

Integrated Programme of the European Social Dialogue

“Joint Study on restructuring in the EU-15**”

19th and 20th June 2008 - ITUH Building, Boulevard Albert II, n.5, B-1210 Brussels

DAY ONE – 19 th June 2008		
0900 – 0930	Registration and welcome	
0930 – 0945	Introduction to the project - scope, objectives & approach.	Jørgen Rønne (BUSINESSEUROPE) and Cinzia Sechi (ETUC)
0945 – 1015	“Key Themes” – An overview of the main project findings outlining the key themes emerging and drawing the linkages between them.	Alan Wild <i>Project expert coordinator</i>
1015 – 1045	“A perspective from the European Commission” – presentation of the restructuring package of the European Commission.	Fernando Vasquez (TBC) <i>European Commission, DG Employment</i>
1045 – 1115	Coffee Break	
1115 – 1245	<p><i>Theme one</i></p> <p>“Flexibility and Security” – The participating countries adopt very different practical and policy approaches to the issues of “job protection” and “job transition”. The panellists will review the current approaches taken and the roles played by the social partners on internal and external flexibility and security in their country through social dialogue.</p>	<p>Chair: Valeria Pulignano <i>Project expert</i></p> <p>Panellists (<i>provisional</i>): Denmark Italy Ireland Sweden</p> <p>Followed by plenary discussion.</p>
1245 – 1415	Lunch	
1415 – 1545	<p><i>Theme two</i></p> <p>“Developing a shared diagnosis and agenda” – For the social partners to play an effective role in the management of restructuring it is important to have a shared diagnosis of the problems facing the economy; to predict and anticipate change; and to develop a shared agenda. The panellists will comment on their successes and failures in current and predictive analyses of restructuring in their countries.</p>	<p>Chair: Antonio Dornelas <i>Project expert</i></p> <p>Panellists (<i>provisional</i>): The Netherlands Ireland Greece Spain</p> <p>Followed by plenary discussion.</p>
1545 – 1615	Coffee Break	
1615 – 1745	<p><i>Theme three</i></p> <p>“Dealing with current and future skills needs” – The social partners in every participating country highlighted current skills mismatches; future skills needs; or both. Raising standards of educational attainment provide part of the long term answer; lifelong learning initiatives work faster and assist the current workforce to manage transitions; and for some countries inward migration of workers holds the key to the filling of more immediate skill shortages. The panellists are asked to present how they have addressed these challenges and the role that social partners play in matching the current workforce with the skills needs of the future.</p>	<p>Chair: Tom Hayes <i>Project expert</i></p> <p>Panellists (<i>provisional</i>): Denmark France United Kingdom Spain</p> <p>Followed by plenary discussion.</p>
1745 – 1800	Summing up of Day one and close	Alan Wild <i>Project expert coordinator</i>

*The current phase covers the following 10 countries: Ireland, Netherlands, Greece, Italy, France, Austria, Denmark, Spain, UK and Sweden



Project of the European Social Partners with the financial support of the European Commission

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DAY TWO - 20th June 2008		
0900 - 1015	<p><i>Theme four - two perspectives on “silent restructuring”</i></p> <p>“Organisational change” – Much of the focus of restructuring falls on either job losses or outsourcing. Less attention is devoted to change that takes place within the workplace when existing employees are asked to “do things differently”. Social dialogue plays a key role in facilitating this kind of change and the panellists are asked to discuss the role they have played in bringing about internal change and the problems they have faced.</p>	<p>Chair: Alan Wild <i>Project expert coordinator</i></p> <p>Panellists (<i>provisional</i>): The Netherlands The United Kingdom Austria Sweden</p> <p>Followed by plenary discussion</p>
1015 - 1130	<p><i>Theme four (continued) - two perspectives on “silent restructuring”</i></p> <p>“Change below the radar” – Jobs lost in small and micro businesses do not appear in restructuring statistics and small companies are often the least able to provide support for those that lose their jobs. The panellists will discuss the role of the social partners in promoting employment creation by small businesses and supporting transition. In particular they will address the following topics:</p> <ul style="list-style-type: none"> ◇ From employers to international traders - small enterprises and offshoring; ◇ The role played by “industrial districts” in promoting innovation and supporting transition. 	<p>Chair: Eckhard Voss <i>Project expert</i></p> <p>Panellists (<i>provisional</i>): Greece Italy Austria France</p> <p>Followed by plenary discussion.</p>
1130 - 1200	Coffee Break	
1200 - 1300	Closing Plenary Comments	<p>Chair: Alan Wild <i>Project expert coordinator</i></p> <p>Panellists: Philippe de Buck <i>(BUSINESSEUROPE)</i> John Monks <i>(ETUC)</i> Rainer Plassmann <i>(CEEP)</i> Andrea Benassi <i>(UEAPME)</i></p>
1300 - 1315	Closing comments from the European Commission	Commissioner Spidla
1330	Close and Lunch	

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