

Speaker

MORNING SESSION – Current Policy Initiatives to Promote EFP



Commissioner Michel BARNIER

European Commissioner for Internal Market and Services

Having been active from an early age in the pro-Europe wing of the Gaullist movement, and elected in his late twenties as a national Parliamentarian, Michel Barnier was appointed in 1993 Minister for the Environment. He went on to be Minister for European Affairs (1995-1997), Minister for Foreign Affairs (2004-2005) and Minister for Agriculture and Fisheries (2007-2009). In 1999 he resigned from national office to take up his post, as part of Romano PRODI's team, as European Commissioner for regional policy and institutional reform. In 2009 he led the French Presidential majority's campaign in the European elections and was the head of the French Delegation of the EPP Group (right wing formation) in the European Parliament. He was then proposed as European Commissioner by the President of the Republic Nicolas Sarkozy and took up his post, alongside José Manuel Barroso, as Member of the European Commission responsible for Internal Market and Services in early 2010.



Olivier GUERSENT

Head of Cabinet of Commissioner Michel Barnier

Olivier Guersent graduated with distinction from the "Institut d'études Politiques de Bordeaux" in 1983. After 8 years in French Civil Service, he joined the European Commission in 1992. He took over the Commission's fight against cartels as Director in the Directorate General Competition of the European Commission (DG Competition) in April 2009. During the years 2007-2008, he served successively as Head of Merger Unit and Acting Director for "Transport & Other Services" (since September 2007) also in DG Competition. Prior to this assignment, he was Deputy Head of Cabinet of Competition Commissioner Neelie Kroes (Nov 2004 to Dec 2006). Previous positions include: Head of the "Decision Scrutiny and Enforcement Priorities" Unit (Nov 2002 – Nov 2004) and Deputy Head of the Cartel Unit, (May 2001-Oct 2002) both in DG Competition. He had previously been Advisor to Commissioner Michel Barnier (Sept 1999 – May 2001); Advisor to Commissioner Karel Van Miert (Oct 1996 – Sept 1999). His academic activities include frequent lectures in postgraduate studies in several French universities.



Jeroen HOOIJER

DG MARKT, Head of Unit F2: Corporate governance and social responsibility

Jeroen J. Hooijer has a degree in Economic and European Law from the University of Utrecht in the Netherlands and he is Master in EU Law from the College of Europe in Bruges. He practiced as a solicitor for a large law firm in Rotterdam and Brussels, prior to joining the European Commission. At the Commission, he has held several positions in Trade and International matters. Currently, he is the Head of "Corporate governance and social responsibility" Unit of DG Internal Market and Services.



Pervenche BERÈS

MEP, Chair Committee for Employment and Social Affairs

Pervenche Berès has been a Member of the European Parliament since 1994. In the new Parliament elected in 2009, she is the Chairwoman of the Employment and Social Affairs Committee (EMPL) and a substitute member in the Economic and Monetary affairs committee. She has been appointed rapporteur of the temporary committee on the financial, economic and social crisis. Previously, she was Chairwoman of the Economic and Monetary affairs Committee (2004-2009), head of the French socialist delegation and vice-President of the Socialist group in the European Parliament (June 1997-June 2004). From December 1999 to October 2000, she was the Vice-president of the European Parliament delegation to the Convention in charge of elaborating a European Union Charter of fundamental rights. She was also a member of the European Convention in charge of drafting a Constitution for Europe from February 2002 to July 2003.



Prof. Dr iur. Jens LOWITZSCH

Europa-Universität Viadrina Frankfurt (Oder)/ Freie Universität Berlin

Jens Lowitzsch holds the Kelso Professorship of Comparative Law, East European Business Law and European Legal Policy at Europa-Universität Viadrina Frankfurt (Oder). Furthermore, he directs the Inter-University Centre Viadrina|FU Berlin|Paris 1|Split (INTERCENTAR). His main fields of expertise are employee financial participation (EFP), privatisation and transformation, insolvency law, European law and legal policy.

Currently he is the project director and team leader of the EU project "Implementation of the Pilot Project – Promotion of Employee Ownership and Participation" (MARKT/2013/019/F2/ST/OP), which assesses EFP across the EU-28 and aims at the formulation of possible regulatory and non-regulatory actions to promote EFP at EU level.

