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     OPENING, FORE WORD
9H30-12H30     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 resources national representative - General Confederation of SCOP
- Incentives and profit sharing : Patrick TURBOT, EPS Partners 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 resources
  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 Enterprise
  Jean-Baptiste SEGARD, Director – Société Générale Asset Management
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 CAMBUS* 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
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 FOUCAUD, 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

EUROPE ET SOCIETE
29 rue Cardinet
TEL: 01 55 65 19 19
FAX: 01 47 63 08 83
Email: europeetsociete@wanadoo.fr
www.europeetsociete.com