

CROATIAN COMPETITION AGENCY KNOWLEDGE MANAGEMENT INTER EDUCA

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PRESENTATION OUTLINE

- ❑ INTER EDUCA-IDEA AND PROGRAM FOR INTERNAL EDUCATION

- ❑ SCOPE OF INTERNAL EDUCATION AND TOPICS

- ❑ SIGNIFICANCE OF INTERNAL EDUCATION

- ❑ OTHER MEANS OF KNOWLEDGE MANAGEMENT

- ❑ LESSONS LEARNED AND FUTURE PLANS

ABOUT INTER EDUCA

- one of the tools for knowledge management;
- introduced in 2010.

Idea: employees of the CCA educating each other on different topics in competition and state aid;

Specific: obligation for continuous education formally introduced in Internal Regulation on education and expert improvement and internal education is further elaborated in the Program adopted by the Competition Council in May 2010;

Goal of the internal education: to raise awareness about significance of continuous improvement and trainings, to enhance expert knowledge about competition and state aid, to ensure timely information about latest competition and state aid legislation.

SCOPE OF INTER EDUCA

-every second Friday from 2.00-4.00 p.m. one official prepares 30-45 minutes presentation followed by time for discussion, participation is obligatory for officials including Council members.

-presentations kept on public shared folder for internal use of CCA staff.

Topics: determined two months in advance between official, his/hers superior and president of the Council.

Main division of topics: EU issues (negotiations for accession, legal framework, case law, EU funded projects), competition and state aid, legal and economic aspects of competition enforcement and state aid control, legislation and case law.

INTER EDUCA 2010-2012

35 internal educations held!

1. EU RELATED TOPICS:

EU LEGISLATION

Regulation 1/2003

New EU rules on vertical agreements

Lisbon Treaty and its changes

Accession negotiations with the EU

EU pre-accession assistance projects

Oral hearings in the European Commission cases

INTER EDUCA 2010-2012 (II)

2. COMPETITION:

GENERAL: Notion of undertaking in competition law, barriers to enter the market, notion of merger, mergers in oligopolistic markets, measures and conditions to remove negative effects of mergers on the market, relevant market in merger cases, joint ventures, refusal to deal, conducting dawn raids, competition in telecom sector.

LEGISLATION: relevant provisions of new Administrative Procedure Act, competition rules in motor vehicles sector, Regulation on the setting up of fines.

COMPETITION CASE LAW: CCA-Office supply cartel, practice in motor vehicles sector, EU-Prokent/Tomra (COMP/E-1/38.113)

ECONOMICS OF COMPETITION: Sectoral inquiries and markets studies, establishing the resale price, conditional retroactive rebates, abuse of dominance by prices.

INTER EDUCA 2010-2012 (III)

3. STATE AID:

State aid and financing of bio science project

Preparation of Annual Report on State Aid

State Aid control and recovery of unlawfully obtained aid

Regional development agencies

Restructuring of undertakings in difficulties

Decision on the approval of state aid for services of general economic interest-case study

Sectoral State Aid

Guidelines to help undertakings in difficulties (Model C)

4. OTHER TOPICS:

Communication and media

Rules of making good presentation

INTER-EDUCA: SUCCESSFUL EXAMPLES

1. Conditional retroactive rebates

Complex economic issue presented with hypothetical case and detailed tables, pros and cons emphasised.

2. Abuse of a dominant position by pricing policies

-comprehensive and simple overview of different pricing policies which represent abuse of dominant position with concrete examples including margin squeeze, rebates and predatory pricing.

SIGNIFICANCE OF INTERNAL EDUCATION

- important for educating new colleagues by presentations held by more senior and experienced officials;
- good exercise for younger colleagues or officials not holding many presentations in their daily work;
- particular significance in learning about topics which are not in the scope of the work, colleagues from State Aid Department learning about anti-trust and the other way around, learning about EU or other international issues from International Cooperation Department.

OTHER MEANS OF KNOWLEDGE MANAGEMENT

- attending seminars held by foreign experts (for instance from other competition authorities)
- attending seminars or workshops abroad and reporting about its content to other colleagues in the CCA
- regular informing about updated practice of other competition authorities and about new relevant legislation (EU rules or important case law of the European courts)
- news from ICN working groups, OECD or ECN
- informal discussions

LESSONS LEARNED

Positive: useful tool for transfer of knowledge among colleagues on different topics, broadening individual and collective knowledge, gaining new skills and ideas in dealing with cases, improving efficiency at work, creating positive atmosphere with open discussion and exchange of views.

Negative: different qualities of presentations, different level of interest, time-consuming, additional work besides regular work on cases, pressure due to mutual evaluation.

FUTURE PLANS

- ❑ To continue with internal and external education
- ❑ To modify internal education according to lessons learned-less formal approach, possibility of group presentations, mode of presentation left to speakers, abandoned evaluation.
- ❑ Exchange of experience with other countries in finding the best means of knowledge management
- ❑ Linkage with Competition Advocacy activities

THANK YOU FOR YOUR ATTENTION

QUESTIONS??

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