

Seminar  
Financial Participation of Employees  
in Public Services

Brussels, Monday 7 May 2012  
11:00 – 17:00

Dear Madam, Dear Sir,

In the frame of the financial and economic crisis, CEEP launched a reflection to identify potential new sources of financing for public services providers in Europe. This project on Employee Financial Participation (EFP) is part of the reflection and we would like to invite you in a seminar on this topic.

Employee Financial Participation refers to any scheme which enables employees to participate in profit and enterprises' results. This could be by profit sharing (by cash, shares or deferred payment), gain sharing (payment of additional amounts to employees based on the performance) or employee share-ownership (employee is owner as individual or in group).

The seminar will present the key outcomes of a study led in 2011 – 2012 on EFP in public services. On a second step, this seminar will tackle the question of advantages / disadvantages of EFP in the current economic and financial situation for public services. What are the main advantages of EFP for public services? Is it a solution for enterprises in the current economic and financial situation?

This seminar will bring together various experts, representatives of undertakings and practitioners across Europe.

The seminar will take place the 7<sup>th</sup> of May from 11:00 until 17:00.

Looking forward to welcoming you, I remain

Yours sincerely,



Valeria Ronzitti  
Acting General Secretary

**Venue:**

Radisson Blu  
Rue du Fossé aux Loups 47  
B – 1000 Brussels  
Belgium

<b>Time</b>	<b>Topic</b>
<b>10:30 – 11:00</b>	Registration and welcome coffee
<b>11:00 – 11:30</b>	Presentation of the project and report  CEEP  Jens Lowitzsch, Europa-Universität Viadrina Frankfurt (Oder)  Iraj Hashi, Professor, Staffordshire University  Marco Caramelli, Professor INSEEC
<b>11:30 – 12:30</b>	Profit Sharing: example from Public Services providers  Moderator: Iraj Hashi, Professor, Staffordshire University  Malcom Hurlston, Director ESOP Centre  Adrian Zelaia, Director EKAI Centre
<b>12:30 – 13:30</b>	Lunch break
<b>13:30 – 15:00</b>	Employee Share Ownership, Public Services cases  Moderator & Introduction: Jens Lowitzsch  Philippe Bernheim, Vice-président de l'Association des actionnaires salariés et anciens salariés de France Télécom  Marino Lizza, Nuovi-lavori
<b>15:00 – 16:00</b>	EFP in Social Dialogue & conclusion  Marco Cilento, Advisor ETUC  Businessseurope  Valeria Ronzitti, Acting General Secretary CEEP

## REGISTRATION FORM

### Financial Participation of Employees in Public Services – 7 May 2012 - Brussels

Title:

Surname:

First Name:

Enterprise/Organisation:

Function:

Business address:

E-mail:

Tel:

PARTICIPATION:

\*Yes \*No

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\*Yes \*No

Date: .....

Signature: .....

Please return the completed form to: [ceep@ceep.eu](mailto:ceep@ceep.eu)

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