



PRESIDÊNCIA DO CONSELHO DE MINISTROS

Gabinete do Primeiro Ministro



PRESIDÊNCIA PORTUGUESA DA UNIÃO EUROPEIA

Linha de acção:

**Emprego, reformas económicas e coesão social
- para uma Europa da inovação e do conhecimento**

**Assunto: Seminário Europeu “ A identidade europeia numa
economia global”
Sintra, 18 e 19 de Fevereiro de 2000**

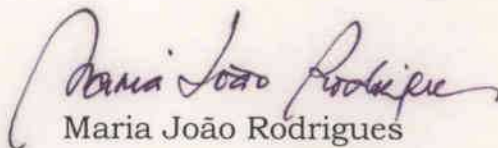
A Ex^a Sr^a Embaixadora Maria de Lurdes Pintasilgo,

Conforme contacto realizado previamente, temos a honra de remeter directamente um convite dirigido à participação pessoal da Ex^a Sr^a Embaixadora numa importante realização da próxima Presidência Portuguesa da União Europeia, promovida em colaboração com a Comissão Europeia.

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A resposta deverá ser enviada à entidade organizadora, mencionada na carta convite.

Com a expressão da mais elevada consideração,


Maria João Rodrigues

Lisboa, 29 de Setembro de 1999

Anexo: Carta convite
Programa do Seminário Europeu

Secretariado: Isabel Cernich
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Mrs. Maria de LOURDES PINTASILGO

Paris, 17 September 1999

Dear Mrs. de Lourdes Pintasilgo,

"*Europe Horizons*" is a network of European intellectuals predominantly concerned with the process of European integration and active as advisors to companies and governments. It was set up in 1999 by Bernard BRUNHES, a French economist and consultant in human resources, employment and social policies, Spiros SIMITIS, Professor of Civil and Labour Law at the University of Frankfurt, and Luc SOETE, Professor of International Economics at the University of Maastricht.

We are convinced that it is high time to encourage a process of intellectual exploration and debate capable of driving new initiatives in favour of a European edifice and of casting light on the common future that lies ahead. We think it vital to turn our thoughts once more to the construction of a European development model, one which takes account of the new demographic, technological and economic situation while at the same time incorporating the history and culture that have forged the European identity.

For this reason we have taken the initiative of organising a high-level meeting focusing on a key element of the development model of Europe, namely its social model. The European Commission and the Portuguese government have agreed to support the organisation of the meeting. The Portuguese government, who will take the Presidency of the EU during the first semester of 2000, has included the seminar among the official events of its Presidency. The President of the European Commission and the Prime Minister of Portugal will participate in the seminar.

This gathering will bring together a small number of key actors from the fifteen EU Member States for a two-day discussion on the theme of "*The European identity in a global economy*". Debate will focus on the following four topics: *the impact of a knowledge-based economy; the future of labour and employment; the modernisation of social protection systems and the recognition of fundamental rights.*



The number of participants is limited to 60, so as to enable each one to be active in the debate. They will include politicians, business leaders, trade unionists, academics and experts, each one of whom has been chosen for his or her reputation and ability to influence others.

The seminar will take place in the historic town of Sintra, 25 kilometres from Lisbon, on 18 - 19 February 2 000, a few weeks prior to the extraordinary European Council scheduled to focus upon "*Employment, economic reforms and social cohesion - for a Europe of innovation and knowledge*".

The agenda of the seminar is enclosed. Some of the invited personalities have already agreed to act as first speakers in the debate, but every guest is expected to play a full part in the discussions which will take place around a single table. Simultaneous translation into four languages (Portuguese, English, French, and German) will be provided for.

We are pleased to invite you to be our guest at the seminar. Could you confirm your acceptance to Jenny Dutartre (Tel : + 33 1 53 02 15 32 ; Fax: + 33 1 53 02 15 15 ; E-mail: jenny.dutartre@brunhes.com) who will give you all relevant information about travel and accommodation.

Yours sincerely,

Bernard BRUNHES

Luc SOETE

Spiros SIMITIS





EUROPE HORIZONS



The European Identity in a Global Economy

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The impact of the knowledge-based economy... The future of labour and employment... The modernisation of social protection systems... The recognition of fundamental rights...

