



RESTRUCTURING IN EUROPE: 27 NATIONAL SEMINARS (ARENAS)

INTRODUCTION TO THE OBJECTIVES OF THE
CZECH NATIONAL SEMINAR
Prague, 24-25 September 2009

AIMS OF THE CZECH NATIONAL SEMINAR

- Exchange of views and perspectives on national background paper
- Cataloguing lessons learned and systemizing knowledge and practices on restructuring in the Czech Republic
- Knowledge sharing
- Identifying inputs to the EU Synthesis Report

EXPECTED RESULTS

- Sharing knowledge on Anticipation and Management of Restructuring
- Lessons learned and good practices
- Observatory at EU level on “state of the art” on Restructuring and transferability of good practices.

ORGANIZATION OF THE TWO-DAYS SEMINAR

- Brief presentation of key findings of the NBP
- Starting the debate on the effectiveness of restructuring practices in the Czech Republic in the context of the current economic crisis.
- Analysis and discussion of relevant case studies: their impact and transferability to other contexts

SELECTION OF THE INVITED PARTICIPANTS

- High level participation to ensure efficient and profitable discussion as the main challenge.
- A tripartite approach rooted in social dialogue
- Practical experiences of restructuring

Methodology

- A combination of presentations, panel discussions, and working group discussions.
- Facilitator will stimulate debate, discussion and experience sharing.
- Outcomes of the Czech national debate will provide inputs for the EU Synthesis Report on lessons learned on restructuring.



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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 Czech Republic : strengths and weak points ?**



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First round table Key question 1

Among the existing Observatories for monitoring and anticipating labour market future needs (example Czech Future Skills, regional Observatory, etc) how do you assess this set of measures/ tools?



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Key question 2

*Active Labour Market Policies (training, re-training, counseling, job searching, etc) :
are they an useful measure/tool for
anticipating and preventing restructuring?
Education programmes (“Educate yourself
“and “Training is a chance”): a tool
against crisis?*



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Key question 3

R&D is an efficient instrument for anticipating restructuring? Why there seem to be a lack of investment by firms? What about Business strategies and alliances, partnerships with universities, with local authorities?



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Key question 4

Territorial and Sector development strategies are an important measure that can contribute effectively to anticipate restructuring ?. How do you assess this measure ?



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Key question 5

Participatory relations can be an instrument
for anticipating change?



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STARTER QUESTION (Second Round table)

Management of Restructuring aims to reach the economic and financial objectives of the enterprise as well as to mitigate the social impact . What are the key elements for combining the needs of competitiveness and employment ? To what extent the existing model can be considered “Innovative” ?



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Second Round table Key question 1

*Anti – crisis Package: Anticipation or
Management tool?*



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Key question 2

*In the current economic and financial crisis
to what extent should the role of the
collective bargaining change ?*



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Key question 3

Severance payment: how do you assess long term effectiveness? Which kind of innovation could be introduced?



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Key question 4

What could be in the future the role of the public Authorities and Social Partners at regional/local level for supporting sustainable job for workers?



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Key question 5

Supporting restructuring: how do you assess
Social Programmes for redundant
workers? What are strengths and weak
points?