



Regional Development & Restructuring

Sofia, 27 September 2007





OVERVIEW

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Who are we?

- ❑ Directorate-General for Employment, Unit
“Working Conditions & Adaptation to Change”
- ❑ Objectives:
 - ❑ Develop and stimulate anticipative actions
 - ❑ Exchange of good practices, including “healthy restructuring”
 - ❑ Follow restructuring processes
- ❑ Cooperation with other Commission services and institutions of the European Union



Our policy (1)

- ❑ Communication on “Restructuring and Employment”: anticipating and accompanying (2005)
 - ❑ Strategies for a better and more efficient handling of change and restructuring
 - ❑ From an economic and social viewpoint
- ❑ Change is inevitable to remain competitive
- ❑ Optimization of anticipation
- ❑ Need for preparation and accompanying measures



Our policy (2)

- ❑ Mobilization and coordination of **Community policies**
 - ❑ European Employment Strategy (“flexicurity” debate)
 - ❑ Innovation policy (R&D; 7th Research Framework Programme, technology platforms)
 - ❑ Trade policy: level playing field, access to markets, bilateral agreements, enforcing rules
 - ❑ Industrial policy: Creating a favourable framework
 - ❑ Competition policy
 - ❑ Orientation of the financial instruments
 - ❑ External policy: “Decent work”, cooperation with ILO and other international organisations
 - ❑ Reinforcing compliance with legal rules
- ❑ Foster and facilitate **positive attitude** towards change and **partnership approach**



Our policy (3)

- ❑ Acquisition of further **knowledge** (statistics)
- ❑ Anticipation (forecast & foresight - scenariobuilding) and preparation
- ❑ Preference to active restructuring: thinking beyond financial compensation
- ❑ Facilitate development and exchange of **good practices.**



Tools (1)

□ The Structural Funds

- Social fund (ESF), regional development fund (ERDF), Agricultural and fisheries fund
- Strategic approach in 2007 – 2013 programming period: Community strategic guidelines for cohesion → national strategic reference frameworks → operational programmes in the Member States
- Supporting anticipation and management of change



Tools (2)

- ❑ ESF: activities in 4 key areas:
 - ❑ Increasing adaptability of workers and enterprises
 - ❑ Enhancing access to employment and participation in the labour market
 - ❑ Reinforcing social inclusion by combating discrimination and facilitating access for disadvantaged persons
 - ❑ Promoting partnerships for reform in the fields of employment and inclusion
 - ❑ Plus for least prosperous regions and Member States: reforms of education and training systems; strengthening of institutional capacities



Tools (3)

- ❑ Examples (ESF) of supported actions:
 - ❑ Support to individuals:
 - Training (competence reports, training passports, individual guidance systems...)
 - Outplacement
 - Support to geographical mobility
 - ❑ Structure Building:
 - Observatories and early warning systems
 - Transfer of good practices
 - Strengthening of training systems (validation)
 - ❑ Support to partnerships and pacts (e.g. for regional reconversion)
 - ❑ See our info fiche:
http://ec.europa.eu/employment_social/esf/docs/tp_restructuring_en.pdf



Tools (4)

- ❑ ERDF: support to productive investment (infrastructure, local development initiatives)
- ❑ Facilitation of flexible use of the structural funds through possibility of a “contingency reserve” for unforeseen local and sectoral crises linked to restructuring and/or opening of trade



Tools (5)

- ❑ European Globalisation Adjustment Fund
 - ❑ European Union solidarity in case of collective redundancies due to changes in world trade patterns
 - ❑ Helps workers to find a new job – not companies



Tools (6)

- ❑ European Globalisation Adjustment Fund (cont)
 - ❑ All Member States
 - ❑ 500 Mio per year
 - ❑ Active labour market measures (tailor-made services, job search assistance, career guidance, outplacement, entrepreneurship, self-employment...)
 - ❑ One-off support for actions with territorial dimension separate from other EU funding
 - ❑ No replacement of actions which are company responsibility under national laws/collective agreements
 - ❑ Covering up to 50 % of the actions carried out during 12 months from the application by the Member States



