



Strasbourg, 31 January 2006

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EUROPEAN COMMISSION FOR DEMOCRACY THROUGH LAW

(VENICE COMMISSION)

**UNIDEM Campus Trieste
Seminar**

**“POSITIVE DISCRIMINATION
AND ACCESS TO CIVIL SERVICE”**

Trieste, Italy

***Palazzo del Ferdinando,
MIB School of Management
Largo Caduti di Nasirya n° 1
tel: +39 040 918 8111***

6 – 9 February 2006

PROGRAMME

Monday, 6 February 2006

- 9:30 – 09:45 Opening of the seminar
 - Mr Sergio BARTOLE, Professor of Constitutional Law, University of Trieste, Italy
 - Mrs Elisabetta GREGORIC
- 09:45 - 11:15 1st Lecture on: "*Access to civil service: a need for more diversity?*"
 Mr. Sergio BARTOLE, Professor of Constitutional Law, University of Trieste, Italy
- 11:30 – 12:15 2nd Lecture on: "*Positive action in the EU Law: general issues and relevant national experiences*"
 Mr Alvaro OLIVEIRA, Legal Officer, Directorate General for Employment, Social Affairs and Equal Opportunities, European Commission, Brussels, Belgium

12:15 – 13:45

Lunch

- 14:00 - 15:30 3rd Lecture on "*Positive action in combating racism and racial discrimination*"
 Ms Claudia LAM, Secretariat of the European Commission for Racism and Intolerance, Council of Europe, Strasbourg, France
- 15:45 – 17:15 Workshop on 1st Lecture on: "*Access to civil service: a need for more diversity ?*"
 Mr. Sergio BARTOLE, Professor of Constitutional Law, University of Trieste, Italy

Tuesday, 7 February 2006

- 09:30 – 11:00 Workshop on 3rd Lecture of previous day on: "*Positive action in combating racism and racial discrimination*"
 Ms Claudia LAM, Secretariat of the European Commission for Racism and Intolerance, Council of Europe, Strasbourg, France
- 11:15 – 12:45 1st Lecture on: "*Combating discrimination and introducing positive measures in the civil service: the UK and/or Northern Ireland experience*"
 Ms Hazel BAIRD, Head of Integration and Citizenship, Commission for Racial Equality, London, United Kingdom

12:45 - 14:15 Lunch

- 14:30 – 16:00 2nd Lecture on: *“Constitutional, legal and other measures aimed at promoting the equitable representation of Albanians, Turks, Serbs, Roma, Vlachs and Bosnians in the Macedonian civil service (incl. in the police) and related litigation: the experience from the Ombudsman Office”*
Ms Snezana TEODOSIEVSKA JORDANOVSKA, State Adviser, Ombudsman Office, “The former Yugoslav Republic of Macedonia”
- 16:15 – 17:45 Workshop on 1st Lecture :*“ Combating discrimination and introducing positive measures in the civil service: the UK and/or Northern Ireland experience ”*
Ms Hazel BAIRD, Head of Integration and Citizenship, Commission for Racial Equality, London, United Kingdom

Wednesday, 8 February 2006

- 9:15 – 10:45 1st Lecture on: *“Equal representation of minorities in the civil service: the Italian experience, with particular regard to South Tyrol”*
Mr Francesco PALERMO, Professor, Director of the Institute for Studies on Federalism and Regionalism, European Academy, Bolzano/Bozen, Italy
- 11:00 – 12:30 2nd Lecture on: *“Equal representation of women and men in the civil service. The Slovenian experience”*
Ms Violeta NEUBAUER, Coordinator for International Cooperation, Office of the Government of the Republic of Slovenia for Equal Opportunities, Ljubljana, Slovenia

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| 12:30 - 13:45 | Lunch |
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- 14:00 – 15:30 Workshop on 1st Lecture on: *“Equal representation of minorities in the civil service: the Italian experience, with particular regard to South Tyrol”*
Mr Francesco PALERMO, Professor, Director of the Institute for Studies on Federalism and Regionalism, European Academy, Bolzano/Bozen, Italy
- 15:45 – 17:15 Workshop on 2nd Lecture on: *“Equal representation of women and men in the civil service. The Slovenian experience”*
Ms Violeta NEUBAUER, Coordinator for International Cooperation, Office of the Government of the Republic of Slovenia for Equal Opportunities, Ljubljana, Slovenia

Thursday, 9 February 2006

- 10:00 – 11:30 National presentations
- 11:30 - 12:00 Concluding discussion

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| 12:15 – 13:45 | <u>Lunch</u> |
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