*Sintra (Portugal)
February 18-19 2000*

This seminar is organised with the support
of the European Commission and the Portuguese
Presidency of the European Union



The seminar on "The European Identity in a Global Economy" is the first of a series of events proposed by the network named "Europe Horizons".

The "Europe Horizons" project has been created to invite European intellectuals to network and embark on a process of far-reaching exploration and debate. Its ambition is to foster and home in upon novel avenues of enquiry in relation to European society as it faces the challenges of the XXIst century.

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The project has been initiated by Bernard BRUNHES, a French economist and consultant specialising in human resources, employment and social policies; Spiros SIMITIS, Professor of Civil and Labour Law at the University of Frankfurt and Luc SOETE, Professor of International Economics at the University of Maastricht.

The Sintra seminar is jointly sponsored by the European Commission and the Portuguese Government, which will take over the Presidency of the European Union during the first half of 2000.



EUROPE HORIZONS



The network named “Europe Horizons” has been recently set up by three persons predominantly concerned with the European integration process – Bernard Brunhes, Spiros Simitis and Luc Soete – who have drawn up the following manifesto:

“With the adoption of the Euro, Europe has entered a new phase in its history. This phase is crucial, not only for building the European Union, but also for fulfilling the European identity. Three years from now the Euro will have fully entered Europeans’ daily lives. During these three years, the EU’s credibility will be put to the test: will the common currency give Europe control over its economic destiny and allow it to enjoy renewed growth and full employment?”

Europe is now faced with globalisation of the economy, high - speed technological progress, and perils which threaten our environment. New information systems are transforming our daily lives and the ways we work. Occupational profiles change beyond recognition or become completely obsolete before our very eyes. As corporate identities become less tangible, jobs become less secure and ever greater numbers of workers find themselves in weak or precarious situations in relation to the labour market.

As these changes take place, increasing numbers of working-age Europeans – women as much as men – aspire to take part in the process of wealth creation. At the same time, the average age of the working population is steadily rising, while those entering retirement enjoy increasing life expectancy.

Part of the explanation for the lower economic growth in the EU - compared to North America - in the 90s lies in the shortfall in Europe's capacity to take advantage of the new information and communications technologies. And one reason for this shortfall may be the insufficient modernisation of the EU Member States' social models.

For this reason it is vital to turn our thoughts once more to the construction of a European development model, one which takes account of the new demographic, technological, economic, competitive and environmental context, while at the same time incorporating the history and culture that have forged the European personality: democracy, social cohesion and solidarity.

Today, fifty years after Robert Schumann launched his appeal to the European nations to build a Europe that would preserve and cherish peace, and as we prepare to move across the threshold of a new millennium beset by profound upheavals, it is high time to encourage a process of intellectual exploration and debate capable of driving new initiatives in favour of a European edifice and of casting light on the common future that lies ahead. In the hope of creating milestones in this process, the "Europe Horizons" project will devise and organise a series of gatherings designed to bring together prominent European figures to share and contrast their thoughts and experiences."



The Sintra seminar



The first event organised by the "Europe Horizons" network group will bring together leading figures from the countries of Europe to reflect upon the future of the European society.

Because it is a key element as well as a distinctive feature of the European model of development, the *European social model* will be the focal subject matter of the Sintra seminar, with a view to identifying those of its decisive components in which citizens of Europe in the 21st century will be able to recognise the common nature of their destiny.

On the basis of the ideas that emerge, the aim will be to propose long-range projects as well as practical steps forward and European-level initiatives. To achieve this objective, we will seek broad media coverage for the fruits of these reflection.

A two-day seminar in a site of historic interest

The seminar brings together, for two days, leading European politicians, company heads and labour leaders, for a discussion of "*The European Identity in a Global Economy*". It takes place a few weeks before the extraordinary European Council scheduled to focus upon "*Employment, economic reforms and social cohesion - for a Europe of innovation and knowledge*".

The venue for the seminar is Sintra (Portugal), 25 kilometres from Lisbon, a resort rich in history and culture and an ideal location for creative thinking and debate.

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The number of participants is limited to 60, so as to enable each one to be active in the debate. Four categories of protagonist are invited: politicians, business leaders, trade unionists, and academics and experts, all of whom had been selected for their reputation and ability to influence others.



The agenda of the seminar



Neither free trade and globalisation nor the emergence of a knowledge-based economy should be seen as a threat to the European social model. The real threat would derive from an inability to cope with the problems facing it.

