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# CURRICULUM VITAE

## Dr. jur. JENS CHRISTIAN LOWITZSCH

### HOME ADDRESS

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### DATE OF BIRTH

20th August 1968, Göttingen, Nationality German

### CIVIL STATUS

Married, one child

### PROFESSIONAL EXPERIENCE:

- 2013 to present* - Director of the Inter-University Centre FU-BERLIN | VIADRINA | PARIS 1 | SPLIT
- 2011 to present* - Expert to the European Commission and the European Parliament;
- 2010 to present* - Professor of Comparative Law, East European Law and European Legal Policy, with emphasis on Employee Financial Participation, Europa-Universität Viadrina Frankfurt (Oder);  
- Expert to the European Economic and Social Committee;
- 2003 to present, Developing Employee Financial Participation (EFP)*  
- Inter-University Centre, Assistant Director, 2011 "The Week of EFP at the EESC", 2009 "Assessing and Benchmarking EFP in the EU-27", 2008 "A European Platform for EFP", 2006 "EFP in the New Member and Candidate Countries" (all funded by the EU Commission);  
- Legal Adviser to the President of Menke & Associates, Inc SF, USA;  
- Research Fellow with the Kelso Institute, SF, USA;
- 1997 to present, Technical Assistance in Eastern Europe:*  
- Various assignments: Team Leader (e.g., "Current Insolvency Status in Romania & Worldwide" 2002), Short Term Expert (e.g. "Training in Legal Drafting" Orei Ob., Russia 2001);  
- Project Manager for the EU Tender Group of AVRIO-ADVOCATI;
- 1996 to present, Research / Teaching at the Free University Berlin:*  
- Court appointed Expert for Central and Eastern European Law;  
- Senior Researcher with the Department of Law and Economics at the Institute for East European Studies and the Inter-University Centre;
- 2002, Berliner Festspiele GmbH*  
Legal Advisor to the Director (Intendant) of the Berliner Festspiele, Feb.- June, Berlin;
- 2001-2002, TotalFinaElf Group, France*  
Legal Adviser and Personal Assistant to the President of the Association Volontaire des Actionnaires Salariés of Groupe TotalFinaElf, Aug.- Feb., Paris la Défense – France;
- 2001, Public Administration, Berlin*  
Legal Advisor to the Head of the Dept. VI A Policy Commission of the Cultural Administration of the City of Berlin, Feb.-July, Berlin;
- 2000-2001, Judiciary of the City of Berlin*  
- Assistant Prosecutor at the Criminal Court Moabit, Nov. 2000 - Jan. 2001, Berlin;  
- Assistant Judge at the Magistrates' Court Tempelhof Kreuzberg, May - Oct. 2000, Berlin;
- 2000, Arrocha Beyer Neusel Lawyers*  
Junior Lawyer at Arrocha Beyer Neusel Gbr., Berlin;
- 1991-1993, Polish Privatization Authorities*  
- Legal Adviser and Personal Assistant to the Chief Adviser to the Executive Board of the State Agency for Foreign Investment PAIZ, Jan.- Sept. 1993, Warsaw, Poland;  
- Legal Adviser and Personal Assistant to the Managing Director of the Capital Privatisation Department, Ministry of Privatisation, Oct. 1991-Dec. 92, Warsaw, Poland;

### SKILLS

- Networking* Team of over 60 legal/economic experts (native speakers / fluent in the relevant language) covering: EU-27, Balkans, Russia, Caucasus and Central Asian Republics
- Languages*
- English, fluent in speaking, reading and writing
  - Polish, fluent in speaking, reading and writing
  - French, fluent in speaking and reading, proficient in writing
  - Italian, fluent in speaking and reading, proficient in writing
  - Spanish, good working knowledge in speaking, reasonable in reading and writing
  - Russian, good working knowledge in speaking, reasonable in reading
  - Czech, Slovak, Ukrainian, Croatian, working knowledge in speaking and reading

- Computer Skills*
- Web-based communication, html programming
  - Standard applications (Windows / Mac)
  - Data storage and retrieval
  - Local networks

