



EUROPE ET SOCIETE

**WITH THE SUPPORT OF
THE EUROPEAN COMMISSION**



COLLOQUE

APRIL 28th and 29th 2004

EMPLOYEE FINANCIAL PARTICIPATION IN EUROPE TODAY AND TOMORROW

MAISON DE L'EUROPE DE PARIS
35-37 Rue des Francs Bourgeois 75004 PARIS

APRIL 28th 2004

9H00- 9H30
9H30-12H30

OPENING, FORE WORD EMPLOYEES' FINANCIAL PARTICIPATION : OLD MECHANISMS, NEW EXPANSION

National models

- United Kingdom : **Richard MARGRAVE***, Proshare
- France : Fondact representative
- Ireland : **Georges TUTHILL**, member for Ireland
- Belgium , **Francine VAN DEN BULCKE**
- Germany , **Peter WILKE**

Mechanisms : main principles

- Employee share ownership plans and stock options :
Emmanuelle BARBARA, Associated Lawyer-Cabinet AUGUST& DEBOUZY
- Cooperatives factories : (EURESA)
Michel PORTA, Human ressources national representative -General Confederation of SCOP
- Incentives and profit sharing :
Patrick TURBOT, EPS Parteners Associate

13H00-14H30

LUNCH

14H30-15H00

Differential growth of the process inside the European Union
Erik POUTSMA, Associate Professor, Program Manager Partner Research Group, Director Share Ownership Research Group - Nijmegen School of Management

15H00-18H00

COMMON RULE, INDIVIDUAL CHOICES

Strengthening or reducing inequalities ?

- Macroeconomic impacts of participation schemes on fiscal equity and public ressources
Virginie PEROTIN, Professor of Economics – Leeds University Business School

Employees, Savers and Shareholders

- The expectations of employees : information, safety, SRI ... ?
Thierry de BEYSSAC, HEWITT ASSOCIATES France President
- A new role for the Unions ?
Pierre-Yves CHANU, CIES (Comité Intersyndical de l'épargne salariale)
Hugh DONNELLY, Employee Ownership Scotland Ltd
- Association of employees shareholders
Jean-Claude MOTHIE, Secretary-General, French federation of employee shareholders associations

Employees' savings, employee share ownership and retirement schemes : an emerging market in Europe

- Operators and strategies
Philippe MERDY, General Director - AXA Epargne Entreprise
Jean-Baptiste SEGARD, Director – Société Générale Asset Management

APRIL 29th 2004

9H00-12H30

**THE DEVELOPMENT OF EMPLOYEES' PARTICIPATION :
POSITIVE AND NEGATIVE FACTORS**

Key issues of employees' participation (*round table and discussion*)

- Improving economic performance ?
- A new field for social dialogue ?
- Easing the involvement of employees into companies' management ?
- Participation and restructuring...

Claude CMBUS* Vice président du conseil supérieur de la participation

Renate **HORNUNG DRAUS** , Director international affairs BDA

David WHEATCROFT, Membre of the Centre for Employee Ownership
And Participation , United Kingdom

Jacqueline YATES Ohio Employee Ownership Centre research director

Small, very small and new companies : too uneasy ?

Eric GELPE, President - Groupama employees' savings directory

Philippe DETRIE, President General Director - INERGIE

MNC'S : Trials and errors

Henri ALLINE, Employees' savings and employee share ownership
development director - RHODIA

Gérard MULLIEZ* President - AUCHAN

Thierry HELINGER Aventis group representative

Jonathan HELLER, Jonathan Heller & Associates - London

Francine Van den BULCKE, Professor of Economics, Catholic University
of Brussels

12H30-14H30

LUNCH

14H30-17H00

**TOWARDS EUROPEAN CONVERGENCE : STEPS AND
INITIATIVES OF THE ECONOMIC UNION ?**

**How to reconcile, in a European perspective, the diversity of
schemes and models while fostering the economic and social
progress ?**

Marc MATHIEU, General Secretary - European Federation of Employee
Share Ownership (EFES).

Walter CERFEDA, Confederal Secretary, European Trade Union
Confederation ETUC

Christian WELZ, Research Manager, European foundation of Dublin

A European Commission representative

Jean-Baptiste de FOUCAULD, General Inspector of Finance,
Chairman of the High Level group on transnational obstacles to financial
participation of employees for multinational companies

*to be confirmed

The Theme

Employees' financial participation is a theme that the European Commission intends to promote in the different European countries. The Commission believes that this participation, in its different forms, works towards the reinforcement of the social cohesion of the European society. In the union states we have diverse situations. In some countries, the participation is a tangible reality under different terms and conditions, in others it is only beginning to take place.

We will proceed during this conference to an explicit study of the reality in different European Union countries and we will measure the extent of the developments taking place.

Alternatively, the dialogue and comparison of the proposals should ease the reflections on the coming propositions in order to encourage the convergence of the different systems.

The examination of the means used by the large companies decided to develop the participation of their employees in their different places of implantation must in particular clear our debates.

The main scope of the conference is to better know the diversified reality in the European countries and to put forward new ideas leading to progress and convergence in this field.

Information

Registration

Registration fees:

1000 € for companies

200 € for Universities, ministries, embassies, associations, professional and trade unions

60 € by meal for private persons

Students (free without meals)

Location

This conference will take place at **“La Maison de l’Europe” – 35/37 Rue des Francs Bourgeois 75004 Paris.**

There will be a simultaneous translation

Conference records

After each conference, a “foundation letter” is edited and the debates and interventions are published in the “Books of the foundation”.

For more information

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