For this reason it is vital to turn our thoughts once more to the construction of a European social model, one which takes account of the new demographic, technological and economic situation, while at the same time incorporating the history and culture that have forged the European identity: democracy, social cohesion and solidarity.

Four topics for discussion

The debates of the seminar are split into four sessions dealing respectively with: i) the impact of the knowledge-based economy, ii) the future of labour and employment, iii) the modernisation of social protection systems, and iv) the recognition of fundamental rights.

1 Towards a knowledge-based economy within firms and in society at large



The information society is moving towards the knowledge society. One of the key features of a knowledge society is the structure of the economy, whose axis shifts from material to symbolic products and distribution systems. Prosperity and competitiveness are increasingly embodied in creativity, information and knowledge. This places the "human factor" at the fulcrum.

- In the global economy, competition is underpinned by innovation; and innovation is overwhelmingly based on the effective use of information and communications technologies (ICT). The introduction of ICT heralds dramatic changes in production processes and disrupts the management of firms. ICT has an effect on product design as well as on production processes, on relations between firms as well as on those between firms and their clients.

Pyramid-shaped job-grading arrangements are giving way to networks. As employees gain direct access to information, they are increasingly expected, irrespective of their position in the hierarchy, to take decisions on their own. Neither executives nor grassroots workers are any longer subject to a priori supervision, but they are governed by new types of constraint, based on a posteriori evaluation of their performance. At the same time, relationships between the different functions of firms tend to be developed on a contractual basis. Firms are no longer clearly defined corporate entities but are turning into components of a business chain, linked by a series of contractual commitments.



At the same time, the introduction of ICT, together with organisational changes, in the context of a global economy, are driving forces for productivity gains, and hence for higher profits and real wages, giving rise to further new demand and additional job opportunities.

- Employment is affected also by the changes in labour demand, i.e. for greater and more wide-ranging skills and for much less unskilled labour than in the past. A fundamental structural problem in Europe is the slow adjustment of skills to new economic structures, which is one explanation for the slow economic growth.

Software and computer services occupy the top positions for employment-creation in Europe. Programming and multimedia content jobs are expected to be the major beneficiaries of the Internet explosion in Europe. But if those jobs are to stay in Europe it is necessary, among other things, to overcome the shortage of skilled labour in the ICT industry, as well as to ensure the renewal of skills that become quickly obsolete.

However, an even more portentous development lies in the fast growing proportion of workers processing information and knowledge as their main “raw” material and using ICT as their only tool. It is estimated that the more effective use of ICT in the US, compared to Europe, has brought additional annual economic growth of one per cent in the course of the nineties.



- Knowledge societies are themselves human constructs, operating within a high level of interactive complexity. They theoretically offer means to empower social actors and to add to the self-transforming capacity of society. In practice, one paradoxical outcome is a greater contingency, fragility and uncertainty of social life.

Knowledge societies appear to be highly susceptible to creating new social inequalities and to exacerbating economic and social polarisation. In today's Europe, the costs of being knowledge-poor are high and far-reaching, not only for chances on the labour market but also for opportunities and capacities to participate actively in the democratic process at all levels of governance. The potential risks for social coherence are by no means illusory.

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Access to the tools of the knowledge society is of fundamental importance for achieving the goals of equity and efficiency. The European knowledge society should be based on the principles of equal opportunities, participation and integration of all. If we wish to avoid creating new types of exclusion, and to prevent the emergence of a “two-thirds society”, people must be trained in the use of the new technologies, but also taught to assimilate information and set it in perspective.

2 Labour and employment: reconciling flexibility and security



Globalisation of the economy and high-speed technological progress disrupt labour relationships. The introduction of ICT and new forms of work organisation can result in greater job insecurity and lower labour standards.

- In the course of the XXth century, we have seen the gradual formation of a specific corpus of legislation applicable to wage-earners, including a set of regulations providing for workers' security, both within and beyond the workplace. At the present time a number of these rules, standards and guarantees of social status are called into question.

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Organisations are undergoing change as a result of the search for greater flexibility and better adaptation to / anticipation of customers' demands. Firms expect of their employees new capabilities, namely to perform well in an unsettled environment whilst maintaining and upgrading their capital of knowledge and expertise. The labour market is becoming increasingly segmented, with some categories still enjoying protection while an increasing number of workers lack any form of social protection entitlement whatsoever.

