailto:hkohler@uniovi.es">hkohler@uniovi.es</a>	Theme 1 ESR Supervisor
Prof Violetta Zentai	Central European University	<a href="mailto:Viola.Zentai@opensocietyfoundations.org">Viola.Zentai@opensocietyfoundations.org</a>	Theme 1 ESR Supervisor
Vincenzo Spiezia	ILO	<a href="mailto:tobin@ilo.org">tobin@ilo.org</a>	Theme 1 Associate Partner
Jorg Weingarten	ConsultingEuropa	<a href="mailto:maud.stephan@groupe-alpha.com">maud.stephan@groupe-alpha.com</a>	Theme 1/2 Associate Partner
Iza Krawczyk - Rudzinska	NLP Neuroeducacja	<a href="mailto:iza@neuroeducacja.pl">iza@neuroeducacja.pl</a>	Theme 1/2 Associate Partner
<b>Theme 2 – Inclusion and Exclusion</b> [Room: Hotel Campanile Paris Sud Porte D'Italie, Salle Tilleul]			
Prof Paul Stewart	University of Strathclyde	<a href="mailto:paul.stewart.100@strath.ac.uk">paul.stewart.100@strath.ac.uk</a>	Theme 2 Leader
Olena Feduk – commence 1 March 2014	University of Strathclyde	<a href="mailto:FedyukO@ceu.hu">FedyukO@ceu.hu</a>	Theme 2 Lead ER2
Radek Polkowski	University of Strathclyde	<a href="mailto:radek.polkowski@strath.ac.uk">radek.polkowski@strath.ac.uk</a>	Theme 2 Lead ESR6
Karima Aziz	London Metropolitan University	<a href="mailto:k.aziz@londonmet.ac.uk">k.aziz@londonmet.ac.uk</a>	Theme 2 ESR5
Ben Egan	KU Leuven	<a href="mailto:Ben.Egan@soc.kuleuven.be">Ben.Egan@soc.kuleuven.be</a>	Theme 2 ESR7
Mateusz Karolak	University of Wroclaw	<a href="mailto:mateusz.karolak@uni.wroc.pl">mateusz.karolak@uni.wroc.pl</a>	Theme 2 ESR8
Nina Sahraoui	London Metropolitan University	<a href="mailto:n.sahraoui@londonmet.ac.uk">n.sahraoui@londonmet.ac.uk</a>	Theme 2 ESR9
Dr Leroi Henry	London Metropolitan University	<a href="mailto:L.Henry@londonmet.ac.uk">L.Henry@londonmet.ac.uk</a>	Theme 2 ESR Supervisor
Prof Sonia McKay	London Metropolitan University	<a href="mailto:s.mckay@londonmet.ac.uk">s.mckay@londonmet.ac.uk</a>	Theme 2 ESR Supervisor
Dr Adam Mrozowicki	University of Wroclaw	<a href="mailto:mrozowicki@gmail.com">mrozowicki@gmail.com</a>	Theme 2 ESR Supervisor
Dr Iwona Taranowicz	University of Wroclaw	<a href="mailto:i.taranowicz@wns.uni.wroc.pl">i.taranowicz@wns.uni.wroc.pl</a>	Theme 2 ESR Supervisor
Jan Drahokoupil	ETUI	<a href="mailto:JDrahokoupil@etui.org">JDrahokoupil@etui.org</a>	Theme 2 Associate Partner
Marek Rudinski	NLP Neuroeducacja	<a href="mailto:marek@neuroeducacja.pl">marek@neuroeducacja.pl</a>	Theme 1/2 Associate Partner
Gareth Mackle	CAIRDE Teo	<a href="mailto:gearoid@cairdeteo.com">gearoid@cairdeteo.com</a>	Theme 2 Associate Partner





<b>Theme 3 – Employee Wellbeing and Work Life Quality [Room: Pavilion d'Italie 3 hotel, Salon Parme]</b>			
Dr Tommy Isidorsson	University of Gothenburg	<a href="mailto:tommy.isidorsson@socav.gu.se">tommy.isidorsson@socav.gu.se</a>	Theme 3 Leader
Pille Strauss-Raats	University of Gothenburg	<a href="mailto:pille.strauss.raats@socav.gu.se">pille.strauss.raats@socav.gu.se</a>	Theme 3 Lead ESR10
Pedro Mendonça	University of Strathclyde	<a href="mailto:Pedro.mendonca@strath.ac.uk">Pedro.mendonca@strath.ac.uk</a>	Theme 3 ESR11
Laurens Deprez	Université Evry Val d'Essonne	<a href="mailto:deprezlaurens@gmail.com">deprezlaurens@gmail.com</a>	Theme 3 ESR12
Dr Kirsty Newsome	University of Strathclyde	<a href="mailto:kirsty.newsome@strath.ac.uk">kirsty.newsome@strath.ac.uk</a>	Theme 3 ESR Supervisor
Prof Dora Scholarios	University of Strathclyde	<a href="mailto:d.scholarios@strath.ac.uk">d.scholarios@strath.ac.uk</a>	Theme 3 ESR Supervisor

