



PROEFP 4

EMPLOYEE INVOLVEMENT IN THE POST CRISIS EUROPE BENCHMARKING THE COMMERCE AND SERVICE SECTORS

PROEFP is a European multi-stakeholder network that promotes Employee Financial Participation in Europe. ProEFP annual conference will take place in Brussels on the 29th and 30th of March.

ProEFP invites to attend 2 days of public debates based on 3 publications that address 3 challenges that Europe is currently confronted with: wealth inequalities, employee involvement and quality of legislative frameworks. All of them can be addressed through a wise use of EFP schemes.

In the REPORT ECONOMIC DEMOCRACY IN THE EUROPEAN SEMESTER our analysis stressed that democracy and market economy have to go hand-in-hand: it cannot be otherwise. The market redistributes wealth and democracy ensures that such distribution responds to social justice requirements. We also met the idea that a better wealth distribution would have helped growth and that employee financial participation supports skill developments in our labour markets. Country analysis 2017, issued by the European Commission on the 22nd of February, finally identify wealth distribution and investment in people two strategic challenges but overlook the role that EFP can have in addressing them.

We also said that our social market economy would need more participation of employees in company life, so anchoring industrial relations to social dialogue patterns. This year, we have investigated what remains of employee participation after years of economic crisis. A long crisis that has deeply transformed the supply side of the EU economy and overhauled our industrial relations systems. The REPORT EMPLOYEE INVOLVEMENT IN THE POSTCRISIS EUROPE is a contribution that ProEFP brings to a present-day debate. We have benchmarked the commerce and service sector because - as in the ProEFP traditions - we seek in sector analysis facts and evidences that enrich our debates.

In our past discussions, we also stressed the need to reinforce the democratic institutions of the single market. In that regard, ProEFP will present the publication LEGISLATIVE TECHNIQUES AND SOCIAL POLICIES. Economic democracy requires a quality legislative framework in which needs of business and labour are in good (better) balance. How can the legislator, whether national or European, take decisions that are pro-growth and pro-inclusion at the same time? The future of social law in Europe passes through an insight into the economic democracy dynamics. A quality law-making should strike a new balance between social requirements and business needs.





29/3/2017

ProEFP Debates

ITUH - 5, Boulevard du Roi Albert II, Bruxelles (7th floor)

Morning

10:30 **Wealth inequalities and economic democracy. New perspectives for financial participation in Europe.**

Keynote speech and chair: M. Cilento, ProEFP

Invited: J. Jutte, DG Employment

F. Hackworth, ESOP Centre

P. Simonetti, ITUC

V. Ronzitti, CEEP (*tbc*)

11:15 **Industrial relations in Postcrisis Europe. The way ahead.**

Keynote speech and chair: F. Warneck, Syndex

Prof. G. Arrigo, EIDOS

E. Preiti, CISL

B. Samyn, FGTB (*tbc*)

12:00 **Quality legislative frameworks for modern social policies**

Keynote speech and chair: Prof. G. Acocella, University Pio V Rome

Invited: P. Reboani, Economist, ISTAT

G. Pastorelli, DIESIS

C. Stanzani, Sindnova

13:00 *Lunch*

Afternoon

14:00 ProEFP Steering Committee Meeting





30/03/2017

Main Event - Thursday 30 March 2017

Venue: COPACOGECA Conference Centre - Rue de Trèves 61, 1050 Brussels

Morning

- 9:00 Registration
- 9:15 Welcoming speech and State of art of the ProEFP network - *G. Pastorelli (DIESIS), M. Cilento (ProEFP)*
- Session 1 - The Project**
- 9 :30 presentation of project results (A. Jakubowski – Syndex, E. Libera - SNS)
- 10:00 Case studies Commerce Sector: IKEA; H&M; Amazon; Jeronimo Martins; Decathlon (Syndex)
- 10:30 Case studies Service Sector: G. Rinaldini (Formula Servizi Group); J. Llabinas (ASPROSEAT)
- Question and answers
- 11:00 *Coffee Break*
- 11:30 **Round table: Future of industrial relations in Europe - Participation and representation in the Commerce and Service sectors**
Chair: Fabrice Warneck (Syndex)
F. Bolzoni (Legacoop Servizi), J. Nolte (CONFESAL-ASLE); F. Hackworth (ESOP Centre); D. Dutto (EESC); B. Roelants (CECOP-CICOPA); EESC Representative.
- 12:30 Discussion
- 13:00 *Lunch break*

Afternoon

- 14.00 **Employee involvement in Europe: a successful story?**
Chair: F. Abad Rigla (CONFESAL)
B. Muller-Schleiden (EC DG EMPL), S. Schultz (MEP Working Group Sociudades Laborles, tbc); A. Tomasena (Gipuzkoa City Council), Prof. G. Arrigo (University of





Bari/EIDOS), C. Stanzani (Sindnova), D. Dal Maso (Avanzi); Sylvaine Lafebvre (Industrial).

- 15:00 **Presentation of the study *Employee Financial Participation: Spain's Sociudades Laborales* - Javier Muñecas y Javier San José**
- 15:30 *Coffee break*
- 16:00 **Working Session Employee financial participation as a tool for social innovation: update on current practices**
Chair: Gianluca Pastorelli (DIESIS)
M. Hurlston (ESOP Centre); N. Voyeux (IAFP); A. Viola (CFI); J. P. Poulet (AMUNDI); N. Mickevica (LBAS Latvia); M. Cilento (ProEFP Network), S. Martinelli (European Commission, DG Empl)
- Debate with PROEFP4 partners
- 17:00 General Discussion
- 17:30 Conclusion and future activities – M. Cilento