Nevertheless, the labour contract cannot be reduced to an exclusively commercial contract for an exchange of services, and employees cannot all be turned into self-employed workers. If it is no longer possible for the worker's commitment to be defined simply in terms of working time, and the employer's in terms of pay level, nor can wages merely represent compensation for the fulfilment of a task or the achievement of a result. Rather, it is a new two-sided commitment between employers and employees that has to be defined, taking account of the central place of "collective intelligence" in the new production process. In this context, novel forms of social dialogue have to be explored.

- The interaction between companies and education and training systems must be reinforced in order to prevent dramatic skill gaps and to sustain employability. Moreover, in order to create opportunities of lifelong learning for all, traditional education and training systems must open the way to the broader concepts of learning society where people, but also schools, companies and public services are encouraged to learn.
- Labour will remain the main factor of integration into society, but in the future work will be performed within small units and will demand new forms of competence, the measure and assessment of which will become more difficult.



- Beside the habitual forms of so-called atypical work (part-time work, temporary jobs), new forms of employment are gaining currency: some people are now working very few hours a week; others may be employed on a specific limited project or as self-employed sub-contractors of a firm.

We are thus witnessing the emergence of a number of intermediate positions between unemployment and wage-earning, between labour and education, with new forms of semi-voluntary work, work with firms funded partly by government budgets, as well as a series of activities created in the framework of active labour market policies, all of which lead to new possible employment and career routes for the individual.

At the same time, a number of mechanisms have been devised and put in place to facilitate adaptation to the new patterns of varied and variable working life: obligations on firms to provide redundant former employees with outplacement measures; suspension of a labour contract; support by the firm for employees' entrepreneurship; embryonic social status for voluntary activities. Meanwhile, the new concepts of "social drawing rights" or "transitional labour markets" are attempts to find new ways of reconciling flexibility with security.



3 News risks call for new types of solidarity

- Europe is experiencing a major demographic change due to the combination of several factors:
 - ◆ The extension as well as the “churning” of ages: all the stages of the biological life-span are delayed, including death; nor is a particular single age spell any longer associated with a particular given position in society ;
 - ◆ The new distribution of roles between men and women in line with the increase in female labour market participation, and the changing pattern of household composition and family types ;
 - ◆ New life-paths and career patterns following the break-up of the three-phase life-cycle (education, employment, retirement) and, in a number of European countries, the approach of retirement for the first cohorts of baby-boomers.

- Simultaneously, the development of European economies generates new protection and security needs that the current social security systems are ill-equipped to meet. Being left penniless in old age has vanished as a major risk, but the risk of being unemployable after 55 is increasingly real. The nature of unemployment has changed: it is no longer just an effort of geographical mobility that is expected of those unfortunate enough to lose their jobs; a growing proportion of these workers have to deploy an effort of “skill mobility” if they are to have a chance of re-entering the labour market.



And finally, a new genuine risk is appearing: that of being unable to perform flexible work, due to a lack of the capacity to get to grips with the uncertainty of markets and production situations.

- New patterns of exclusion are spreading, requiring the formulation of specific policies of integration. Even if the last twenty years have seen increasing prosperity for the majority of the population and falling unemployment in a number of countries, inequality has increased. Most EU Member States have experienced concentration of poverty on vulnerable groups (the young, lone parents, minority ethnic groups, ...), continued vertical and horizontal segregation between men and women in the labour market and continuing pay inequalities, increasing low pay and increasing concentration of unemployment on "workless households" and vulnerable groups, and increasing concern about a range of indicators of social dislocation: crime, teenage pregnancies, homelessness, child abuse, substance abuse, school exclusions.

- As a result of all these changes, European welfare states face four basic challenges :
 - ◆ The trend towards closely targeted benefits, and residual, stigmatising provision for the most disadvantaged had led to concerns about poverty traps and welfare dependency. Recent developments have seen the design of more employment-friendly social protection policies, which - even if carefully tailored to specific groups, focus more broadly on contexts of vulnerability and potential disadvantage.



However, these new policies may put over-emphasis on responsibility and concentration on work, which may generate new risks of exclusion of people who cannot work, especially when the economy turns down and unemployment creeps upwards.