## EDUCATION

- Kammergericht Berlin / May 2000 – May 2002 Postgraduate Judicial Service Trainee,
    - o Legal drafting for Notaries and Barristers – Transfer of Real Estate / Setting up of Commercial Companies, Additional Practical Course - Certificate
    - o Bar-Exam: 8,08 pts.(top third), Specialization: Commercial Law;
  - Freie Universität Berlin
    - o PhD Thesis "Beteiligungsmodelle im Rahmen der Eigentumsungestaltung in Mittelosteuropa" (Models of Capital Participation in Ownership Transformation in Central and Eastern Europe), Rigorosum June 2002: Magna Cum Laude;
    - o Law 1988 – May 1996, 1<sup>st</sup>State Exam: 7,38 pts.(top third), Specialization: Labour Law;
    - o Slavic Studies at the East European Institute 1989 –1996;
    - o DAAD scholar in Poland for the academic year 1992/93;
  - Uniwersytet Jagiellonski, Kraków / Polish Economic Law at the Katedra Prawa Gospodarcze, 1991 – 1993;
  - Bunsen-Gymnasium, Heidelberg, 1984 –1988;
  - Helena High School, Montana U.S.A, 1985 – 1986;
- Activities-*
- INSOL EUROPE, the European-Insolvency Practitioner's Association, member since 2006
  - **European Association of Employed Shareholders, member since 1999**
  - German-Polish Lawyers Association, member since 1990
  - Practical course at "Centre Hospitalier de Lorient", France 1988
  - Practical course in the political editorial office of the "Berliner Morgenpost", 1988
  - Research on the economic and political constitution of ancient Venice, Italy 1991
  - Head-Boy at the Bunsen-Gymnasium Heidelberg, 1986 - 1987
  - Youthleader at the evangelic church, 1985 -1986
- Interests*
- playing the trumpet, boxing, literature

## REFERENCES

*John D. Menke*

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*Klaus Hermann*

former Managing Director of the Department for Capital Privatisation, Ministry of Privatisation, Poland, former Chief Adviser to the Director of the State Agency for Foreign Investment PAIZ in Warsaw, former Senior Director of AIG-CET Capital Management Poland; now Managing Director at IMAC Resources  
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# Dr. jur. JENS CHRISTIAN LOWITZSCH

## EXPERTISE AND RESEARCH

### *Publications:*

#### *Books*

- et. al. "Towards a 29th Regime for Financial Participation in the EU", Outcomes of the Week of EFP at the EESC, Frankfurt/Oder, forthcoming 2014, ca. 150 p.;
- "Das Deutsche und das Polnische ESOP-Modell – Ein innovatives Instrument zur Unternehmensnachfolge in KMU", Deutsch-Polnische Wissenschaftsstiftung, Frankfurt(O), forthcoming 2014, ca.200 p.
- with Iraj Hashi et al. "Financial Participation of Employees in Companies' Proceeds", Study for the European Parliament, Employment & Social Affairs Committee, Brussels, 2012, 188p.;
- with Iraj Hashi "Employee Financial Participation in Enterprises Providing Public Services, Study for CEEP, Brussels, 2012, 94 p.;
- et al. "Finansovoe uchastie rabochikh na predpriyatiyakh v Yevropeyskim Soyuze" (Financial Participation of Employees in Enterprises in the EU), Frankfurt(Oder)/Moskva, 2012, 144 p.;
- et.al. "Partycypacja finansowa w społecznej gospodarce rynkowej Unii Europejskiej" (Financial Participation in the Social Market Economy of the EU), Kraków 2011, p. 140;
- et al., "Esop. L'approccio modulare", Edizioni Lavoro Roma 2010, p. 165;
- "Financial Participation in the EU-27", Palgrave MacMillan 2009, p. 327; contributions by Iraj Hashi, Stefan Hanisch, John Menke, Herwig Roggemann, Natalia Spitsa, Rick Woodward
- et.al. "Financial Participation for a New Social Europe", Brussels 2008, p. 144;
- et.al. "La Participation financière pour une Nouvelle Europe Sociale", Paris 2008, p. 144;
- et.al. "Finanzielle Partizipation für ein Neues Soziales Europa", Berlin 2008, p. 144;
- et.al. "La Partecipazione Finanziaria per una Nuova Europa Sociale", Rome 2009, p. 144;
- "The PEPPER III Report – Promotion of Employee Participation in Profits and Enterprise Results in the New Member and Candidate Countries of the European Union" introductory chapters by: M. Uvalic, H. Roggemann, D. Vaughan-Whitehead, I. Hashi, 2006, p. 352;
- "Privatisierung und Beteiligung in Mittelosteuropa - Am Beispiel des polnischen, slowakischen und tschechischen Modells" (Privatisation and Capital Participation in Central Eastern Europe - The example of the Polish, Czech and Slovak Model), Berlin Verlag, 2002 p. 300;
- "Wege zur Privatisierung in Polen" (Privatisation Paths in Poland), BerlinVerlag, 1993, p.215;

