
AGIRE PROJECT: DEBATE SEMINARS

EUROPEAN CONFERENCE

«Actors' Mobilization inside the firm and the
territory in the restructuring processes»

April 19th - 20th 2007
Economic and Social Council of Spain
C/ Huertas, 73
Madrid (SPAIN)

PROGRAMME

PROYECTO AGIRE: SEMINARIOS DE DEBATE

Presentation

The object of the seminar is to discuss the involvement in restructuring processes of social partners at undertaking level and other stakeholders in the territory. The analysis of how employee representation mechanisms work at all levels is of special interest, as well as the potential to establish instruments for the anticipation of change; likewise, we are interested in debating the emergence of new contents in collective agreements and their influence in industrial relations, where this influence exists. From the perspective of territory, the interaction between global and local is a phenomenon that has not been studied in full yet; also, the appearance of new schemes, both prevention and palliative measures, in the treatment of territories, and opening up participation to other non-traditional actors at local level.

The seminar consists of two parts, each of which corresponds to one session day. Although both issues are treated separately, their link is obvious. For instance, employees' representatives are the only interlocutors, but also trade union structures at regional level are part of the stakeholders affected at territory level. The possibility of establishing new, formal or informal, anticipation alliances to govern the process of change in local contexts appears to be essential. This is part of a series of debate seminars. Its subject is linked to others that have been analysed earlier or that will be analysed (social consequences, or the margin of activity of public policies).

Approach

After a year's work, we would like to focus on the subject foreseen for this seminar. Although the phenomenon of restructuring has several dimensions and, sadly, a high level of media exposure at the moment, we do not wish to introduce other –new- elements that have already been discussed or that shall be discussed in other forums.

In this sense, the main idea of the work in these two days is to deepen our knowledge of the existing material as much as possible, enriching our knowledge with contributions from the experience accumulated by actors at the forefront of restructuring and other academic experts.

The *Cross*-methodology (theoretical analysis of existing literature combined with the practice developed through the case studies undertaken) that structures the project will also be present at the seminar. We shall start with papers produced expressly and presented by the expert partners in the AgirE project.

The expertise of other European experts who have been invited especially, will serve to discuss the contents of these detailed papers in depth, by means of round-table conferences after the presentations. Some of the experts invited may carry out brief preliminary interventions, if they so wish, contributing their experiences to the object of the seminar. Similarly, personalities with acknowledged prestige have been invited to chair some of the sessions, providing dynamism to them and contributing their vast knowledge on the subject. Complementarily, workshops on specific issues will be held.

Invited participants are also important in the effort of reflection and creativity we intend to promote: the ability to prepare realistic proposals for action is essential to this project; proposals that are applicable at all levels of this complex phenomenon which is restructuring. These are the key issues that will guide our work over the two days, and to which we invite you to join us.

Thursday April 19th

9:00 Reception and registration of participants.

9:30 Opening session.

Welcome: **Marcos Peña**. President of the Economic and Social Council of Spain.

Presentation of the Seminar's objectives and guidelines:

- **Ricardo Rodríguez** (Labour Asociados) and **Mireille Battut** (Alpha Group).
- **Antonio González**. Secretary General for Employment. Ministry of Employment and Social Affairs of Spain.

Introduction by the President of the Day: **José María Zufiaur**. Member of the European Economic and Social Committee.

11:00 Break.

Social representation and collective bargaining: changes and influences on restructuring

11:15 FIRST PANEL: "Influence of Workers representation models on restructuring".

Mireille Battut (Alpha Group) / **Philip Duchamp** (PCG): "*Conditions in workers representation for anticipating change*".

12:00-13:00 Round table: Chairman: **Esteban Rodríguez Vera**. Spanish Ministry of Labour and Social Affairs. MTAS.

- **Antonio Ferrer Sais**. Secretary of Trade Union Action. CEC-UGT.
- **Fernando Rocha** - Fundación 1º de Mayo de CCOO.

Discussion.

13:30 Lunch break.

15:00 SECOND PANEL: "Collective agreements as effective tools in case of restructuring?".

Bruno Mestre (EUI): "*The evolution of the national industrial relations models and the innovative features of collective agreements*".

Ricardo Rodríguez (Labour Asociados) "*Changes in the collective bargaining practices facing of restructuring*".

15:45-16:30 Discussion – First comments by:

- **Udo Rehfeldt**. Institut de Recherches Economiques et Sociales. IRES.

17:30 **Jean-François Lebrun** (European Commission).

18:00 End of session.

Friday April 20th

Actors and anticipation of restructuring in the territory

President of the Day: **Annete Jobert** – *Université Paris X Nanterre*.

9:00-10:15 **THIRD PANEL: “Innovative practices between global players and local games in restructuring”.**

Serafino Negrelli (Fondazione Seveso): “*Anticipation of restructuring: local actors’ cognitive maps and social concertation in the territory*”.

Angelo Pichierri (Università di Torino): “*Old actors, new governance: local, European and global levels of the restructuring processes*”.

10:15-11:30 Workshop 1: Restructuring and local actors' cognitive maps (Negrelli-Castellani).

Workshop 2: Old Actors New governance (Pichierri-Pacetti).

11:30 *Break*

11:45 Presentation of the results of the workshops.

General discussion.

12:30 **FOURTH PANEL: “Social dialogue and anticipation in management of the restructuring processes in the territory”**

Jörg Weingarten (PCG) / Maud Stephan (Sodie): “*Conditions for revitalising a territory*”.

13:30 *Break for lunch.*

15:00 **Guido Boni.** European University Institute (IUE) “*Towards territorial social dialogue?*”

15:30 **Round-table:**

Chair women: **Annete Jobert** – *Universté Paris X Nanterre*.

– **Jesus Candil.** General Manager of Industrial Development. Ministry of Industry Tourism and Commerce of Spain.

– **Claude Emmanuel Triomphe.** AUET General Delegate.

– **Josep Maria Rañé.** Member of the Catalanian Parliament.

Discussion.

17:30 **Marie-Ange Moreau (IUE, Florence).**

– Contribution of the Conference to the AgirE project as a whole.

– From Madrid to Florence: Next conference in Florence

18:00 End of seminar.