



European Cleaning and  
Facility Services Industry



TECHNICAL SEMINAR

# ADEQUATE MINIMUM WAGES PROPOSAL

*a closer look at the legal consequences*

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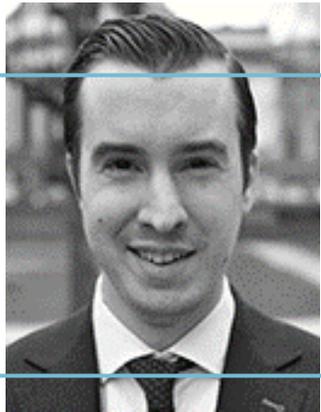


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**Emma Argutyan**  
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## Delphine Rudelli

### Director General

Delphine Rudelli holds two masters in public law and European labour law and graduated in political science.

In 1994, Delphine began her career in UIMM before joining Ceemet in 1999 as a social advisor. In 2006, Delphine returned to UIMM as Director for European and international affairs eventually becoming Ceemet's Director General in 2020.

Through its members, Ceemet represents over 200 000 manufacturing companies across Europe, providing 35 million direct and indirect jobs. Ceemet's focus is on employment and social affairs, with expertise in EU social policy initiatives, industrial and employee relations, health & safety issues and education and training.

With its members' core competence in collective bargaining and social dialogue, Ceemet also drives European sectoral social dialogue with its counterpart, industriAll European trade union, focusing on improving competitiveness, employment, skills and making Vocational Education and Training (VET) in the European manufacturing industry more appealing.



## Jörg Tagger

### Head of Unit A.2 Social Dialogue

As Head of Unit for "Social Dialogue" in the European Commission's Directorate General for Employment, Social Affairs and Inclusion Jörg coordinates the Commission's efforts for the promotion and facilitation of social dialogue within the European Union, ensuring proper social partner involvement in preparation for the new Commission's initiatives.

He is also a member of Eurofound's Management Board and represents the Commission in the Stakeholder Group of the European Labour Authority.

Mr Tagger previously lead the unit on "social security coordination", where he dealt, for example, with the drafting of the revision of the EU social security rules (Regulation 883/2004).

He started his career as a legal advisor in the Austrian Ministry for Research and Science preparing for Austria's EU accession in 1995. This was followed by an appointment as attaché for Research and Atomic questions at the Permanent Representation of Austria to the EU in Brussels.



## Stefan Solle

### Head of Brussels liaison office

Stefan Solle is the Head of the Brussels liaison office of Gesamtmetall, the Federation of German Employers' Associations in the Metal and Electrical Engineering Industries and Chair of Ceemet's EU affairs committee.

In this role he acts as bridge between Berlin and Brussels with regard to ongoing legislative and political activities and also actively advocates on EU dossiers.

Prior to joining Gesamtmetall Stefan Solle has worked as parliamentary assistant to MEP Anja Weisgerber, then member of the ENVI and IMCO committees, and VCI, German chemical industry association.



## Minna Etu-Seppälä

### Director Industrial Relations

Minna is a lawyer with 20 years of experience, who has been representing private sector companies in the chemical, maritime and service sectors. Her expertise encompasses national and international (EU and International Labour Organization, ILO) labour law and labour market issues.

Since 2017, Minna works as a Director at the Chemical Industry Federation of Finland. She is responsible for ensuring competitiveness of 400 member companies operating in Finland, negotiating 19 collective agreements every second year for the chemical branch (covering 35 000 employees), advising companies on labour law related issues, alongside insuring well-functioning social dialogue on the national level.

She is the chairperson of the Equal Opportunities Network at BusinessEurope since 2014 and a Board member of the Finnish Employment Fund since 2020.

Minna holds a Master of Law Degree (L.L.M) from the University of Lapland and of Cape Town. She has also concluded practical training at the Magistrate Court of Lappeenranta.



**KEMIAN**  
**TEOLLISUUS**



## Jennifer Schramm

### Division Labour Law & Politics

Jennifer Schramm holds a law degree and is specialised in labour law. She is working for the Federal Guild Association of the Building Cleaning Trade since 2012 as advisor in Labour Law and Politics.

The Federal Guild Association of the Building Cleaning Trade (Bundesinnungsverband des Gebäudereiniger-Handwerks, BIV) is the umbrella association of companies in the building cleaning trade in Germany.

It represents the interests of about 2,500 member companies vis-à-vis all relevant authorities and institutions as well as the public at national and European level.



**Die Gebäudedienstleister**  
Mehr als Handwerk

## Christiaan Boiten

### Adviser Single Market & Social Affairs

Christiaan Boiten holds an MA in European Studies from Maastricht University and an MSc in International Political Economy from the London School of Economics. With a background in politics and consulting, since 2018 Christiaan works for EuroCommerce on social affairs, skills and internal market issues. EuroCommerce is the official EU-level social partner for the retail and wholesale sector and has been engaged in a social dialogue with trade union UNI Europa for over 30 years.

Retail and wholesale is Europe's largest private-sector employer, with 29 million people working in the sector.

EuroCommerce represents 5.4 million retail, wholesale, and other trading companies. Our members include national federations in the EU member states, Europe's 36 leading retail and wholesale companies as direct members, and federations representing specific sectors of commerce.





**Hedvig Forsselius**  
**Senior Legal Adviser**

Mrs Forsselius worked over 6 years as Senior Advisor at the Swedish Ministry of Employment before joining the trade union Unionen in 2017.

Here she works as Legal Adviser with a focus on EU related issues.

Hedvig Forsselius is a co-author of two legal analyses on the proposed Minimum Wage Directive that were published by the Swedish Labour Market Council for EU Affairs.

**UNIONEN**

**Fatima Hollander**  
**Senior Legal Adviser**

Fatima Hollander holds a Master in Law from Stockholm University.

Mrs Hollander has several years of experience in supporting different branches in the private sector dealing with labour law related issues.

Since 2019 she is Senior Legal Adviser of Visita, a sector and employers' organisation in the Swedish hospitality sector.



**VISITA**



## **Emma Argutyan**

### **Director General**

Emma Argutyan is the Director General of the European Chemical Employers Group, ECEG, since April 2014.

Her responsibilities include representing the employers' interests (in the fields of H&S, social and industrial policies) towards the European institutions as well as the social partner, industriAll European Trade Union.

Prior to her current position, Emma worked at the BDA's (German Business Representation) Brussels office and the European Parliament. Emma holds MA degrees in Political Science and European Studies.

ECEG is a recognized social partner on the EU level. It represents chemical, pharmaceutical, rubber and plastics industries. Through its members, the association covers 94000 companies with 3.3 million direct employees.