#### *Editorships (as co-author)*

- with Stefan Hanisch "Mitarbeiterkapitalbeteiligung und Mitbestimmung" (Employee Share Ownership and Participation in Decision-Making", Hans-Böckler-Stiftung, Dusseldorf, forthcoming 2013, ca. 220 p.;
- with Iraj Hashi and Richard Woodward, "The PEPPER IV Report – Assessing and Benchmarking Financial Participation in the EU-27", 2008, p. 240;
- "The Insolvency Law of Central and Eastern Europe – Twelve Country Screenings and a Comparative Analysis of Cross Border Insolvency", INSOL Europe 2008, p. 450;
- "Das Insolvenzrecht Mittel- und Osteuropas" (The Insolvency Law of Central and Eastern Europe – Eight Country Screenings and a Comparative Analysis of Cross Border Insolvency", Berliner Wissenschaftsverlag, 2004, p. 334;
- with Herwig Roggemann, "Privatisierungsinstitutionen in Mittel- und Osteuropa" (Privatization Institutions in CEE), Berlin Verlag, 2002, p. 428;
- with Jürgen Knebel, "Das Polnische Umweltrecht vor dem Hintergrund der EU-Erweiterung - Polish Environmental Law in the Context of EU-Enlargement", Arbeitspapiere des Osteuropa-Instituts, Vol. 14/2000;

#### *Articles*

##### *European legal policy*

- with Gyula Kocsis and Rosemarie Koch „Die Regulierung der Vergütung von Führungskräften im Finanzdienstleistungssektor im Rahmen des CRD IV-Pakets“ (Regulation of Executive remuneration in the financial services sector in the CRD IV package), ZESAR 10/2013
- with Rosemarie Koch „Vorstandsvergütung in Europa nach der Krise“ (Executive remuneration in the aftermath of the Crisis“, Zeitschrift für Corporate Governance 6/2013, S. 525 ff
- "Employee ownership in the aftermath of the financial crisis", Studies of Economic and Social Process, Vol. AMU Poznan, 2013
- "L'actionnariat salarié et les retombées de la crise financière" (Employee ownership in the aftermath of the financial crisis), Confrontations Europe, La Revue 96, Oct.-Dec. 2011
- "Renaissance der Mitarbeiterbeteiligung auf europäischer Ebene – Die EWSA-Initiativstellungnahme SOC 371" (Renaissance of EFP at the European level – The EESC Initiative report SOC 371) ZESAR 2/2011 pp. 64 ff;
- „Neuaustrichtung der Sozialpolitik im Europäischen Reformvertrag - am Beispiel der MAB“ (Realignment of social policy in the EU Reform Treaty), ZESAR 5-6/2010 pp. 217 ff;

##### *Financial Participation*

- "Mitarbeiterbeteiligung und Unternehmensnachfolge in KMU – Der Employee Stock Ownership Plan" (Financial Participation and Business Succession in SMEs - the ESOP), in Betriebsberater Special I/2009;

- "Problemi e prospettive della partecipazione finanziaria: incentivi fiscali e opportunità degli schemi ESOP" (Problems and perspectives of financial participation: fiscal incentives and opportunities of ESOP schemes), *Diritto delle Relazioni Industriali* N. 1/XX – 2010, p. 131-151.
- "Der Europäische Employee Stock Ownership Plan" (The EU ESOP), in M. Moldasch / N. Muller (ed), *Die Mitunternehmer - Materielle Mitarbeiterbeteiligung und industrielle Beziehungen*, 2009;
- "La participation des salariés, l'intervention de l'État et la crise financière" (Financial Participation, State Intervention and the Financial Crisis), *Confrontation Europe La Revue*, 1/09.
- with Richard Woodward, "Financial Participation of Employees in Poland", in Osteuropa-Institut, FU-Berlin (ed), *Extended Country Reports, CD-Rom of PEPPER III Report*, 2006;
- with Iraj Hashi, Milica Uvalic, Daniel Vaughan-Whitehead "Employee financial Participation in the New EU Members and Candidate Countries: An Overview of the Developments in Legal and Economic Fields", XIIIth IAFEP Conference, Mondragon, July 13-15, 2006
- "Financial Participation for a New Social Europe", in Faculty of Economics Split (ed), *Enterprise in Transition - Sixth International Conference*, Split, May 2005, pp. 32-35;
- "Employee Ownership in Transitional Economies - A Comparative Analysis of Poland, the Czech and Slovak Republic", European Association of Employed Shareholders, Paris 2001;
- with Herwig Roggemann, "The Framework of Employee Participation for a New Social Europe", European Association of Employed Shareholders policy paper, 1999 Paris;
- "Corporate Restructuring and Ownership Transformation - Entrepreneurial Responsibility, a Key Element", *Enterprise in Transition* 1999, conference proceedings, Split 1999;