He is one of the leading experts on EFP at EU level, having participated as project director and/or team leader in several projects on EFP funded by the European Commission. He is the author of the PEPPER III report and the book Financial Participation for a New Social Europe (EN/FR/DE/IT/PL/RU) as well as the (co-)editor of the PEPPER IV report. In 2012 Jens Lowitzsch oversaw the European Parliament study Financial Participation of Employees in Companies' Proceeds.



Prof. Dr Iraj HASHI

Staffordshire University

Iraj Hashi is Professor of Economics and Director of the Centre for Research on Emerging Economies (CREE) at Staffordshire University Business School, Stoke on Trent, UK. In addition to his teaching duties at the University, he has been actively involved in research, teaching and consultancy in transition economies since 1992 and has worked with universities, research institutions and consultancy firms in Albania, Bosnia-Herzegovina,

Croatia, Czech Republic, Iran, Kosovo, Macedonia, Poland and Russia on a range of economic problems faced by these countries. His research projects have been financed by the European Commission's Framework Programme V and VI, DG5, DG MARKETS, DG INTERNAL POLICIES, the World Bank, Centre for International Private Enterprise, USAID and other international agencies. Employee financial participation is one of his areas of research. He has contributed to the PEPPER III Report, 2006 and is the co-author of the PEPPER IV Report, 2009 and the Employee Financial Participation in Companies' Proceeds, 2012 (a study for the European Parliament).



Prof. Dr Dr h.c. Herwig ROGGMANN
Freie Universität Berlin

Herwig Roggemann is Professor emeritus of law at the faculty of law and the Institute for East European Studies, Freie Universität Berlin. His fields of research include issues of comparative law and European and Eastern European law such as workers' participation in decision-making, employee financial participation and transformation of the constitutional framework with regard to property rights in Eastern and Western Europe. He was the founder and director of the Inter-University Centre Berlin/Split at the Institute for East European Studies, Freie Universität Berlin (2000-13). Since summer 2013, he is head of the scientific advisory board of the restructured and expanded Inter-University Centre Viadrina/FU Berlin/Paris 1/Split. Selected Publications: Constitutions of Central and Eastern Europe (Berlin Verlag Arno Spitz GmbH, 1999), Employee participation and property rights (BWV, 2010, in German).



Graeme NUTTALL
UK Government's independent adviser on employee ownership and partner Field Fisher Waterhouse LLP

Graeme Nuttall is an English solicitor and a chartered tax adviser. He is head of Field Fisher Waterhouse LLP's Tax and structuring practice in London. He helped develop the enterprise management incentives arrangement, a UK tax advantaged share plan. He drafted the Employee Share Schemes Bill, which introduced a tax exemption to encourage business succession using the HM Revenue & Customs approved share incentive plan. As the Government's independent adviser, he produced "Sharing Success: The Nuttall Review of Employee Ownership" (BIS, 2012) which has set the UK's agenda for promoting the employee ownership business model. The UK Government supports all 28 of the Nuttall Review's recommendations and the UK's Finance Bill 2014 will introduce three new tax exemptions for "employee-ownership trusts", as a result of Nuttall Review's findings. Graeme Nuttall is also a UK Cabinet Office Mutuals Ambassador and received the FT Innovative Lawyer 2013 award.



Jean-Philippe DEBAS
President of Equalis Capital

Jean-Philippe Debas is the President and founder of Equalis Capital, the leading French asset management firm specializing in management and employee sponsored buyouts. In addition to buyouts Equalis Capital also sets up and administers employee equity participation schemes in privately owned companies and occasionally in mid-sized listed corporations.



John D. MENKE
CEO Menke Group, San Francisco, CA

John D. Menke is founder and President of Menke & Associates, Inc., a San Francisco-based firm that has specialised in the design and administration of Employee Stock Ownership Plan (ESOP) buyouts in the U.S. since 1974. He has over 30 years of broad experience in investment banking, mergers and acquisitions and private equity transactions. He has supervised or participated in more than 2,500 ESOP transactions, representing more than 10 per cent of the ESOPs in existence in the United States today.



Prof. Dr Richard FREEMAN

Herbert Ascherman Professor of Economics, Harvard University

Richard B. Freeman holds the Ascherman Chair in Economics at Harvard University and is currently serving as Faculty co-Director of the Labor and Worklife Program at the Harvard Law School. He directs the Science and Engineering Workforce Project at the National Bureau of Economic Research, and is Senior Research Fellow in Labour Markets at the London School of Economics' Centre for Economic Performance. Richard B. Freeman received the Mincer Lifetime Achievement Prize from the Society of Labor Economics in 2006. In 2007 he was awarded the IZA Prize in Labor Economics. In 2011 he was appointed Frances Perkins Fellow of the American Academy of Political and Social Science. Richard B. Freeman is a Fellow of the American Academy of Arts and Science.