Tools (7)

- ❑ European Globalisation Adjustment Fund (cont)
 - ❑ **Serious economic disruption**
 - Economic relocation to third country
 - Massive increase of imports in a given sector
 - Progressive decline of EU market share
 - ❑ **1000 redundancies** in
 - One company including job losses in related up/downstream companies within 4 months
 - Enterprises in a NACE 2 sector (eg metal products, machinery) in a NUTS II-regions (e.g. Région Bruxelles-Capitale) within 9 months
- ❑ **OR a smaller number** of redundancies in small labour markets/exceptional circumstances
- ❑ Covering **up to 50 %** of the actions carried out during 12 months from the application by the Member States



Tools (8)

- ❑ Commission support to analysis of the phenomenon and development of anticipative tools
 - ❑ Studies at sectoral level concerning the evolution of skills followed by Round tables(2008 – 2009) (DG EMPL)
 - ❑ Support to networks
 - ❑ Calls for Proposals
 - « Information, consultation and participation of representatives of undertakings »
 - « Restructuring, well-being at work and financial participation »



Tools (9)

- ❑ « Restructuring, wellbeing at work and financial participation »
 - ❑ Improvement of expertise on restructuring (anticipation, preparation and social support)
 - ❑ Knowledge of health and wellbeing at work of workers faced with change (stress, resistance to change)
 - ❑ Type of action: studies, exchange of good practices, expert networks of OSH experts, psychologists,...
 - ❑ Transnational character
 - ❑ Two calls per year foreseen



Tools (10)

❑ The Restructuring Forum

- ❑ A series of conferences (2 to 3 times/year)
- ❑ Participants: European institutions (Commission, Parliament, Committee of Regions, Economic and Social Council, Dublin Foundation...), European social partners (cross industry & sector) national social partners, enterprises, academics, government representatives, representatives of regional authorities...
- ❑ Topics: industrial policy (2006), dynamic regions (2006), anticipation tools (June 2007), automotive sector (October 2007), SME (November 2007), transnational agreements (2009),
- ❑ Presentations, discussions, round tables, workshops, exchange of good practices



Tools (11 - outlook)

- Dissemination of good practices (Article 6 ESF projects/innovative actions (2004-2006)) and EQUAL
- National seminars
- First European Restructuring Report publication in 2008
- Revision of EWC directive?
- Communication on restructuring



Tools (12)

The « Taskforce on Restructuring »

- Meeting between Commission services (internal)
- Several times per year
- Exchange of information on different activities
- Coordination of joint actions
- Ad-hoc follow up of important restructuring events



Regional Development Agencies and their Networks

Natural partners at all phases of management of change

- Development of regional economic strategies
- Analysis of skill needs
- Adaptation measures
- Advice to enterprises
- Platform for clusters
- Crisis management
- Project participation
- Multiplier of good practices
- Cross border cooperation



Information Sources

□ Websites of DG EMPLOYMENT

http://ec.europa.eu/employment_social/restructuring/index_en.htm

http://ec.europa.eu/employment_social/esf/index_en.htm

http://ec.europa.eu/employment_social/equal/index_en.cfm

http://ec.europa.eu/employment_social/egf/index_en.html

http://ec.europa.eu/employment_social/esf/docs/tp_restructuring_en.pdf

http://ec.europa.eu/employment_social/esf/docs/tp_social_partners_en.pdf

http://ec.europa.eu/employment_social/progress/index_en.htm



Information Sources

❑ The European Monitoring Centre on Change (Dublin Foundation):

<http://www.eurofound.europa.eu/emcc/>

❑ The European Centre for the Development of vocational training (CEDEFOP):

❑ <http://www.cedefop.europa.eu/>

❑ <http://www.trainingvillage.gr/etv/>