#### *Financial Crises & Corporate Restructuring*

- "Bankenkrise, Staateninsolvenz und systemische Risiken" in *Beichert/v.Ondarza/Verheugen (Hrsg.) Die EU auf dem Weg in die Transferunion?*, MES-Perspektiven 1/2011
- "Restructuring Strategy and Insider Ownership as Determinants of Privatization Models in Poland and the Czech Republic", *Enterprise in Transition*, conf. proceedings, Split 2001;
- "Corporate Restructuring and Ownership Transformation - Comparative Remarks on Property Rights" working paper Centre for Economic Research, Charles University 1999,

#### *Insolvency Law*

- "Polen - Insolvenzrecht" (Polish Insolvency Law), *Handbuch WiRO 2012* Verlag C.H.Beck;
- with Natalia Spitsa "Das neue Insolvenzrecht der Russischen Föderation" (The new Insolvency Law of the Russian Federation), *Internationale Wirtschaftsbriefe (IWB)*, Vol.18/2004;
- with Ewa Balcerowicz, Iraj Hashi and Miklos Szanyi "The Development of Insolvency Procedures in Transition Economies: A Comparative Analysis", *CASE Studies and Analyses* 2003;
- with Natalia Spitsa "Das ungarische Insolvenzrecht" (The Hungarian Insolvency Law), *IWB*, Vol.8/2004;
- with Maya Neidenowa "Bulgarien - Insolvenzrecht" (Bulgarian Insolvency Law), *Handbuch WiRO 2008*, Verlag C. H. Beck;
- with Darko Završak "Das novellierte kroatische Insolvenzrecht" (The Revised Croatian Insolvency Law), *IWB*, Vol.2/2003;
- with Darko Završak "The Position of Insolvency Law in the Transformation of Property Ownership", *Conference Proceedings*, Sarajevo 2002;
- with Axel Bormann "Structural Impediments in the Romanian Insolvency Procedure", *Conference Proceedings*, Sarajevo 2002;
- with Axel Bormann "Das Insolvenzverfahren Polens im Überblick" (Review of the Polish Insolvency Procedure), *Wirtschaft u. Recht in Osteuropa (WiRO)* 12/02, Verlag C.H.Beck;
- with Axel Bormann "Das aktuelle rumänische Insolvenzrecht" (The Current Rumanian Insolvency Law), *IWB*, Vol.19/2001;
- with Jan Kallies "Das novellierte tschechische Insolvenzrecht" (The Revised Czech Insolvency Law), *IWB*, Vol.5/2002;
- "Das novellierte polnische Insolvenzrecht" (The Revised Polish Insolvency Law) *IWB* 5/99;
- with Tibet Neusel "Das novellierte slowakische Insolvenzrecht" (The Revised Slovak Insolvency Law), *IWB* Vol.2/1999;
- with Paula Pacheroova, "Das novellierte polnische und slowakische Insolvenzrecht" (the revised Polish and Slovak Insolvency Law), *Recht in Ost und West (ROW)*, Vol. 6/1998;
- "Das polnische Insolvenzrecht - zwischen Novelle und Neukodifikation" (The Polish Insolvency Law - Between Re-enactment and a New Codification), *Hungarian Association of Insolvency Practitioners Review*, 1999;

#### *Conversion Law*

- "Aktuelle Probleme des polnische Umwandlungsrechtes" (Recent Problems of the Polish Conversion Law), *Recht in Ost und West*, Vol. 7/1998;