## Appendices



### Appendix 1 – Annual Colloquium and Network School Participants

Name		Organisation	Email	Role
Clara	Aguila	Université d'évry	clara.aguila@yahoo.es	Early Stage Researcher
Mona	Aranea	Universidad de Oviedo	mona.aranea@gmail.com	Early Stage Researcher
Karima	Aziz	WLRI London Metropolitan University	k.aziz@londonmet.ac.uk	Early Stage Researcher
Stephen	Bouquin	Université d'évry	stephen.bouquin@wanadoo.fr	Full Partner/ Supervisor
Sylvie	Contrepolis	London Metropolitan University	s.contrepolis@londonmet.ac.uk	Full Partner/ Supervisor
Laurens	Deprez	Université d'évry	deprezlaurens@gmail.com	Early Stage Researcher
Pierre	Desmarez	ULB	pdesmar@ulb.ac.be	Full Partner/ Supervisor
Jan	Drahokoupil	ETUI	jdrahokoupil@etui.org	Associate Partner
Ben	Egan	KU Leuven	ben.egan@soc.kuleuven.be	Early Stage Researcher
Olena	Fedyuk	University of Strathclyde	FedyukO@ceu.hu	Experienced Researcher
Maria	Gustafsson	ILO	gustafsson@iloguest.org	Associate Partner/ Speaker
Leroi	Henry	WLRI	l.henry@londonmet.ac.uk	Full Partner/ Supervisor
Tommy	Isidorsson	University of Gothenburg	Tommy.Isidorsson@socav.gu.se	Full Partner/ Supervisor
Steve	Jefferys	London Metropolitan University	s.jefferys@londonmet.ac.uk	Full Partner/ Speaker
Lilla	Jakobs	Central European University	JakobsI@ceu.hu	Full Partner
Mateusz	Karolak	University of Wroclaw	mateusz.karolak@uni.wroc.pl	Early Stage Researcher
Holm-Detlev	Köhler	Universidad de Oviedo	hkohler@uniovi.es	Full Partner/ Supervisor
Izabela	Krawczyk - Rudzinska	NLP Neuroedukacja	iza@neuroedukacja.pl	Associate Partner/ Speaker
Sara	Lafuente Hernández	Université Libre de Bruxelles	saralafuente@hotmail.es	Early Stage Researcher
Nathan	Lille	University of Jyväskylä	nathan.a.lillie@jyu.fi	Speaker
Pedro	Mendonca	University of Strathclyde	pedro.mendonca@strath.ac.uk	Early Stage Researcher
Adam	Mrozowicki	University of Wroclaw, Institute of Sociology	adam.mrozowicki@uni.wroc.pl	Full Partner/ Supervisor
Kirsty	Newsome	University of Strathclyde	kirsty.newsome@strath.ac.uk	Full Partner/ Supervisor
Gearóid	Ó Machail	CAIRDE Teo	gearoid@cairdeteo.com	Associate Partner/ Speaker
Radoslaw	Polkowski	University of Strathclyde	radek.polkowski@strath.ac.uk	Early Stage Researcher
Marek	Rudzinski	NLP Neuroedukacja	marek@neuroedukacja.pl	Associate Partner/ Speaker
Nina	Sahraoui	WLRI London Met	n.sahraoui@londonmet.ac.uk	Early Stage Researcher
Dora	Scholarios	Strathclyde University	d.scholarios@strath.ac.uk	Full Partner/ Supervisor
Claire	Scott	University of Strathclyde	claire.scott@strath.ac.uk	Programme Administrator
Vincenzo	Spiezia	ILO	vincenzo.spiezia@gmail.com	Associate Partner
Paul	Stewart	University of Strathclyde	paul.stewart.100@strath.ac.uk	Coordinator/ Full Partner/ Supervisor
Pille	Strauss-Raats	University of Gothenburg	pille.strauss@socav.gu.se	Early Stage Researcher
Iwona	Taranowicz	Uniwersytet Wrocławski Wrocław Poland	i.taranowicz@wns.uni.wroc.pl	Full Partner/ Supervisor
Jorg	Weingarten	ConsultingEuropa	Joerg.Weingarten@pcg-projectconsult.de	Associate Partner / Speaker
Viola	Zentai	Central European University	viola.zentai@opensocietyfoundations.org	Full Partner/ Supervisor

