

FINAL CALL: NOW BOARDING!

Expressing Employees' strategic interests in Europe's boardrooms and the European Internal Market

European Worker Participation Competence Centre (EWPPCC) of the European Trade Union Institute (ETUI) in cooperation with Stichting "A PROPOS", FNV and Hans Böckler Stiftung

Seminar 24-25 November 2010

Venue: De Burcht – Henri Polaklaan 9, 1018 CP Amsterdam

Interpretation in EN and DE will be offered during most sessions of this seminar

PROGRAMME

Wednesday, 24.11.2010, first day

- 13:00 **Arrival of participants, sandwich lunch**
- 14:00 **Welcome**
Klara Boonstra, FNV and *Bruno Demâitre*, ETUI
The Concept of the Sustainable Company
Sigurt Vitols, ETUI
- 14:30 **EU corporate governance after the crisis: sustainable relationships between (Supervisory) Boards and Employees**
Pierre Delsaux, European Commission, DG Internal Market
Jacques Schraven, Supervisory Board Member Stork, Corus, Tata Steel & chairman European Issuers
Niklas Bruun, Hanken School of Economics, Helsinki
Fernando Vasquez, European Commission, DG Employment
Panel discussion moderated by *Ieke van den Burg*, A PROPOS
- 15:30-16:00 **Coffee break**
- 16:00-17:30 **Two parallel working groups**
A. Challenges for worker representatives from activist investors and takeovers (in EN only)
Moderator: *Andreas Botsch*
Panel: *Helmut Gahleitner*, *Robbert van het Kaar*, *Andrew Pendleton*
Rapporteur: *Pierre Habbard*



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B. Best practice human resources: empowerment of the workforce through training, career planning advance, diversity, work-life balance (in EN and DE)

Moderator: *Jan Cremers*

Panel: *Marc van der Meer, Philippe Cadorel*

Rapporteur: *Kathleen Walker-Shaw*

17:30-18:00

Coffee Break

18:00-19:30

book presentation “In the Union and on the Board”, experiences of Board Level Employee Representatives across Europe by *Aline Conchon, Michael Gold, Norbert Kluge* and interviews with *Torbjörn Olsson*, Siemens; *Dietrich Schallehn*, TÜV; *Pat Compton*, AnPost, Ireland; *Ieke van den Burg*, ASML

20:00

SWINGING DINNER

speech by *Catelene Passchier*, FNV

music from the band *Sherpa Steps*

Thursday, 25.11.2010, second day

9:00-12:30 special

Dutch group: Companies in international transition: Employees make the difference. (in NL only)

Ieke van den Burg, Josee Lamers, Paulien Osse (moderators) see separate programme

9:00-9:30

The Green Transition: Challenges for Worker Representatives
Philippe Pochet, ETUI

9:30-11:00

2nd series of parallel working groups

A. Reorienting executive remuneration towards employees' interests and sustainability (in EN only)

Moderator: *Sigurt Vitols*

Panel: *Camiel Selker, Roland Köstler, Jesper Bo Nielsen*

Rapporteur: *Aline Conchon*

B. Restructuring, innovation and the future of – local – good quality workplaces (in EN and DE)

Moderator: *Norbert Kluge*

Panel: *Thomas Otto, Bruno Cattero, Bob Wells*

Rapporteur: *Karoline Mis*

11:00

Coffee break

11:30

Challenges for stakeholder orientation in European Corporate Governance and Company Law policies

Summing up lessons, recommendations and demands from the 4 working groups and preparation for the afternoon debate

Moderator: *Bruno Demaître*, ETUI

12:30

Buffet lunch

14:00 **afternoon debate** moderated by *Paulien Osse*
first round: **perceived barriers for employee influence in cross border companies and good and bad practices of dealing with them**

15:15 **short break**

15:30 second round: **what should be added to the European toolbox of trade unions and works councils?**

16:45 **summing up and conclusions**

17:00 **reception, drinks**

The ETUI is financially supported by the European Union.