- ◆ Public pension schemes require reform in order to be made sustainable, but it is still uncertain whether this can be done without a substantial increase in income inequality among those who will retire in the future, especially the post baby-boom generation.
- ◆ The individualisation of social security rights is in line with the general trend towards a greater autonomy of the individual. However, in aiming to halt the practice of taking account of personal and family links in the provision of social protection for the individual, this trend leaves little space for other patterns of solidarity within society at the very time when there is a prevailing consensus regarding the excessive level of taxes and other mandatory levies. Can intermediate forms of solidarity be devised to meet such needs?
- ◆ To increase one's capacity to perform work in a flexible economy, it is vital to know how to learn from exposure to events. The flexible worker needs, more than a framework of protection against the consequences of uncertainty, a framework of security in the face of events, allowing the individual, at any time, to make long-term forecasts. This framework of security still remains to be designed.



4 European citizenship, rights and democracy



A new step has been taken with the Amsterdam Treaty, which repeatedly refers to fundamental social rights, as defined in both the 1961 European Social Charter and the 1989 Community Charter of Fundamental Social Rights of Workers.

The Amsterdam Treaty reiterates the commitment of the European Union to fundamental rights and invigorates the obligation to develop and implement policies securing protection of these rights. Further impetus has been given by the Cologne European Council to the process of acknowledging fundamental rights as an integral part of European identity.

Any attempt to explicitly recognise fundamental rights must include both civil and social rights. To ignore their interdependence questions the protection of both. By recognising that there is - in the words of the European Court of Human Rights - no 'water-tight division' between civil and social rights, the quest for 'indivisibility' counters all previous attempts to maintain the separation and to deny social rights the rank conceded to civil and political rights.

However, the recognition of fundamental social rights is harder to achieve than the establishment of human rights, since the fulfilment of such fundamental rights requires implementation of equally fundamental policies.



It is most important, when defining the contents of these rights, to take full account of the changes in society that have been discussed in the preceding sessions of the seminar.



- ◆ What does the freedom of choice of occupation mean in a knowledge-based society ? What does the right to equality of opportunity and treatment (without any distinction such as race, colour, ethnic, national or social origin, culture and language, religion, conscience, belief, political opinion, sex, marital status, family responsibility, sexual orientation, age or disability) mean, in terms of access to education, life-long learning or health services ?
- ◆ What does the right to non-discrimination in employment relationships mean, such as defined in the tripartite ILO Declaration on fundamental principles and rights at work adopted in June 1998?
- ◆ How does the establishment of social rights contribute to the concrete achievement of European citizenship, as established in Article 17 of the Treaty establishing the European Community ?

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Draft agenda



Friday 18 February 2000

9.30 – 10.30



Opening speeches

- Welcome address by **Antonio GUTERRES**, Prime Minister of Portugal and Chairman of the European Council
- Welcome address by **Romano PRODI**, President of the European Commission
- Presentation of the objectives of the seminar by **Jacques DELORS**, former President of the European Commission

10.30 – 11.00



Coffee break

11.00 – 13.30



First session: "Towards a Knowledge-based Economy within Firms and in Society at large"

- Moderator of the discussion: **Luc SOETE**, Professor at the University of Maastricht
- Key-note speakers: **Manuel CASTELS**, Professor at the University of Berkeley (to be confirmed) and **B.A. LUNDVALL**, Professor at the University of Aalborg
- General debate

13.30 – 15.00



Lunch

15.00 – 17.30



Second session : "Labour and Employment : Reconciling Flexibility and Security"

- Moderator of the discussion: **Maria João RODRIGUES**, former Minister of Employment of Portugal
- Key-note speakers: **Jacques FREYSSINET**, Professor at the University of Paris-Sorbonne and **Robert LINDLEY**, Professor at the University of Warwick
- General debate

20.00



Dinner

- Addresses by **Jean Claude JUNCKER**, Prime Minister of Luxembourg and **Juan SOMAVIA**, Director General of the International Labour Office (both to be confirmed)

