

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Supporting Innovation ESF Article 6 (2000-2006) Restructuring issue

**European Commission,
DG Employment, Social Affairs & Equal Opportunities
Unit C.4, ESF Art. 6 team**

Donatella.Piatto@ec.europa.eu

LISP project, Conference in Treviso, Italy – 9 March 2007

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative measures ESF art. 6 (2000-2006): aim

- ⇒ **promote new approaches**
- ⇒ **identify examples of good practice**

that may subsequently help improve ESF mainstream operations

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative measures ESF art. 6 (2000-2006): principles

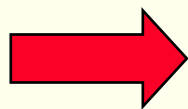
- ⇒ **innovation & experimentation**
- ⇒ **partnership**
- ⇒ **thematic approach**
- ⇒ **on-going and ex-post evaluation**
- ⇒ **open calls for proposals**

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative measures ESF art. 6 (2000-2006): “Innovative approaches to the management of change” *Call for proposals VP/2003/021*

Management of
demographic change



- promote active ageing
- raise employment rate of older workers

Management of
restructuring



- enhance capacity for adaptation and anticipation of
- workers
- enterprises
- public authorities

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative approaches to the management of change

Management of restructuring

**Addressing the impact of economic change
and restructuring from different perspectives:**

⇒ **industrial relations**

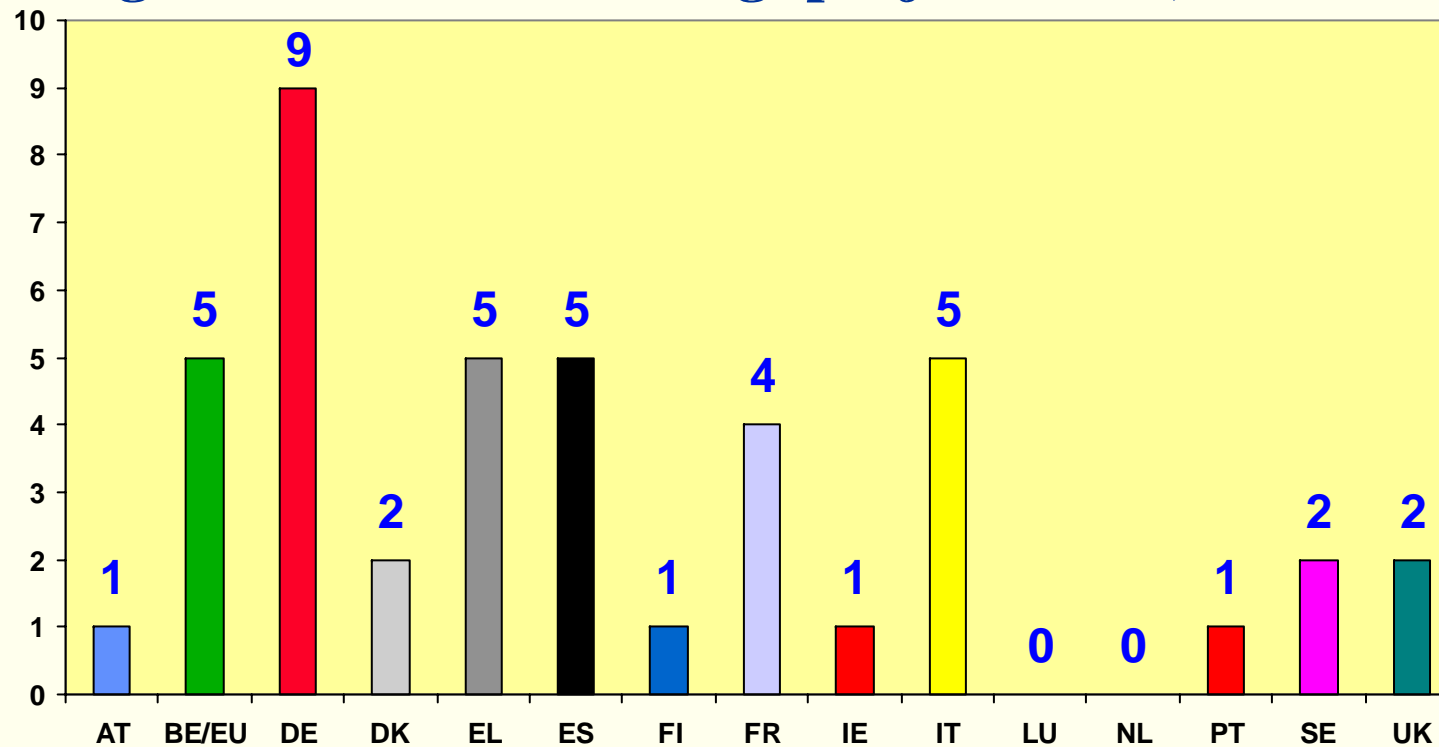
⇒ **territorial**

⇒ **corporate**

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative approaches to the management of change Management of restructuring (projects 2004, 2005 & 2006)



