



27 National Seminars Anticipating & Managing Restructuring

A.R.E.N.A.S - VC/2008/0667



European Commission

Employment, Social Affairs and Equal Opportunities

STARTER QUESTION /First Round table

- **Anticipating Restructuring should allow to tackle in time industrial change and to prevent or mitigate the social costs. How do you assess the experience in your Country: what are strengths and weak point?**
- **Restruktureerimise ennetamine peaks võimaldama õigeaegselt tegeleda muutustega majanduses ja ennetada või vähendada muutustest tulenevaid sotsiaalseid kulusid. Kuidas hindate Eesti kogemusi restruktureerimise ennetamisel: mis on praegused tugevused ja nõrkused.**



27 National Seminars Anticipating & Managing Restructuring

A.R.E.N.A.S - VC/2008/0667



European Commission

Employment, Social Affair and Equal opportunities

- Among the existing forecasting surveys on economic changes and skill gaps, how do you assess the existing set of measures/ tools adopted by the Government and Social Partners? Which tool is most effective for better anticipating structural changes?
- Kuidas te hindate olemasolevaid meetmeid majanduse struktuurimuutuste ja tööturul vajaminevate oskuste prognoosimiseks? Millised vahendid oleks kõige efektiivsemad struktuurimuutuste paremaks ennetamiseks?



27 National Seminars Anticipating & Managing Restructuring

A.R.E.N.A.S - VC/2008/0667



European Commission

Employment, Social Affairs and Equal Opportunities

- Industrial relations can be an instrument for anticipating change?
- Kas ja mil määral saab Eestis kasutada kollektiivseid töösuhteid struktuurimuutuste ennetamisel?



27 National Seminars Anticipating & Managing Restructuring

A.R.E.N.A.S - VC/2008/0667



European Commission

Employment, Social Affairs and Equal Opportunities

- R&D, investment in Innovation, business strategies, partnerships with universities and local authorities are an efficient instrument for anticipating restructuring?
- Mil määral on Eestis teadus- ja arendustegevus, investeringud innovatsiooni, äristrateegiad ning partnerlussuhted ülikoolide ja kohalike omavalitsustega vahenditeks restruktureerimise ennetamisel? Kas see on efektiivne vahend restruktureerimise ennetamiseks?



27 National Seminars Anticipating & Managing Restructuring

A.R.E.N.A.S - VC/2008/0667



European Commission

Employment, Social Affairs and Equal Opportunities

- **Short term measures to better anticipate restructuring in the current recession: Action plan for reducing unemployment and supporting returning to employment (training, job search counseling, career counseling..): what are the main strengths and weaknesses?**
- **Lühiajalised meetmed restruktureerimise ennetamiseks praeguses majanduskriisis - tegevuskava tööpuuduse vähendamiseks ja töötute tööle aitamiseks 2009-2010 (koolitus, tööotsingualane nõustamine, karjäärinõustamine): millised on nende meetmete peamised tugevused ja nõrkused?**



27 National Seminars Anticipating & Managing Restructuring

A.R.E.N.A.S - VC/2008/0667



European Commission

Employment, Social Affairs and Equal Opportunities

- ***Free-of-charge adult vocational training in vocational education institutions by the Ministry of Education and Research: what are the strengths and weaknesses***
- **Haridus- ja Teadusministeeriumi poolt täiskasvanutele pakutavad tasuta kursused kutseõppeasutustes ja rakendus kõrgkoolides: mis on selle meetme tugevused ja nõrkused?**



27 National Seminars Anticipating & Managing Restructuring

A.R.E.N.A.S - VC/2008/0667



European Commission

Employment, Social Affairs and Equal Opportunities

STARTER QUESTION no.2

- Management of Restructuring aims to reach the economic and financial objectives of the enterprise as well as to mitigate the social impact. How far managing the current economic crisis does meet the above objectives. To what extent the existing national framework might be considered “Innovative”?
- Restruktureerimise juhtimise eesmärk on ettevõtte majanduslike ja finantsiliste eesmärkide saavutamise ning selle sotsiaalsete mõjude leevendamise. Kuivõrd on käesoleva majanduskriisiga toimetulekuks kasutusele võetud meetmed olnud kooskõlas mainitud eesmärkidega? Kas ja mil määral on restruktureerimise juhtimine majanduskriisis olnud innovatiivne?



27 National Seminars Anticipating & Managing Restructuring

A.R.E.N.A.S - VC/2008/0667



European Commission

Employment, Social Affairs and Equal Opportunities

- **Unemployment Insurance Fund and Response Service to collective redundancies what are the main strengths and weaknesses?**
- **Millised on Töötukassa kollektiivsetele koondamistele reageerimise teenuse peamised tugevused ja nõrkused?**



27 National Seminars Anticipating & Managing Restructuring

A.R.E.N.A.S - VC/2008/0667



European Commission

Employment, Social Affairs and Equal Opportunities

- **In the current economic and financial crisis to what extent could the role of the collective bargaining change?**
- **Kuidas võib käesolev majanduskriis muuta/mõjutada kollektiivläbirääkimiste rolli restruktureerimise juhtimisel?**



27 National Seminars Anticipating & Managing Restructuring

A.R.E.N.A.S - VC/2008/0667



European Commission

Employment, Social Affairs and Equal Opportunities

- **Existing Passive Labour market measures (unemployment allowance, unemployment insurance benefits, severance payments subsistence benefits): what are the main strengths and weaknesses?**
- **Olemasolevad passiivsed tööturumeetmed (töötu abiraha, töötuskindlustushüvitis, koondamishüvitis): millised on nende peamised tugevused ja nõrkused?**



27 National Seminars Anticipating & Managing Restructuring

A.R.E.N.A.S - VC/2008/0667



European Commission

Employment, Social Affairs and Equal Opportunities

- Among short term measures for tackling current recession (e.g. Wage subsidy scheme, ESF programme for Increasing Supply of qualified Labour Force, Personalized training Vouchers), what are the main strengths and weaknesses?
- Majanduskriisiga toimetulekuks mõeldud lühiajalised meetmed (palgatoetus tööandjatele, ESF programm “ Kvalifitseeritud tööjõupakkumise suurendamine”, koolituskaartide süsteem): mis on nende meetmete peamised tugevused ja nõrkused?



27 National Seminars Anticipating & Managing Restructuring

A.R.E.N.A.S - VC/2008/0667



European Commission

Employment, Social Affairs and Equal Opportunities

- **Continuous Vocational Training measures: to what extent do companies invest into “human resources” during the crisis?**
- **Meetmed tööalaseks täiendõppeks: mil määral investeerivad ettevõtted majanduskriisi ajal inimkapitali?**



27 National Seminars Anticipating & Managing Restructuring

A.R.E.N.A.S - VC/2008/0667



European Commission

Employment, Social Affairs and Equal Opportunities

Brainstorming (3)

Taking into account the existing restructuring framework in your country, please point out :

- *One Good practice*
- *One Lessons learnt*