Saturday 19 February 2000

- 9.00 - 11.00 ▲ **Third session : "New Risks Call for New Types of Solidarity"**
- Moderator of the discussion: **Allan LARSSON**, European Commission
 - Key-note speakers: **Jos BERGHMAN**, Professor at the University of Leuven and **Maurizio FERRERA**, Professor at the University of Pavia
 - General debate
- 11.00 - 11.30 ○ **Coffee break**
- 11.30 - 13.30 ▲ **Fourth session : "European Citizenship, Rights and Democracy "**
- Moderator of the discussion: **Odile QUINTIN**, European Commission
 - Key-note speakers: **Maria DE LOURDES PINTASILGO**, former Prime Minister of Portugal and **Spinos SIMITIS**, Professor at the University of Frankfurt
 - General debate
- 13.30 - 15.00 ○ **Lunch**
- 15.00 - 16.00 ▲ **Summing up of the debate and presentation of the draft final declaration**
- **Bernard BRUNHES**, President of Bernard Brunhes Consultants
- 16.00 - 17.00 ▲ **Closing speeches**
- **Anna DIAMANTOPOULOU**, European Commissioner
 - **Antonio GUTERRES**, Prime Minister of Portugal and Chairman of the European Council
- 20.00 ○ **Dinner**

List of invited personalities



BUSINESS LEADERS

- **Nikolaos ANALYTIS** - Vice President of the Union of Greek Industries - TITAN - GREECE
- **Percy BARNEVIK** - Chairman of the Board - AESA Brown Boveri - SWEDEN
- **Jean-Louis BEFFA** - President & Chief Executive Officer - Saint Gobain - FRANCE
- **H. BLANKERT** - President - VNO-NCW NETHERLANDS
- **Bill COCKBURN** - Chairman - British Telecom UNITED KINGDOM
- **Belmiro DE AZEVEDO** - Chairman - SONAE PORTUGAL
- **Jesus DE POLANCO** - President - PRISA - SPAIN
- **John DUNNE** - Confederation House - IBEC IRELAND
- **Georgio FOSSA** - President - Cofindustria - ITALY
- **Attol GRIEVE** - Vice Président Medical International - Johnson & Johnson - BELGIUM
- **Pehr G. GYLLENHAMMAR** - President Commercial Union - SWEDEN
- **Peter HARTZ** - Human Ressources Director Volkswagen - GERMANY
- **Dirk HUDIG** - UNICE - EUROPEAN UNION
- **Georges JACOBS** - President - UNICE - EUROPEAN UNION
- **Lars KOLIND** - Chairman of the Board of Directors Copenhagen Center - DENMARK
- **Leopold MADERTHANER** - President Wirtschaftskammer - AUSTRIA
- **Padraig Mc GOWAN** - Director General - Central Bank of Ireland - IRELAND
- **Jean-Marie MESSIER** - President & Chief Executive Officer - Vivendi - FRANCE
- **Frank NIETHAMMER** - President - Frankfurt Commerce and Industry Chamber - GERMANY
- **Mads OVLISEN** - President & Chief Executive Officer - Novo Nordisk - DENMARK
- **Lucio STANCA** - Chairman - IBM Europe, Middle East and Africa - ITALY
- **John STEELE** - Vice Chairman - British Telecom UNITED KINGDOM
- **Domingo SUGRANYES** - Director General Compania International de Reaseguros - SPAIN
- **Rik VAN SLINGELANDT** - President - Rabobank NETHERLANDS