AFTERNOON SESSION - Learning from the Best: Debating Examples and Possibilities



Prof. Milica UVALIĆ

University of Perugia

Milica Uvalić is Full Professor of Economics at the University of Perugia (Italy) and former member of the UN Committee for Development Policy (2007-2012). She has been President of the European Association for Comparative Economic Studies (2006-2008), Public Policy Scholar at the Woodrow Wilson Centre in Washington DC (2009) and Assistant Minister in the first post-Milosevic federal government of Yugoslavia (2001). Milica Uvalić published extensively on transition economies, particularly the Balkans, regarding macroeconomic policies, privatisation, regional cooperation and EU enlargement, as well as on employee participation in profits and enterprise results. She is author of the first PEPPER Report (1991) for the European Commission. Recent books include: *Serbia's Transition. Towards a Better Future* (Palgrave Macmillan, 2010) and *Western Balkans' Accession to the European Union. Political and Economic Challenges* (co-edited with Bozidar Cerovic, Beograd, 2010).

Philippe GRACIA

Director of Human Resources, AUCHAN

Philippe Gracia is Director of Human Resources at Groupe Auchan since 2010. He has been working for Auchan for more than 30 years, starting in 1983 as manager of the fresh goods department at Auchan Périgueux. He soon became director of the human resources department at Auchan Région Ouest in 1993. After working as head of human resources for the division Hypermarchés d'Auchan France, he worked for Auchan in Poland, becoming general director of Auchan Pologne in 2007. Philippe Gracia is an expert in human resources management and also regarding employee participation at Auchan.



Jone NOLTE

Agrupación de Sociedades Laborales de Euskadi (Asle)

Jone Nolte graduated from the University of Deusto in law and economics and is a lecturer in legal consultancy for the "Instituto de Empresa". She has been working for ten years at "Agrupación de Sociedades Laborales de Euskadi", advising companies in the Basque Country, especially Sociedades Laborales, in labour and commercial areas. She is specialised in restructuring and succession processes in companies in which workers take majority shares of the company they work for. She recently coordinated a project on the status of companies offering employee financial participation schemes in Spain.



Patrice LIAUZU

Adviser, Institutional Strategy & SME expert, EIB

Patrice LIAUZU joined the European Investment Bank (EIB) in 2010 as Adviser in the Institutional Strategy Department, in charge of SME and Cohesion Policy. Previously, he worked for the European Investment Fund (EIF) as Head of Communication and EIF Representative in Brussels in charge of relations with EU institutions. Patrice Liauzu was a member of the European Central Bank information taskforce for the euro changeover. He,

a French national, graduated in Macroeconomics from the Université d'Aix-Marseille.



Ugo BASSI

Director, DG MARKT

Ugo Bassi is Director of Capital and Companies in the European Commission's Internal Market DG (DG MARKT F). As a senior manager, he has now four units under his auspices, covering important files related to the free movement of capital, corporate governance, anti-money laundering, accounting and financial reporting, audit and credit rating agencies.

A lawyer by profession, Ugo Bassi has been working in DG Markt for eighteen years, prior to which he gained considerable experience as "Référéndaire" in the Court of Justice. He has headed three different units dealing with Internal Market: in the area of public procurement, asset management and securities. Many of the policies under his charge were in direct response to the financial crisis but he has also managed teams covering the more traditional internal market issues.



Phil BENNION

MEP, Rapporteur (ALDE)

Phil Bennion, a Staffordshire farmer, became a member of the European Parliament in 2012. He has a BSc and PhD in agriculture from Aberdeen and Newcastle and a 1st class degree in History and Economic History at Birmingham University. Previously a grassroots campaigner for the Liberal Democrats, Phil Bennion is a recognised agricultural and economic policy specialist. In the Employment and Social Affairs Committee (EMPL), he

works to support SMEs, promote growth and fight against discrimination. He aims to cut down on unnecessary red tape and to ensure that any actions taken at European level are not over-burdensome for employers all over Europe. Phil Bennion is rapporteur of the EP own-initiative report "Financial participation of employees in companies' proceeds" (adopted on 14/01/2014). He is member of the South-Asia delegation as well as the Transport committee.