## Appendix 2 - Practical Information

Get directions

My places






Collaborate


EDIT


### Paris - CE School Network and Annual Colloquium


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 **Hotel Campanile PARIS SUD - Porte d'Italie**  
[www.campanile-paris-south.carrier.ditalie.fr](http://www.campanile-paris-south.carrier.ditalie.fr) School Network and Meetings Will take up here - Monday 18 and Tuesday 19 November  
aussi Some People Will be staying in this hotel - please check your ...

 **Admiral Hotel**  
<http://amiralparishotel.com/index.html> Will Be Some people staying in this hotel - please check your confirmation email.

 **Cité Internationale Universitaire de Paris (The Internation House)**  
<http://www.ciup.fr/en/> This Will Be the venue for the Annual Colloquium (Wednesday 20 and Thursday 21 November) and Network School on Saturday 23 and Monday 25 November 2013

 **Italy Pavilion**  
Some of the meetings Tuesday 19 November Will take up at this hot - Please refer to the program.

 **Hotel Campanile Villejuif**  
<http://www.campanile.com/en/hotels/campanile-villejuif> Will Be Sor people staying in this hotel - please check your confirmation email.



Map data © 2013 Google - Edit in Google Maps

[\[view Google map\]](#)

## **Venues**

The first two days (Monday 18 and Tuesday 19 November) will be held in the **Campanile Hotel, Porte D'Italie, 2 Bld du General de Gaulle, 94270 KREMLIN BICETRE, Tel: +33 (0)1 46 70 11 86**

(Metro: Porte d'Italie or Kremlin Bicêtre - line 7)

<http://www.campanile.com/en/hotels/campanile-paris-sud-porte-ditalie>)

The Tuesday (19 November) afternoon will be held in the Campanile and also the **Pavillon d'Italie 3 hotel, 1/3 rue Elisée Reclus, 94270 KREMLIN BICETRE, Tel: +33 (0)1 47 26 26 26 / 66**

(Metro: Porte d'Italie - line 7) located 5 minutes walk from Campanile

(<http://www.leshotelsdeparis.com/fr/nos-hotels/fiche/23/pavillon-italie.html#seminaires>).

Then we will move to the **Cité Internationale Universitaire de Paris (La Maison internationale), 17 Boulevard Jourdan, 75014 PARIS, Tel: +33 (0)1 43 13 66 80** (RER B: Cité Universitaire, Metro: Porte d'Orléans, Tramway: T3) (<http://www.ciup.fr/en/>) for the remainder of the event - apart from Friday 22 November when the network school will be at University of Evry for the International Conference.

Detailed room details can be found in the [programme](#).

## **Hotel Accommodation**

The majority of participants will be staying in the hotels below – please check your confirmation email:

- Hotel Campanile PARIS SUD - Porte d'Italie [www.campanile-paris-sud-porte-ditalie.fr](http://www.campanile-paris-sud-porte-ditalie.fr)
- Hotel Campanile Villejuif <http://www.campanile.com/en/hotels/campanile-villejuif> (**Tuesday 19, Wednesday 19 and Thursday 21 November**)
- Best Western Amiral Hotel <http://amiralparishotel.com/index.html>

## **Paris transportation**

There is a very useful Paris Transport RATP app available for your mobile device

[http://www.ratp.fr/en/ratp/r\\_90747/visit-paris-by-metro/](http://www.ratp.fr/en/ratp/r_90747/visit-paris-by-metro/)

## ***Getting to and from Paris Airports***

There are two airports that serve the Paris area, Orly and Roissy Charles de Gaulle

Airport Paris Charles de Gaulle

95700 Roissy-en-France, France

Tel: +33 1 70 36 39 50

Airport Orly

Orly Sud 103, 94396 Orly Aéroports cedex, France

Tel: +33 892 56 39 50

## **Arrival from Paris Charles de Gaulle Airport**

Charles de Gaulle Airport is situated in the northeast of Paris, around 50 minutes to an hour by public transport to the Campanile and Amiral hotels. A taxi will take around 30 minutes.

By RER train

Take the RER line B direction Saint-Remy-les-Chevreuse and get off at Denfert-Rochereau (Best Western Amiral) or Cité Universitaire (Campanile) depending on which hotel you are staying and then change to the relevant metro line.