#### *Environmental Law*

- "Umweltrecht und Wirtschafts- bzw. Investitionstätigkeit in der Republik Polen vor dem Hintergrund der EU-Erweiterung" (Environmental Law and Economic-/Investment-Activity in Poland in the Context of EU-Enlargement", *Arbeitspapiere des Osteuropa-Instituts* 14/2000;
- with Jan Schürmann "Blick in Nachbars Garten - Aktuelle Probleme des Polnischen Umweltrechts" (A Glance into Neighbours Garden - Current problems of Environmental Law in Poland), *Landes- und Kommunalverwaltung*, Vol. 11/2000;
- "Privatisierungsvertragsrecht und Umweltschutz in Polen" (Privatization Contracts and Environmental Protection in Poland), *WiRO* Vol. 8/1998;

- "Investitionszusagen, Haftung für Altlasten und Vertrags-Controlling im neuen polnischen Privatisierungsrecht" (Investment Guaranties, Liability for Past Pollution and Contract Management under the new Polish Privatisation Law), IWB, Vol. 7/1998;
- with Klaus Hermann "Eigentumserwerb und Privatisierung in Polen: Verpflichtungen durch Eigentumserwerb - Investitionsgarantien und Vertrags-Controlling" (The Acquisition of Ownership within Privatization in Poland: Obligations connected to the Aquisition of Property - Investment Guaranties and Contract Management), ROW, Vol. 2/1995;

#### *Energy Law*

- with Katarzyna Goebel "Vom Verbraucher zum Energieproduzenten – Finanzierung dezentraler Energieproduktion unter Beteiligung von Bürgern als Konsumenten mittels sog. Consumer Stock Ownership Plans (CSOPs)" (Consumers to energy-producers – Financing decentralised renewable energy production through CSOPs), Neue Zeitschrift für Energierecht, Vol. 3/2013;
- with Katarzyna Goebel "Zur Reform des polnischen Energierechts – Das ‚Energie-Dreipack‘" (On the Reform of the Polish Energy Law - The Energy-Threepack), Neue Zeitschrift für Energierecht, Vol. 1/2013;
- with Oliver Bornkamm / Klaus Hermann "Polens neue Verfassung der Energie - Investitionen und Marktöffnung vor dem Hintergrund des neuen Energierechts" (The new Polish Constitution of Energy - Investments in an Emerging Market under the new Energy Law), Recht der Energie, Vol. 4/1999;
- with Klaus Hermann / Oliver Bornkamm "Das neue polnische Energierecht – Deregulierung und Privatisierung des Energiesektors" (The new Polish Energy Law - Deregulation and Privatization of the Energy Sector), WiRO Vol. 3/1999;
- with Klaus Hermann and Oliver Bornkamm "Das Amt zur Regelung der Energiewirtschaft in Polen - Demonopolisierung und Deregulierung vor dem Hintergrund des neuen Energierechts" (The Polish Energy Regulatory Authority - Demonopolisation and Deregulation under the new Energy Law), Neue Zeitschrift für Energierecht, Vol. 4/1998;

#### *Investment Law*

- "Der Vorvertrag im polnischen Vertragsrecht" (The Preliminary Agreement in Polish Contract Law), WiRO, Vol. 12/2001;
- with Jan Schürmann "Umweltrecht und Wirtschafts- bzw. Investitionstätigkeit in der Republik Polen" (Environmental Law and Economic-/Investment-Activity in Poland), WiRO1/01;
- with Stefan Hanisch "Ausländische Investitionen in Usbekistan" (Foreign Investment in Usbekistan), IWB Vol.17/2000;

#### *Privatization Law*

- "Privatisierung in Polen" (Privatization in Poland), Handbuch WiRO 2008, Vlg C.H.Beck;
- with Stefan Hanisch "Das tschechische Privatisierungsrecht" (The Czech Privatisation Law), IWB Vol.12/2001;
- with Jan Kallies "Das slowakische Privatisierungsrecht" (The Slovak Privatisation Law), IWB Vol.8/2001;
- "The Transfer of Entrepreneurial Responsibility - A Key Element in Ownership Transformation", working paper, Centre for Economic Research, Charles University 1999;
- with Klaus Hermann "Privatisierung in Polen - Beteiligungsformen und Verpflichtungen beim Eigentumserwerb" (Privatization in Poland - Forms of Capital Investment and Obligations connected to the Aquisition of Property), Handbuch WiRO 1998, Verlag C. H. Beck;
- with Klaus Hermann "Eigentumserwerb und Privatisierung in Polen: Systematische Darstellung der Beteiligungsformen" (Aquisition of Ownership within Privatization in Poland: Systematic Overview of the Forms of Capital Investment), ROW, Vol. 1/1995;
- "Sektor- und Massenprivatisierung - Die zweite Etappe der Privatisierung in Polen" (Sectoral and Massprivatization - The second stage of Privatization in Poland) in "Wirtschaften und Investieren in Osteuropa", Berlin Verlag 1994;