European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative approaches to the management of change

Management of restructuring (projects 2004, 2005 & 2006)

Overall, projects are

developing & piloting specific systems and tools for anticipating and supporting restructuring processes

putting in place integrated approaches to confronting the implications of restructuring

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative approaches to the management of change

Management of restructuring (projects 2004, 2005 & 2006)

Projects fall into two categories:

(i) Change Management at general, sectoral or SME level:

- research & development of practical, easy-to-use adaptability checks and indices;
- targeted advice and support services (observatories, knowledge management and skills assessment systems, particularly for SMEs, training).

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative approaches to the management of change

Management of restructuring (projects 2004, 2005 & 2006)

(ii) Territorial and Social Dialogue Approaches to restructuring:

- scenario planning & creation of strategic partnerships to better anticipate and respond to restructuring;
- benchmarking between different regions to benefit from best practices;
- capacity building, development and sharing of knowledge between actors involved in restructuring processes.

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative approaches to the management of change

ESF 2007-2013 programming period

1. Striking the right balance for companies and workers
(security and employment protection within a flexible labour market)

2. Maintaining human capital as key objective
(improvement of work force qualifications and internal flexibility of companies)

(taking stock of the past good practices and experiences)

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative approaches to the management of change

ESF 2007-2013 programming period

Regulation (EC) N.1081/2006, Article 3.1 (*ESF Regulation*):
« increasing adaptability of workers, enterprises and entrepreneurs with view to improving the anticipation and positive management of economic change... ».

And specifically it provides for:

« the design and dissemination of innovative and more productive forms of work organisation, including better health and safety at work, the identification of future occupational and skills requirement, and the development of specific employment, training and support services, including outplacement, for workers in the context of company and sector restructuring »

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative approaches to the management of change

ESF 2007-2013 programming period

Council Regulation (EC) N.1083/2006, Articles 3.2(a) and 3.2(b) (*Regulation laying down general provisions on the Structural Funds*):

« adaptability to economic and social changes» within the Convergence Objective.

«anticipating economic and social changes...adaptability of workers and business» within the Regional Competitiveness and Employment Objective

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative approaches to the management of change

ESF 2007-2013 programming period

A. Support to systems

(observatories, forecasting methods and systems, exchange of practices, strengthening partnership and links with social partners)

B. Support to company and sector restructuring

(early warning systems, sectoral networks, business organisations involvement, fostering entrepreneurship)

C. Support to individuals

(tailored training, validation of informal learning, career guidance, outplacement and mobility)

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative approaches to the management of change

ESF 2007-2013 programming period

More information ...

DG Employment:

http://ec.europa.eu/employment_social/esf2000/2007-2013_en.html

DG Regional Policy:

http://ec.europa.eu/regional_policy/index_en.htm

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative measures ESF art. 6 (2000-2006)

Dissemination

- Website
- Directory of Article 6 projects
- Publications
- National Article 6 networks

Mainstreaming

- Regularly informing the MS
- IT: evaluation by ISFOL
- FI, IE, UK: national ministers
- **EU Conferences and seminars**

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative measures ESF art. 6 (2000-2006)

EU Conferences and seminars *Forum on Restructuring*

- Third Forum held in Brussels on 4-5 December 2006
- *“How dynamic regions face restructuring. The role of ESF and of the other Structural Funds”*
- **LISP project participation as best practice**
- DG EMPL, Unit F3 – Working conditions and adaptation to change
(e-mail Head of Unit: Jean-Francois.Lebrun@ec.europa.eu)
- Documentation and results on the following website:
http://ec.europa.eu/employment_social/restructuring/forum_en.htm

European Social Fund

ESF Article 6: Innovative measures (2000-2006)

Innovative measures ESF art. 6 (2000-2006)

More information ...

DG Employment, ESF Article 6 website:

http://europa.eu.int/comm/employment_social/esf2000/article_6-en.htm

DG Employment, Restructuring issue:

http://ec.europa.eu/employment_social/restructuring/index_en.htm

DG Employment, Transnationality issue:

http://ec.europa.eu/employment_social/equal/news/200702-trans_en.cfm

DG Regional Policy, “Regions for Economic Change”:

http://ec.europa.eu/regional_policy/cooperation/interregional/ecochange/index_en.cfm