Iwona MERTIN

Advisor EU Affairs, Eurochambres

Iwona Mertin joined EUROCHAMBRES as an EU Affairs Advisor in June 2012. She has 6 years of experience in research, advocacy, accounting and finance. In her current position she focuses on challenges facing businesses with regard to access to finance and taxation. Prior to joining EUROCHAMBRES, she cooperated with the Bureau of European Policy Advisers, an advisory body for the President of the European Commission, and with the Stiftung

Wissenschaft und Politik, where she provided research and analysis of current policy trends, contributing to a number of publications. Between 2007 and 2011, she worked as a Senior Accountant at the MAN Accounting Center of the MAN Group. She holds an MA in European Economic Integration and Business from the College of Europe in Bruges in addition to an MSc in European Studies from the Aalborg University in Denmark and an MA in Economics from the University of Economics in Poznan, Poland.



Dr Marian KRZAKLEWSKI
EESC, Workers' Group / NSZZ Solidarność

Marian Krzaklewski holds a doctor in technical sciences (1987) in the field of computer control of industrial processes. Between 1991- 2002 he was the President of the NSZZ "Solidarnosc". He was the founder of the Solidarity Electoral Action (AWS) coalition in 1996, which became victorious in the Polish parliamentary election in 1997. From 1997 until 2001 he was member of the Polish Parliament as well as member of the Parliamentary Assembly of the Council of Europe. Marian Krzaklewski also worked as researcher at the Polish Academy of Sciences and as adjunct at the Silesian University of Technology. He hold lectures at the Lublin Catholic University and since 2012 he lectures on "Skills management on the labour market" at the Kashubian-Pomeranian High-School. Currently, Marian Krzaklewski is member of the European Economic and Social Committee (since 2004) and he is employed as "Coordinator of EU legal affairs" in the National Commission of NSZZ "Solidarnosc".



Adrienn BÁLINT
Director for social affairs, Confederation of Hungarian Employers and Industrialist (MGYOSZ)

Adrienn Bálint graduated at the faculty of industrial relations of the South-Hungarian University of Szeged. She holds a degree as economist at the Corvinus University of Budapest. . As an expert of industrial relations and labour market policy, she earned her experiences in the context of social dialogue, both on the employees and the employers' side, at sectoral and at national level.

She studied the industrial reorganisation process after the political structural changes of the 1990's in Hungary, when employees' financial involvement was an important element of the privatisation progress. She participated in several European projects related to the topic of employees' financial participation. She believes that employees' participation – including the financial participation – contributes to increase their productivity and commitment.



Nelly VOYEUX
IAFP International Association for Financial Participation

Working within a multinational company from 1970 until 2006, Nelly Voyeux managed international projects and soon took care of the new shareowners of her company by co-founding an association aiming at representing them towards the other company stakeholders and bringing them services and information. Together with similar associations, FAS (Fédération des Associations d'Actionnaires Salariés) was founded in 1993 in order to represent the employees owning shares of their company and to provide them with services. Until 2010, Nelly Voyeux managed for FAS the Index of Employee Share Ownership (IAS) with Euronext, the Paris Stock Exchange under contract. For FAS as well as other associations, she introduced a certificate for training organisations within the field of finance and employee ownership in order to grant the training contents given by these entities towards companies and employees. Nelly Voyeux joined IAFP in 2010 to be able to act on financial participation also at international level.



Bruno ROELANTS
Secretary General, CECOP

Bruno Roelants is Secretary General of CICOPA, the sectoral organisation of the International Cooperative Alliance for industrial, artisanal and service producers' cooperatives, and its European organisation CECOP CICOPA-Europe. He was previously responsible for cooperative development projects in China and India as well as in Central and Eastern Europe. He coordinated the cooperative organisations in the negotiations in 2001-2002 in Geneva on the ILO Recommendation 193 on the promotion of cooperatives. He has taught on cooperatives and local development in Italy. He has edited *Cooperatives and Social Enterprises – Governance and Normative Frameworks* (CECOP, 2009), and is a co-author of *Capital and the Debt Trap – Learning from Cooperatives in the Global Crisis* (Palgrave-Macmillan 2011-2013) as well as *Cooperatives, Territories and Jobs* (CECOP, 2011).