#### *Constitutional Law*

- with Natalia Spitsa "Normenhierarchie und Verhältnis zwischen föderaler und regionaler Gesetzgebung in der Russischen Föderation" (Hierarchy of Legal Acts and the Relation between Federal and Regional Legislation in the Russian Federation), WiRO, Vol. 4/2000;

#### *Judiciary*

- with Natalia Spitsa "Gerichtssystem und und Gerichtsreform in Armenien" (Court System and Reform of the Judiciary in Armenia), WiRO Vol. 7/2000;

#### *Selected International Lectures / Conferences*

- |      |  |
|------|--|
| 2014 | <ul style="list-style-type: none"> <li>- Strasbourg, Conference „Social Entrepreneurs: Have Your Say!“ „On the legal definition of Social Enterprise - Financing renewable energy plants through Consumer Stock Ownership Plans“</li> <li>- Brussels, DG Markt Conference ‘Taking Action: Promoting Employee Share Ownership in the EU’, “Employee Share Ownership in the EU: Evidence &amp; Potential - the ’29th regime on EFP” and “ESO and Long-Term Investment - Call on the EIB &amp; the ELTIF regulation”</li> </ul> |
| 2013 | <ul style="list-style-type: none"> <li>- Paris, ‘Tensions of Europe’ Conference, “The framing and wider implications of the relationship between factors of production against the background of technological change”</li> <li>- San Francisco, the MENKE Group, “Shifts between Ownership Forms as a consequence of the Sovereign Debt Crisis?”</li> </ul>   |