You can plan your journey here <http://www.ratp.fr/en>

By Bus

[http://www.ratp.fr/en/ratp/r\\_61872/roissybus/](http://www.ratp.fr/en/ratp/r_61872/roissybus/)

By taxi or car

It takes around 30 minutes by taxi or car from Paris Charles de Gaulle Airport to hotel venues.

The price by taxi is around €45-50.

The main car hire companies can be found at:

Terminal 1, 2A, 2B, 2C, 2D, 2E, 2F

#### Arrival from Paris Orly Airport

Orly Airport is located in the south of Paris. It will take you approximately 40 minutes to get to the Campanile and Best Western Hotels by public transport. A taxi will take around 15 minutes.

#### By metro and RER train

For the Best Western Amiral take the OrlyVal to the station Antony, then change to the RER station Gare d'Antony and take the line B3 in the direction Aéroport Charles de Gaulle and get off at Denfert-Rochereau and then take the Metro M6 to Place D'Italie (approx. duration 45 mins)

For the Campanile Porte D'Italie take the OrlyVal to the station Antony, then change to the RER station Gare d'Antony and take the line B3 in the direction Aéroport Charles de Gaulle and get off at Cite Universitaire and then take the T3a to Porte D'Italie (approx. duration 43 mins)

[http://www.oryval.com/eu/index\\_eu.htm](http://www.oryval.com/eu/index_eu.htm)

#### By bus and RER Train

For Best Western Amiral take Orlybus direction Denfert-Rochereau from Orly and get off at the station Denfert-Rochereau and then take the Metro M6 to Place D'Italie

For Campanile take Orlybus direction Denfert-Rochereau from Orly and get off at Montsouris - Tombe Issoire and then take the T3a to Porte D'Italie

[http://www.ratp.fr/en/ratp/r\\_61848/orybus/](http://www.ratp.fr/en/ratp/r_61848/orybus/)

#### By taxi or car

It takes about 15 minutes by taxi or car from Paris Orly Airport to the hotel venues.

The price by taxi is around €20

The main car hire companies can be found at:

Orly Terminal West, facing international arrivals

#### ***Getting to and from Paris Train Stations***

From Gare du Nord

Take the 'RER line B3' direction 'Aéroport Charles de Gaulle' and get off at 'Châtelet-Les Halles' and then take the Metro M7 to Place D'Italie (Best Western Amiral) or Porte D'Italie (for the Campanile Porte D'Italie) (duration approx. 20 minutes).

#### ***Getting around Paris***

Paris has an extensive public transport network that ensures an easy and convenient travel. Getting around the city centre of Paris is easiest by the metro system, but the city has buses, trams, RER and bicycles.

#### Metro

A fast and ever-developing means of transport, essential to the Parisian's life, the metro is probably the best and quickest way to travel within the city. Timetable: it operates from 5:30 to 0:30. One ticket is valid for one trip regardless of the distance travelled. It is cheaper to buy 10 tickets at a time, asking for a "carnet". Stations close to the accommodation and venues: Place D'Italie (7), Porte D'Italie (7), Cité Universitaire (3a).

Information about the Metro can be obtained from:

In English: <http://www.ratp.fr/plan-interactif/carteidf.php?lang=uk>

In French: <http://www.ratp.fr/plan-interactif/>

#### Bus

Local bus service is also available. Although slower than the Metro or the RER at certain hours of the day (depending on the traffic), the RATP buses (green) are frequent from 8:00 am to 20:00. The services are more irregular after 20:00. The Noctambus service (for night-birds) operates during the night: 10 bus routes lead from the heart of Paris.

Buses use the same tickets as for the métro, one ticket per trip. You must punch the tickets when you board.

### Taxi

Where can you find a taxi? At stations, airports and near main traffic thoroughfares in more than 470 taxi ranks. 14 900 taxis are in service in Paris. You can identify a free taxi by the light on its roof 'Taxis parisiens' and hail it. There will already be an initial charge on the meter.

Main Paris taxi services:

Paris Taxi : <http://www.paristaxi.fr>

City Cab Paris : <http://www.citycabparis.com>

Les taxis bleus: <http://www.taxis-bleus.com>

Taxis G7 : <http://www.taxisg7.fr/index.php>

Royal Cab : <http://www.royaltransfer.com>

### Bicycle

[Vélib](#) is a self-service "bike hire" system available 24 hours a day, 7 days a week. There are multiple pick-up and drop-off locations which allow you to pick up your bike from one service point and drop off to another. Consult the Vélib website for more information and a list of Vélib stations.

