



PROGRAMME

Conference

"Managers' Role in European Works Councils and other Information, Consultation and Participatory Bodies"

5 & 6 June 2008 - Toulouse, France

Site: **AIRBUS France** Saint-Martin (316 route de Bayonne - 31300 Toulouse)

"2008: European Year of Intercultural Dialogue"

- ***Objectives of the conference***

For **CEC European Managers**, it makes sense to pay closer attention to the **European Works Councils (EWC)** during this European Year of intercultural dialogue. To highlight the presence and the role of managers in the EWCs is complementary to many quality seminars on the subject organized by other social partners such as ETUC or **BUSINESSEUROPE**. To make the link between the economic performances of a company and the quality of its European social dialogue is both a sign of incentive for the enterprises that have performed successfully, as well as an encouragement for those on the way.

Setting up the **European company** should not diminish the workers' representation or affect the quality of social dialogue. Ensuring a fair representation of managers is the mission of CEC European Managers. To put forward relevant arguments on the subject is our goal.

To this extent, the link between **Corporate Social Responsibility (CSR)** and the work done in the EWCs becomes more evident. It increases awareness. Since the issues are global the best solutions might be the European ones.

- ***Languages***

Interpretation will be provided in English and French.

- ***Registration***

Please register online on: www.cec-managers.org/registration



With the support of the European Commission

Venue: Site AIRBUS France Saint-Martin, 316 route de Bayonne - 31300 Toulouse

Organizer: CEC, Rue de la Loi 81a, 1040 Brussels, Belgium

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Thursday 5 June

Important note for the access to AIRBUS site:

From 11:00 **Registration at Toulouse Airport (CEC desks at arrival hall)**
At 12:30 **Last departure of the Shuttle from Toulouse airport to Airbus**
The participants not arriving at the airport have to register at the CEC desk at Airbus Saint-Martin gate (see practical information)

13:00 **Arrival and buffet lunch at Airbus Saint-Martin**

For security reasons, precise data will be requested when making the online registration. Please note that it is strictly forbidden to take picture at Airbus site (including with cellular phone).

European Works Councils: Situation and Challenges

- 14:00 Welcome Address
Mr. Georges Liarakapis, CEC President and Secretary of L'OREAL European Works Council
Mr. Bernard van Craeynest, CFE-CGC President
- 14:45 Opening speech:
Alexander Graf Lambsdorff, MEP, Alliance of Democrats and Liberals for Europe (ADLE)
- 15:00 Overview of the European Works Councils: history, legal framework, statistics and challenges**
- Mr. Jean Lapeyre, Expert in charge of the French EU Presidency, former ETUC Secretary General: historical perspective*
- Mr. Claudio Stanzani, Social Development Agency, Infopoint Database "EWC agreements"*
- 16:00 Discussion and debate with the audience
- 16:30 Coffee break
- 17:00 Visit of Airbus A 380 assembly lines**
- 18:30 Shuttle from Airbus to hotels**
20:00 Shuttle from hotels to Airbus
- 20:30 Dinner at Airbus Lagardère site**



The CEC represents 1.5 million executives and managerial staff in Europe organised into national federations and European branch federations. Since the end of the 1980s, the CEC contributes, as a social partner, to the European social dialogue. The CEC has made the task of defending the managers' specific interests its own, while maintaining dialogue with other parties.

CEC is consulted by the European Commission on all initiatives in the field of employment and social affairs (articles 138 and 139 EC Treaty). It is also part of the employees' delegation in the negotiation with the employers' organisations at European level.

The CEC promotes a European integration clearly in favour of the principle of performance and competition, but also the social market economy and a value-oriented way of conducting business, since the respect of social obligations is an added value for economy in the long run.

For more information please visit : www.cec-managers.org

Friday 6 June:

The Role of Managers in Trans-national Information and Consultation and other Participatory Processes

- 08:00** **Departure of the shuttle from the hotels to Airbus**
- 08.30** **Registration**
- 09:00 **Opening remarks:** *Mr. Tony HILL SMITH, Intercultural Management consultant, France*
- 09:30** **Case Studies: Managers' Representation within EWCs, Exchange of Good Practices**
Moderator: Mr. Jean-Paul Jacquier, Social consultant, Prof. University of Social Sciences Toulouse
AIRBUS: Ms Françoise Vallin, Member of the EWC (CFE-CGC, France)
AIRBUS: Mr Marc Jouenne, Director European Social Relations and HR Director Airbus Central Entity
L'OREAL: Mr Georges Liarokapis, Secretary of the EWC (CFE-CGC, France)
SYNGENTA: Mr John Williams, Member of the EWC (MPA, UK)
VOLVO: Mr Dan Lideskold, Member of the EWC (Ledarna, Sweden)

Debate with the audience
- 11:30** **Coffee break**
- 12:00** **Case Studies: Employee Participation in the SE, What Role for Managers?**
Moderator: Mr Ludger Ramme, CEC Secretary General

BASF SE: Mr Rainer Nachtrab, Chairman of the Committee of the Executive Employees (ULA, Germany)
SCOR SE: Mr Christophe Lefèvre, Member of EWC, Deputy Secretary SE Committee (CFE-CGC, France)

Debate with the audience
- 13:00** **Lunch**
- 14:00** **Perspectives for Improvement and Revision of the EWC Directive. Panel discussion**
Mr Reiner Hoffmann, Deputy Secretary General of ETUC
Mr Jørgen Rønneest, Acting Director Social Affairs BUSINESSSEUROPE
Mr Carlo Parietti, President of EUROCADRES
Mr Georges Liarokapis, President of CEC European Managers
- 15:00** **Study of worldwide agreements** *Mr. François Fatoux, General delegate ORSE*
- 15:20** **European Works Councils and Corporate Social Responsibility:** *Mrs. Nicole Notat, President Vigeo CSR ratings agency, former CFDT Secretary General*
- 15:45** **Discussion and debate**
Conclusion: *Georges Liarokapis, CEC President*
- 16:15** **End of the conference**



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