- Brussels, presentation to Eurochambers the “Virtual EFP Centre“ & the Effective Tax Rate Calculator (CETREPS)”
  - Paris, European Ownership Caucus Meeting, „Promoting Employee Share Ownership in the EU - Evidence & Potential - the '29th regime on EFP' - the Effective Tax Rate Calculator (CETREPS)”.
  - Split University, „Finanzierung dezentraler erneuerbarer Energieproduktion unter Kapitalbeteiligung von Verbrauchern mittels “Consumer Stock Ownership Plans” (Financing decentralized energy production through CSOPs).
  - Slubice, Collegium Polonicum, “Employee Financial Participation in the aftermath of the Financial Crisis – Policy Considerations”;
  - Hamburg, Helmut-Schmidt-Universität, Dimensions and Perspectives on EFP in Europe, „The EP Study ‘Employee Financial Participation (EFP) in Companies’ Proceeds”
- 2012
- Brussels, presentation to the European Commission, “Promoting EFP while Removing Barriers to the Single Market – the “28th regime on EFP“ & the Effective Tax Rate Calculator CETREPS”;
  - Berlin, Centre Marc Bloch, FIT-Workshop, “Shifts between Ownership Forms as a consequence of the Sovereign Debt Crisis? Policy Considerations and Analytical Approach”
  - Saint Petersburg State University, conference “Social Capital in Modern Society”, Book presentation “Finansovoe uchastie rabochikh na predpriyatiyakh v Yevropeyskom Soyuze”;
  - Moscow, Russian Presidential Academy of Economics & State Service “Public policies for employee ownership in Europe: Labour vs capital – Policy considerations”
  - Brussels, presentation to the European Parliament, ”The EP Study ‘Employee Financial Participation (EFP) in Companies’ Proceeds”;
  - Poitiers, EPP Workers Group Seminar ”Promoting Employee Financial Participation in the EU Introducing the “28th regime on EFP“ & the Effective Tax Rate Calculator (CETREPS)”
  - Bergamo, Università degli Studi di Bergamo / ADAPT Seminar “La partecipazione finanziaria per una nuova Europa sociale”
  - Paris, ESOP Centre Conf. “EU institutions’ latest initiatives to promote employee share ownership”
- 2011
- Brussels, Week of EFP at the EESC, “EFP in the Financial Crisis – The EU-ESOP as a Means to channel State Subsidies to distressed firms and as a Vehicle for Business Succession in SMEs”;
  - Cannes, Hotel Majestix, Esop Centre Conference “Roadmap for EFP at EU level”
  - London, Travers Smith, Esop Centre Workshop “The Week of EFP – EU initiatives for EFP“;
  - Linz, Voestalpine „Aktuelle Initiativen zur Förderung von Mitarbeiterbeteiligung auf EU-Ebene“
  - Warsaw, Uczelni VISTULA, Allerhand Institute Conference ”Partycypacja finansowa w Nowej Europie Socjalnej – Podejszcie Modulowe”
  - Paris, Palais de Luxembourg, FONDACT “Relancer la participation financière des salariés au niveau Européen“;
  - Frankfurt-on-Main, Deutsches Aktieninstitut, “Der deutsche ESOP – Innovatives Instrument der Mitarbeiterbeteiligung” (The German ESOP – an innovative instrument of EFP);
- 2010
- Brussels, EU Commission, GD V Employment, Restructuring Forum: The Impact of Financial Investors on Entreprises “Report from the workshop on employee financial participation”;
  - Brussels, EU Economic & Social Committee, Conf. EU Road Map for a Sustainable Economic & Social Recovery “Employee Financial Participation – An integral part of the 2020 Strategy” ;
  - Davos, Esop Centre Conference „The PEPPER IV Report and new Trends in EFP“;
  - Paris, ToBeQu “The EU 2020 Strategy and the role of Employee Financial Participation”;
- 2009
- Rome, Confederazione Italiana Sindacati Lavoratori CISL, Joint Conference “La Partecipazione Finanziaria nella EU a 27 - Il Cammino verso una Regolamentazione Europea”;
  - Lisbon, SIMA, WAVE-Conference The Social Dialogue Pillars within the Lisbon Strategy as an answer to the crisis “Employee Financial Participation and the Financial Crisis”;
  - Frankfurt, Stock Exchange, Deutsches Aktieninstitut, Conference on the New German Law on Financial Participation “Mitarbeiterbeteiligungs-Sondervermögen nach dem MKBetG” (The New German Special Fund for Employee participation);
- 2008
- Speyer, Ratssaal city of Speyer, AP Stiftung, Conference on Financial Participation in Germany “Der PEPPER IV Bericht und Employee Stock Ownership Pläne als Vehikel der Unternehmensnachfolge in KMU” (The PEPPER IV Report and ESOPs as a Vehicle for Business Succession in SMEs) ;
  - Paris, Association Francaise de Gestion d’Entreprise, Dîner Débat, “La Participation financière pour une Nouvelle Europe Sociale” (Financial Participation for a New Social Europe);
  - Brussels, 7<sup>th</sup> Eur. Meeting of Employee Ownership “Corporate Responsibility and Business Succession in SMEs – The two faces of the Leverage Buy-Out: ESOPs vs. Private Equity”;
- 2007
- Berlin, House of the Federal Press Conference, FU-Berlin, Int. Conference on Financial Participation in the EU 27 “Der Employee Stock Ownership Plan als Vehikel der Unternehmensnachfolge in KMU” (ESOPs as a Vehicle for Business Succession in SMEs);
  - Brussels, Confrontations Europe, Int. Conf. on Social Corporate Responsibility, “Responsabilités des Entreprises et la Transmission d’Entreprises dans les PME Les deux faces du capital-transmission: Capital-investissement contre ESOP” (Corporate Responsibility & Business Succession in SMEs - Two faces of the Leverage Buy-Out: ESOPs vs. Private Equity);
- 2006
- Brighton, UK, EACES Annual Conference “Financial Participation of Employees in the Enlarged EU – The Path to a European Framework”;
  - Riga, Latvia, Centre for European and Transition Studies, University of Latvia, International