## **Useful Information**

### **Brief history about Paris**

Paris is famous for its rich history, beautiful architecture, cultural diversity and renowned gastronomy, which makes it the most visited city in the world. Thanks to its strategic location in Europe, Paris is also an active economic trading platform and a leading economic region. With more than 600,000 students and 136,000 researchers and technicians hosted in its universities and higher education establishments, the Paris region holds a prominent position in education, research and innovation.

### **Climate and weather**

Although its latitude (48°52'0"N) is roughly the same as Vancouver or the Island of Newfoundland in Canada, the City of Paris benefits from a temperate climate as a result of its location in Western Europe and the warming effects of the Gulf Stream. During November the average temperatures in Paris generally range between 5°C (41°F) and 10°C (20°F) and average rain fall 54 millimetres (2.1 inches).

### **Currency**

The French currency is euro.

Banks and exchange bureaux are available in many strategic and tourist points throughout the city. Rates are fixed according to the market fluctuation and a commission is usually charged on exchange transactions.

For the international currency converter please click <http://www.xe.com/ucc/>

For more information about currency change and exchange bureaux please click <http://en.parisinfo.com/guide-paris/money/banks-exchange/guide/banks-exchange>

In France, all major credit cards are generally widely accepted throughout the country in shops, restaurants, hotels etc.

ATMS (automatic cash machines) are accessible 24h a day at banks, airports and train stations and give instructions in different languages. A commission is often charged for withdrawals and depends on the agreements with your own bank

### **Electricity**

The standard power supply in France is 230 V AC as in most countries of Western Europe. A transformer and an adapter are necessary to use electrical appliances from various countries. Adapters are available in most hardware stores.



## **Emergency numbers**

Fire department: +33 18

Emergency medical service (Rescue): +33 15 or 112

Emergency medical service (Physician): +33 (0)1 477 7777

Police: +33 17 or 112

## **General opening hours**

### Museums / Sightseeing

In Paris museums open at 9:00-10:00 and close between 17:00 and 18:00. Usual closing days are Monday or Tuesday, with a few exceptions. Many museums have a late-night opening once a week until 21:00 or 22:00.

The Louvre museum is open every day except Tuesday.

### Shops

Generally 09:00-19:00 (Mon-Sat). Most shops are closed on Sundays, and several on Mondays.

### Banks

Banks are generally open from 09:00 - 16:30/17:00 (Mon-Fri) / 09:00 - noon (Sat). Certain branches are closed at lunch time between 12:30 and 14:30.

### Post Offices

Post offices are generally open from 08:00/09:00 - 18:30 (Mon-Fri) / 08:00/09:00 – noon.(Sat).The Paris-Louvre Post Office (52 Rue de Louvre, 75001) is open 24 hours.

### Restaurants

Restaurants are generally open between 12:00-14:00 and 19:30-23:00.

### Pharmacies

Most pharmacies are open during normal business hours - from around 9:00-18:00 (Mon-Sat), but closed on Sundays. If your local pharmacy is closed, look for 'Pharmacie de Garde' posted on the pharmacy door. Pharmacie de Garde is the name and address of the closest late night pharmacy.

## **Internet**

In every part of Paris, there are many free wifi-access points via "Paris Wi-Fi". In many public spaces, such as parks, gardens, city halls, libraries and museums you can go online wireless for free <http://www.spottedbylocals.com/blog/paris-free-wifi/>

## **Medical services**

Citizens of the EU receive free or reduced-cost state-provided health care cover with the European Health Insurance Card (EHIC) for medical treatment that becomes necessary while in France <http://ec.europa.eu/social/main.jsp?catId=559>

## **Telephone**

The international access code for France is +33. Phone cards can be purchased at kiosks and internet/phone shops. Mobile phones with GSM-standard do work without any problems in France

## **Time Zone**

France is in the Central European Time Zone. Central European Standard Time (CET) is 1 hour ahead of Greenwich Mean Time (GMT+1).

**Tipping**

Prices shown in bars and restaurants always include tax and service. However, if you have appreciated the service, you may wish to leave a tip.

**Tourist information**

Tourist information can be found in the following location amongst others:

Gare de Lyon welcome centre

20, Boulevard Diderot Paris 12e - RER : Gare de Lyon (lines A-D) - Metro : Gare de Lyon (lines 1-14).

Open : From Monday to Saturday (except on Sundays and holidays) from 8am to 6pm.

For further information about Paris and what the city has to offer please visit, <http://en.parisinfo.com/>