

Georgian Foundation for Strategic and International Studies
STUDY VISIT IN SWEDEN, 6 -11 November 2016
ORGANISED BY FCG SIPU INTERNATIONAL



Programme Study Visit Stockholm 6 – 11 November 2016

Time	Activity	Location
Sunday, 6 November		
14:25	Arrival in Stockholm, Arlanda Airport Buss pick-up by <i>Lindkvist Busstrafik</i> Driver: Tony Lindkvist +46 (0)705-23 89 74 Transfer to Freys Hotel , Stockholm	Arlanda Airport to Bryggargatan 12
Monday, 7 November		
08:30-09:15	Breakfast at hotel Joint departure from hotel 09:15. 10 min walk to SIPU International	
09:30-12:00	Introduction: Swedish political system and public administration - meeting at SIPU International Per Giertz , SIPU Managing Director Hans Norgren , SIPU Senior HR Expert Natalia Elheim , SIPU Project Leader	Dalagatan 7
12:15-13:00	Lunch at restaurant Pierre's	Torsgatan 16
13:00-15:00	Guided tour of Stockholm by bus (in English) Guide Marina Lindroos	Bus pick-up at Dalagatan 7
15:00-17:00	Försäkringskassan (Social Insurance Agency) Marie Hallander Larsson , Head of HR Division The social insurance system is an integral part of Sweden's welfare. The insurance covers essentially everyone who lives or works in Sweden. It provides financial protection for families, children and the elderly, as well as people with disabilities, illnesses or occupational injuries. Försäkringskassan is responsible for benefits, compensation and allowances for families with children, as well as people with disabilities or illnesses.	Telefonplan
19.00	Dinner at restaurant NALEN	Regeringsgatan 74
Tuesday, 8 November		
07:45-08:30	Breakfast at hotel Joint departure by bus to Eskilstuna	
10:00-15:00	Work with HRM at Eskilstuna Municipality Annika Tjernström , HR Director at Eskilstuna Municipality 10.00 Arrival and coffee Welcome words, agenda overview, short presentations of participants 10.20 "Eskilstuna today and tomorrow", Q&A, Tommy Malm, CFO and MD of Eskilstuna Municipal Companies AB 10.45 HR in Eskilstuna and role of HR in organisational change, Q&A, Annika Tjernström, HR Director 11.30 Lunch at Jernberghska restaurant 13.00 Presentation of division "Eskilstuna Direct", Gudrun Paulsdottir, Head of Division 13.20 HR within Health Care & Welfare Administration – dialog about shared challenges, Catharina Jacobsen, HR Director 14.00 Presentation of Recruitment Division, Helena Swärdh, Head of Division 14.20 Presentation of Salary Division, Marianne Sjöquist, Head of Division 14.40 Coffee and farewell	Eskilstuna
15:00	Joint departure by bus to Stockholm	

Wednesday, 9 November		
07:45-08:15	Breakfast at hotel	
09:00-10:30	<p>Vattenfall (Waterfall)</p> <p>Dag Svensson, Head of HR Nordic</p> <p>Vattenfall is a 100% state owned company and one of Europe's largest producers of electricity. The main products are electricity, heat and gas. Vattenfall generates electricity and heat from six types of energy: wind, nuclear, natural gas, biomass, coal and hydropower.</p> <ul style="list-style-type: none"> • HR Strategy with focus on Performance Management Process and Performance Appraisal 	Arenastaden, Evenemangsgatan 13, Solna
11.30-12:30	Lunch at restaurant Röda Rummet	Barnhusgatan 20
13:00 – 15:00	<p>Bernt Nilsson, Swedish Work Environment Authority (SWEA)</p> <p>Bernt Nilsson is former deputy General Director of the Swedish Work Environment Authority. He is a civil engineer and specialist on work environment matters.</p> <ul style="list-style-type: none"> • Role of Head of Department in Sweden • HR rules and regulations in Sweden • Employment and social policies • Discussion 	SIPU Office Dalagatan 7
15:30 – 16:30	<p>Swedish Ministry of Foreign Affairs</p> <p>Tommy Strömberg, Deputy Head at MFA HR Division</p>	Malmtorgsgatan 3
Thursday, 10 November		
08:30-09:15	Breakfast at hotel	
10:00 – 12:00	<p>Arbetsgivarverket - Swedish Agency for Government Employers</p> <p>Torbjörn Eklund, Senior Advisor</p> <p>The Swedish Agency for Government Employers (SAGE) is a membership organisation for Government agencies. It has 250 member agencies in the central Government sector. Other members include closely associated organisations, mostly foundations.</p>	Sveavägen 44
12.00 -13:00	Lunch at restaurant Djings Khan Barbecue	Sveavägen 36
13:30 – 15:00	<p>Arbetsförmedlingen - Public Employment Agency</p> <p>Therese Östling Waller, Head of HR Division</p> <p>Sweden's Public Employment Agency has 280 local employment offices, organized under 10 market areas spanning across the whole country. Its overall goal is to facilitate matching between jobseekers and employers, with special priority given to jobseekers that, for various reasons, experience extra challenges in being able to find employment. Another responsibility is to ensure that unemployment insurance scheme is effectively used as transition insurance between jobs.</p>	Hälsingegatan 38
15:30	<p>Reception at the Georgian Embassy</p> <p>Meeting with Mr Malkhaz Kakabadze, the Ambassador of Georgia in Sweden</p>	Karlavägen 60

Friday, 11 November		
08:00-08:30	Breakfast at hotel, check out Short walk to SIPU's office	
09:00-12:00	Summing up and conclusions from the study visit Hans Norgren, Pirkko Jonsson, Eva Falk, Natalia Elheim	SIPU office, Dalagatan 7
12.00	Lunch free	
16:45	Departure from Freys Hotel Buss pick-up by <i>Lindkvist Busstrafik</i> Driver: Tony Lindkvist +46 (0)705-23 89 74 Transfer to Arlanda Airport	
19:45	Flight back	