

EWPCC Conference 2014: Broadening horizons: The practice of board-level employee representation across Europe

European Workers' Participation Competence Centre (EWPCC)
of the European Trade Union Institute (ETUI)
in cooperation with the Hans Böckler Foundation

18–19 February 2014

**Venue: International Trade Union House
5, Boulevard du Roi Albert II / 1210 Brussels / Belgium**

The 2014 EWPCC Conference will showcase the results of the first ever large-scale survey of board-level employee representatives. Drawing on findings analysing the responses of over 4500 board-level employee representatives from 17 countries, we will first seek to understand in more depth the similarities and differences in the practice of board-level employee representation across Europe. We will then explore the implications of these findings for the prospects of the development of a European dimension of board-level employee representation.

AGENDA

Tuesday, 18 February 2014

11:45 *Registration and lunch*

12:30 **Opening and welcome addresses**

- **Aline Hoffmann**, ETUI
- **Stefan Lücking**, Hans Böckler Foundation

12:45 **Setting the stage: understanding different forms of board-level participation and their implications for the Europeanisation of workers participation**

- **Claudia Menne**, European Trade Union Confederation (ETUC)

13:15 **Keynote Address: Findings from the Voice of Labour Project**

- **Jeremy Waddington**, University of Manchester/ETUI: Processes, priorities, and the exercise of influence on the board
 - Discussion
- **Aline Conchon**, ETUI: Interaction and articulation with other actors
 - Discussion

14:45 *Coffee Break*

15:15 **Five Parallel Working Groups:**

Taking a closer look: the actual practice of board-level employee representation in different countries

Participants will have the opportunity to reflect upon specific survey findings about different models of board-level employee representation and to explore in more depth the similarities and differences in practice.

- 1) **Impact and influence** : Does board-level employee representation matter?
- 2) **Roles and perceptions** : Caught in the middle?
- 3) **Networking and Articulation**: The spider in the web?
- 4) **Confidentiality**: Risks and Opportunities
- 5) **Clarifying mutual expectations**: Interaction and cooperation between trade unions and board-level employee representation

16:30 *Coffee Break*

17:00 **Plenary Session: panel discussion of conclusions of working groups**

Moderator: **Stefan Lücking**, Hans Böckler Foundation

18:00 **End of Day 1**

20:00 *Dinner at Thon Hotel City Centre*

Wednesday, 19 February 2014

09:00 *Opening of the second day of the conference*

09:05 **Where do we go from here? Next steps in practice, policy-making and research**

- **Reiner Hoffmann**, Deutscher Gewerkschaftsbund (DGB)
 - Discussion

10:00 *Coffee Break*

10:30 Five Parallel Working Groups

What do the findings imply for the European dimension of board-level employee representation in the arenas of policy-making, practice, and research?

- 1) **Practice** in internationally composed board-level bodies and in MNCs with EWCs but only domestic board-level employee representatives
- 2) **Policy-making at the national level:** implications of the findings for recent initiatives in the UK, France, and Spain
- 3) **Policy-making at the European level:** implications for the ETUC initiative “Setting Standards for European Workers’ Participation”
- 4) **Research:** future research agendas, new collaborations
- 5) **Trade Union Support:** what is needed?

12:00 *Lunch*

13:15 Plenary Session: panel discussion of conclusions of working groups

Moderator: **Norbert Kluge**, Hans Böckler Foundation

14:15 *Coffee Break*

14:45 Panel: Reflections on the findings by fellow academics

A forum for exchange of ideas about what the survey findings yield for related prior empirical research and for future research.

Discussants:

- **Inger Marie Hagen**, Fafo (Norway)
- **Till Jansen**, Witten/Herdecke University (Germany)

Discussion in Plenary on synthesis of research agendas and emerging research questions

Moderator: **Stefan Lücking**, Hans Böckler Foundation

16:00 Closing Remarks

- **Aline Hoffmann**, ETUI
- **Stefan Lücking**, HBS

16:15 End of the conference