



## CONFERENCE TAKING ACTION:



### PROMOTION OF EMPLOYEE SHARE OWNERSHIP (ESO)

INTERCENTAR

Debating concrete policy options in the context of the EC Action Plan on Corporate Governance

#### MORNING SESSION – Current Policy Initiatives to Promote EFP

	8:30	<i>Registration</i>
<b>Welcome</b>	8:55	Day Chair: Jeroen Hooijer, DG MARKT, Head of Unit F2
<b>Video message</b>	9:00	Michel Barnier European Commissioner for Internal Market and Services
<b>Keynote speech:</b> Taking action to encourage employee share ownership throughout Europe	9:05	delivered by Olivier Guersent Head of Cabinet of Commissioner Michel Barnier
	9:20	Q & A
Combining economic and labour market policies: A challenge for employee financial participation	9:30	Pervenche Berès MEP, Chair Committee for Employment and Social Affairs
EU Pilot project results: Policy proposals – Overcoming obstacles to cross-border EFP schemes	9:50	Prof. Jens Lowitzsch Viadrina / Freie Universität Berlin
	9:50	Prof. Iraj Hashi Staffordshire University
	10:20	Q & A
	10:40	<i>Coffee break</i>
<b>Panel 1 – Impulses for ESO</b>	–	Chair: Prof. Herwig Roggemann, Freie Universität Berlin
National EFP-policies: New tax incentives for employee buy-outs / the UK Employee Ownership Index	11:00	Graeme Nuttall UK Government's independent adviser on employee ownership
The French FCPE de reprise: Implementation via parallel plans – the example of a French/US-ESOP	11:20	Jean-Philippe Debas Equalis Capital
The Employee Stock Ownership Plan (ESOP) as a vehicle for business succession in SMEs	11:40	John D. Menke CEO Menke Group, San Francisco, CA
Employee share ownership in the EU, – a U.S. perspective: Policy impulses	12:00	Dr Richard Freeman Herbert Ascherman Professor of Economics, Harvard University
	12:20	Q & A
	12:45	<i>Lunch</i>

#### AFTERNOON SESSION – Learning from the Best: Debating Examples and Possibilities

<b>Panel 2 – Best practice examples</b>	–	Chair: Prof. Milica Uvalić, University of Perugia
Implementing employee share plans across borders in a large multinational company	14:00	Philippe Gracia Director of Human Ressources AUCHAN
ESO in micro enterprises: Reactivating unemployed while supporting regional economic development	14:15	Jone Nolte Agrupación de Sociedades Laborales de Euskadi (ASLE)
	14:30	Q & A
<b>Panel 3 – Long-term financing</b>		Chair: Prof. Iraj Hashi, Staffordshire University
ESO and the Commission proposal on European Long-Term Investment Funds (ELTIFs)	14:40	Prof. Jens Lowitzsch Viadrina / Freie Universität Berlin
Long term financing: The call on the EIB to boost SME lending promoting employee buy-outs	14:55	Patrice Liauzu Adviser, Institutional Strategy & SME expert, EIB
	15:10	Q & A
<b>Round Table: Feedback</b>	15:20	Moderator: Ugo Bassi, Director, DG MARKT
Rapporteur – EP Own-Initiative Report on EFP		Phil Bennion – MEP
Chambers of Commerce		Iwona Mertin – Advisor EU-Affairs, Eurochambres
Trade Unions		Marian Krzaklewski – EESC, Workers' Group / NSZZ Solidarność
Employers' Associations		Adrienn Bálint – Director for social affairs, MGYOSZ
Interest Groups		Nelly Voyeux – IAFP Bruno Roelants – Secretary General, CECOP
	16:15	Q & A, closing remarks
	16:30	<i>Drinks</i>

Thursday 30 January 2014 in Brussels

08:30-16:30 at Albert Borschette Congress Center, Room OA, 36 Rue Froissart, Brussels



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## Content of the Conference Folder

1. **Conference programme**
2. **Speaker** (8 pages)
3. **Overview – Employee Financial Participation in the EU** (2 pages)
4. **Potential policy options to promote EFP at EU level** (2 pages)
5. **Overview of ESO and its potential across the EU 28 – ECS 2009 & 2012 data** (1 page)
6. **Long-Term Financing: Integrating ESO in the Commission Proposal on ELTIFs** (4 pages)
7. **Fact sheets:**
  - a. Spanish Sociedades Laborales (1 page)
  - b. German ESOP (1 page)
  - c. Renewable Energy CSOP in Germany (1 page)
  - d. French FCPE de Reprise (2 pages)
  - e. The European ESOP (2 pages)
  - f. Proposition to EIB to modernise SME lending (2 pages)
  - g. 29<sup>th</sup> Regime on EFP (2 pages)
8. **Summary of the EP own-initiative report on financial participation of employees in companies' proceeds** (2 pages)
9. **List of participants**

#### **Important notice:**

The conference will be filmed and the images of parts or of the whole event will be webcasted and/or recorded. Full speeches or parts of them may be reused for internal documentation or in any public communication activity or pedagogical project. Participating at this public conference involves the acceptance of being filmed and no restriction fee will be asked for any use or reuse of the recorded images.