List of invited personalities

POLITICAL LEADERS & EUROPEAN OFFICIALS

- **Martine AUBRY** - Minister of Employment and Solidarity - FRANCE
- **Antonio BASSOLINO** - Mayor of Napoli - ITALY
- **Herta DAÜBLER-GMELIN** - Federal Minister of Justice - GERMANY
- **Maria DE LOURDES PINTASILGO** - Former Prime Minister - PORTUGAL
- **Klaas DE VRIES** - Minister of Social Affairs and Employment - NETHERLANDS
- **Jacques DELORS** - Former President - EUROPEAN COMMISSION
- **Anna DIAMANTOPOULOU** - European Commissioner - EUROPEAN COMMISSION
- **Eduardo FERRO RODRIGUES** - Minister of Labour and Solidarity - PORTUGAL
- **Mariano GAGO** - Minister of Sciences and Technology - PORTUGAL
- **Antonio GUTERRES** - Prime Minister - PORTUGAL
- **Mary HARNEY** - Deputy Prime Minister and Minister of Enterprise, Trade and Employment - IRELAND
- **Lore HOSTASCH** - Federal Minister of Labour, Health and Social Affairs - AUSTRIA
- **Karen JESPERSEN** - Minister for Social Affairs - DENMARK
- **Jean-Claude JUNCKER** - Prime Minister LUXEMBOURG
- **Allan LARSSON** - Director General - EUROPEAN COMMISSION
- **Pasqual MARAGALL** - Former President of the Committee of Regions - SPAIN
- **Ian Mc CARTNEY** - Minister of State - UNITED KINGDOM
- **Sinika MÖNKÄRE** - Minister of Labour - FINLAND
- **Manuel PIMENTEL SILES** - Minister of Labour and Social Affairs - SPAIN
- **Romano PRODI** - President of the European Commission- EUROPEAN COMMISSION
- **Christos PROTOPAPAS** - Vice Minister of Labour & social Security - GREECE
- **Odile QUINTIN** - Acting Deputy Director General EUROPEAN COMMISSION
- **Michel ROCARD** - Chairman - Social Affairs & Employment Committee - EUROPEAN PARLIAMENT
- **Cesare SALVI** - Minister of Employment and Social Affairs - ITALY
- **Franck VANDENBROOKE** - Minister of Social Affairs and Pensions - BELGIUM



List of invited personalities



▶ EXPERTS

- **Dominique ANXO** - Professor - Centre for European Labour Market Studies - SWEDEN
- **Jos BERGHMAN** - Professor - University of Leuven BELGIUM
- **Bernard BRUNHES** - President - Bernard Brunhes Consultants - FRANCE
- **Manuel CASTELLS** - Professor - University of Berkeley - SPAIN
- **Maurizio FERRERA** - Professor - University of Pavia ITALY
- **Jacques FREYSSINET** - Director - Institut de Recherches Economiques et Sociales - FRANCE
- **Dieter GRIMM** - Justice - Federal Constitutional Court - GERMANY
- **Anthony GIDDENS** - Director - London School of Economics - UNITED KINGDOM
- **Matti HEIKKILA** - Professor - FINLAND
- **Anastasios JIANNITSIS** - Professor - GREECE
- **Noëlle LENOIR** - Conseil Constitutionnel - FRANCE
- **Robert LINDLEY** - Professor - University of Warwick UNITED KINGDOM
- **Bengt Ake LÜNDVALL** - Professor - University of Aalborg - DENMARK
- **Anton PELINKA** - Professor - University of Innsbruck AUSTRIA
- **Maria Joao RODRIGUES** - Special Adviser to the Prime Minister - PORTUGAL
- **Pierre ROSANVALLON** - Professor - Ecole des Hautes Etudes en Sciences Sociales - FRANCE
- **Spiros SIMITIS** - Professor - University of Frankfurt GERMANY
- **Luc SOETE** - Professor - University of Maastricht NETHERLANDS
- **Juan SOMAVIA** - Director General - International Labour Office

List of invited personalities



▶ TRADE UNION LEADERS

- **Pekka AHMAVAARA** - Vice President - SAK
FINLAND
- **Franco BISEGNA** - General Secretary - EMECEF
European Mining Chemistry and Energy Federation-
EUROPEAN UNION
- **Peter CASSELS** - General Secretary - ICTU
IRELAND
- **Giorgio COFFERATI** - General Secretary - CGIL
ITALY
- **Mia DE VITS** - General Secretary - FGTB - BELGIUM
- **Emilio GABAGLIO** - General Secretary - ETUC
EUROPEAN UNION
- **Antonio GUTIERREZ** - General Secretary - CC.OO.
SPAIN
- **Hans JENSEN** - President - LO Denmark- DENMARK
- **Bertil JONSSON** - President – LO Sweden
SWEDEN
- **Margaret MÖNIGRAANE** - President - ABV
GERMANY
- **John MONKS** - General Secretary - TUC - UNITED
KINGDOM
- **Nicole NOTAT** - General Secretary - CFDT FRANCE
- **Christos POLIZOGOPOULOS** - President - General
Confederation of Labour - GREECE
- **Joao PROENCA** - General Secretary - UGT
PORTUGAL
- **Kitty ROSEMOND** - Vice President - FNV
NETHERLANDS
- **Fritz VERZETNITSCH** - President - ETUC- AUSTRIA