



**GOOD OLD EUROPE**  
Active Ageing, Labour Relations  
and Demographic Change

Notes of the Video Conference  
of the 13<sup>th</sup> April, 2010

Proposed by Norbert Kreuzkamp  
Draft Version, 15<sup>th</sup> April, 2010

## General Information of the Meeting

### Project

EUROPEAN COMMISSION

DG Employment, Social Affairs and Equal Opportunities

Social dialogue, social rights, working conditions, adapting to change

Social dialogue - industrial relations

Industrial Relations and Social Dialogue Reference: VP/2009/001

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Subprogram II: Improving expertise in the field of industrial relations

Granted Projects 2009

## GOOD OLD EUROPE

ACTIVE AGEING AND DEMOGRAPHIC CHANGE  
IN SELECTED COUNTRIES

ARBEITSBEZIEHUNGEN UND SOZIALER WANDEL  
IN AUSGEWÄHLTEN LÄNDERN

### Title of the Meeting

Pre-Conference to the April Meeting  
involving the ACO on Monday, 13<sup>th</sup> April, 2010

### Participants

- Mr. Jean-Pierre CAPARROS
- Mr. Norbert KREUZKAMP
- Mr. Francesco SANSONETTI



## Motivation of the Video Conference

Jean-Pierre could not participate to the March Meeting. For that reason we agreed to have an extra video conference.

## Proposed Agenda

- (1) Communication Test (Skype & Connect Pro)
- (2) Principles of ACO contribution
- (3) Decisions made by ACO about thematic items
- (4) Next meetings (video conferences and others)
- (5) Check the E-Mails and the Screen of the Platform

### (1) Communication Test (Skype & Connect Pro)

We have a good audio quality, the video is ok.

### (2) Principles of ACO contribution

Jean-Pierre:

Our people are involved in many social actions and associations. I for example am member of the trade unions and I am member of my church. Michel, a member of ACO movement, for example is also the president of GMTS, a mutual insurance company. So we are interested by many topics. In February in Stuttgart I told you that for me it is very important to share with my colleagues the decisions of the topics we want to work with you.

We want to bring to you our experience, and our experience is our "human experience" in living and fighting within the unions. So I intend to share this "living" experiences more than just technical experience. I for example am also member of CHSCT = people representative organisation dealing on work conditions in my company. But what is important to me is to get your understanding on our Christian inspiration.

I would therefore like to give as our contributions some concrete examples of our work. This is a concrete experience: for example at a little town near Toulouse, Villemur, and there is a manufacture, MOLEX, which is the property of an US company, that last year produced many unemployment colleagues. The factory was closed at the end of 2009.

There was a trial in justice. The procedures of the factory to close down the factory did not respect all the legal rules. So, some of the workers did a process. Last week there was a meeting at the tribunal and there was also already some sentence with some penalty for the company to pay. The reason was that the company did not inform by time all the workers' representatives and did not respect the French legal rules. The mobilisation as still going on and I cannot give you now all the detail.

Discussing with the workers in the trade union, we, members of ACO, propose to people from MOLEX to do a SHARE MEETING ("PARTAGE" in french), as to exchange what make sense for them about fighting and for us why we take into account many people to join the fight? I joined them and we build up a new organisation around Molex. The ACO movement is not directly involved but we share many meetings and joined their action. We shared the way of fighting in supporting them. The people of Molex did ask us, why and how it happened that we did join them in their fight.

This is to give you an example how we try to follow people and how sometimes we partly are involved and supporting the different actions or information for newspapers and media, of strikes. This strike of MOLEX for example was then really well-known in all France. So in fact there were tourists coming to see where MOLEX is.

Francesco:

It was a pleasure to me to hear Jean-Pierre's example and way of working. Thank you.

Norbert:

Also for me it was a real pleasure and a very good example of a good-working communication: What I want to say: From a first point of you (a) you gave us an example of a solidararian way of concrete work in the field of companies in crises that produce very difficult living situations for workers and their families but that do not go into solitaire solutions but try to find social solutions of people; secondly (b) you gave us a very good example of a "genre" of communication I would like to promote also within this project GOOD OLD EUROPE; I mean: to use testimonies of involved people speaking of their real and concrete experience. This is different from discussion and more abstract way of speaking.

### (3) Decisions made by ACO about thematic items

ACO Movement has decided in an official way to work on the following issues:

#### **Working Group 1 / Groupe de travail 1:**

#### **Employment of elderly people / Emploi des personnes âgées**

- work and health - specifically: health in the work environment / travail et santé - spécifiquement: santé au travail

#### **Working Group 2 / Groupe de travail 2:**

#### **Transition into Retirement / transition de la vie active à la retraite**

- early retirement / retraite anticipée
- knowledge transfer / transfert de connaissance

Norbert:

I think this is a very good example, given by ACO, of what seems to me the next step for all our organisations involved in the project:

We define, describe and/or choose the items/issues/topics,

- (a) we want to work on,
- (b) we want to give our specific contribution and/or
- (c) we would like to produce some common results.

#### (4) Next meetings (video conferences and others)

After a detailed discussion with different options, Jean-Pierre, Francesco and Norbert agree to propose to the colleagues for the next video conferences

- (a) to split up in working groups,
- (b) to keep the meetings possibly together on two days,
- (c) to open with a short (not obligatory plenary session) and to conclude with a common plenary session that allow to share the working results.

The concrete proposal of calendar structure of these meetings is the following:

- Monday, 10.30-11.00 Short common meeting (to inform absent colleagues and to get an idea what is on the Agenda of the other working groups
- Monday, 12.00-13.30 Working Group 1
- Monday, 14.00-15.30 Working Group 2
- Monday, 16.00-17.30 Working Group 3
- Tuesday, 12.00-14.00 Common Meeting for all

First proposed meetings with this structure:

- Monday/Tuesday, 26<sup>th</sup>/27<sup>th</sup> April, 2010
- Monday/Tuesday, 10<sup>th</sup>/11<sup>th</sup> May, 2010
- >> Thursday/Friday, 17<sup>th</sup>/18<sup>th</sup> June, 2010: Seminar in Zagreb
- Monday/Tuesday, 26<sup>th</sup>/27<sup>th</sup> July, 2010
- >> Monday/Tuesday, 13<sup>th</sup>/14<sup>th</sup> September, 2010: Seminar in Barcelona
- Monday/Tuesday, 18<sup>th</sup>/19<sup>th</sup> October, 2010

#### (5) Check the E-Mails and the Screen of the Platform

We check together the E-Mails sent and the different lay-outs of the Platform.

## (6) Feedback

Francesco,

I am very happy with this meeting. We could hear us very well and we made really a good job.

Jean Pierre:

Thank you very much. The software is very good performing. But it is useful to understand where people are. A question to Francesco: is he in Stuttgart. We discover: Francesco is in Stuttgart, Norbert is in Tuebingen.

It was an important meeting. I hope, the following meetings will also be so good. About voice quality: we have not so much to interrupt us. When I was speaking, Norbert was interrupted by my voice and returned back a few seconds after I stopped speaking. So I think we have to discuss each other not at the same time, not to be interrupted as a blank audio connexion.

Norbert:

... is very happy with the video conference and is convinced that we are learning from meeting to meeting and so improving the adequate use of this communication instrument.