- Conference on European Union Enlargement of 2004 and Beyond “The Way to a European Platform for Financial Participation of Employees”;
- Paris, Palais de Luxembourg, AFGE, International Conference on European Union Enlargement of 2004 and Beyond “The Way to a European Platform for Financial Participation of Employees”;
- 2005
- Kiev, Ukraine, Ministry of Justice (in cooperation with the EU Commissions DG Relex and DG Enterprise) “Insolvency Procedures in Transition Economies - A Comparative Analysis with regard to the development in Ukraine”;
  - Split-Brac, Croatia, 6th International Conference on Enterprise in Transition “Financial Participation for a New Social Europe”;
  - Split, Croatia, XXIIIrd Colloquium of the Inter-University Centre for European and Comparative Law “The European Framework of Employee Financial Participation”
- 2004
- Halifax, Nova Scotia, Canada, IAEFP Conference 2004, International Association for the Economics of Participation “Financial Participation for a New Social Europe”;
- 2003
- San Francisco, USA, The Menke Group “Finding the Way to a European Directive on Financial Participation”;
  - Split-Vis, Croatia, 5th Int. Conference on Enterprise in Transition “The Development of Insolvency Procedures in Transition Economies: A Comparative Analysis”;
  - Split, Croatia, XXIth Colloquium of the Inter-University Centre for European and Comparative Law “Finding the Way to a European Directive on Financial Participation
- 2002
- Sarajevo, Bosnia-Herzegovina, Int. Conf., Faculty of Economics on Transition in CEE “The Position of Insolvency Law in the Transformation of Property Ownership”;
  - Sarajevo, Bosnia-Herzegovina, Int.Conf. Faculty of Economics on Transition in Central and Eastern Europe “Structural Impediments in the Romanian Insolvency Procedure”;
  - Berlin, Free University PhD Exam „Die deutsche Insolvenzordnung als Modell für die Transformationsstaaten Mittel Osteuropas am Beispiel der Regelungen zu Eröffnungstatbestand und Anwendungsbereich“ (The German Insolvency Code as a Model for Transition Countries in Central Eastern Europe – the Example of Commencement Criteria and Range of Application);
- 2001
- Split-Hvar, Croatia, 4<sup>th</sup>Int.Conf. Enterprise in Transition “Restructuring Strategy and Insider Ownership as Determinants of Privatization Models in Poland & the Czech Republic”;
- 2000
- Sofia, Bulgaria, Institute for Political and Legal Studies, Summer School for Young Researchers “Umweltrecht und Wirtschafts- bzw. Investitionstätigkeit in der Republik Polen vor dem Hintergrund der EU-Erweiterung” (Environmental Law and Economic-/Investment-Activity in Poland in the Context of EU-Enlargement) and “Privatisierungsmodelle in Mitteleuropa” (Privatization Models in CEE);
  - Berlin, European Academy of Economics “Umweltrecht & Wirtschafts- bzw. Investitionstätigkeit in der Republik Polen” (Environmental Law & Economic-/Investment-Activity in Poland);
  - Berlin, Free University of Berlin, Xth International Eastern European Symposium “Privatisierungsmodelle in Mitteleuropa” (Privatization Models in Central Eastern Europe);
- 1999
- Merton College, Oxford, VII th International Employee Ownership Conference “Employee Ownership in Transitional Economies - A Comparative Analysis of Poland, the Czech and the Slovak Republic”;
  - Budapest, Hungarian Association of Insolvency Practitioners, Conference on International Insolvency Law “Das polnische Insolvenzrecht - zwischen Novelle und Neukodifikation”;
  - Split-Sibenik, Croatia, 3rd Int. Conference on Enterprise in Transition “Corporate Restructuring and Ownership Transformation - Entrepreneurial Responsibility, a Key Element”;
  - Prague, Centre for Economic Research, Charles University, 4th Trilateral Conference, Transition, European Integration and Institutional Change “Corporate Restructuring and Ownership Transformation - Comparative Remarks on Property Rights”;
- 1998
- Poprad (SL), International Conference on Insolvency Law “Das novellierte polnische Insolvenzrecht und die neue deutsche Insolvenzordnung” (The revised Polish Insolvency Law and the New German Insolvency Code);
  - Pittsburgh (PA), University of Pittsburgh, Center for International Studies, International Workshop Property Rights and Institutions in Transitions “Ownership Transformation and the transfer of Entrepreneurial Responsibility”;
  - Cambridge (MA), Business School of Economics “Entrepreneurship and Ownership Transformation in transitional Countries - The Polish Case”;
  - Brussels, Belgium 1st European Meeting of Employed Shareholders “The transfer of Entrepreneurial Responsibility - A Comparative Analysis of Poland, Czech and Slovak Republic”
  - Barcelona, Advocati Annual Meeting “Privatization in Central and Eastern Europe - A comparative Overview”;
  - Prague, Centre for Economic Research, Charles University, 2nd Int. PhD Workshop “The transfer of Entrepreneurial Responsibility - A Key Element in Ownership Transformation”
- 1997
- Berlin, Hochschule der Künste “Computerrecht und das WWW - Zivilrecht, Netlaw, Informationsrecht, Werbung Arbeitsrecht” (Civil-, Information-, Competition-, Labour- & Netlaw);
  - Berlin, FU-Berlin, VIIIth Int. Eastern European Symposium “Privatisierungsberatung & Vertragsgestaltung” (Contract Management & Technical Assistance in Privatization Transactions).