

European Scenario Workshop ‘Worker Participation 2030’

Anticipation workshop for EWC and SE-WC Select Committees

6–7 February 2014 (5 February arrival)

Venue: Leiden, Netherlands

European Trade Union Institute

in cooperation with the Institute for Prospective Analyses

What is the workshop about ?

Wouldn't it be great if you could predict the future?

Unfortunately, that is not something we can teach you. What ‘Worker Participation 2030’ does provide is a roadmap of what the future might bring. Four alternative scenarios explore the long-term prospects and possible futures in which people engaged in worker participation might have to operate by the year 2030.

During the workshop, the group will explore four possible futures, jointly reflect on their implications and exchange views on strategies and priorities for today, in an international environment.

More information about the scenarios ‘Worker Participation 2030 – Four scenarios’ can be found on the website:

<http://2030.worker-participation.eu>



Why work with scenarios now ?

Working with scenarios has proven to be particularly helpful in situations of great uncertainty and discontinuity. We are living in rapidly changing times, where the only constant seems to be constant change. Moreover, whether it be the financial, economic and debt crisis, depleting fossil fuels and other non-renewable resources, global warming or the loss in biodiversity, the current challenges facing humankind are considerable and the prospects often worrying. The fact that the ‘business-as-usual scenario’ represents just one among many other equally plausible futures, also poses major challenges to European Works Councils (EWC) and SE Works Councils (SE-WC).

Instead of neglecting the uncertainties and discontinuities on the horizon, scenarios make them explicit. Scenarios help us to conceive alternative developments, prepare for different possible futures and deal with the risks and opportunities lying ahead of us. Just as a regular compass is very useful for taking one's bearings in space, scenarios enable one to take one's bearings in time.

The learning process is directed towards acquiring orientation towards an open future. Scenarios offer a framework for exploring with others and jointly reflecting about possible actions and strategies for today and the future. Working with scenarios also makes clear that the future is not yet written and that it is worth trying to actively shape it.

Who is this workshop for ?

Do you feel tempted to embark with your select committee on an exploration of the future? Are you looking for a stimulating and creative way to reflect with your colleagues on long-term challenges, resulting implications and possible actions for today? Do you want to improve communication on strategic long-term issues in your EWC or your SE-WC? Then this workshop is for you! The main skill required is curiosity.

What can you learn ?

- Enhance your personal and your select committee's capacities for long-term thinking.
- Explore different futures and reflect about resulting implications and possible adaptation measures in an international environment.
- 'Be prepared': building strategies for today against the background of alternative futures and becoming more pro-active.
- Improve communication in your EWC / SE-WC.
- Reflect on how to continue using scenario thinking in your own EWC / SE-WC.

Practical and further information

Venue: The workshop will take place in Leiden (NL, nearby Amsterdam airport).

Costs: The costs for travel, meals and accommodation are covered by the ETUI, according to ETUI travel rules.

Language: The main workshop language is English. Interpreting into some additional languages can be organised, if necessary. However, your group should preferably be able to communicate with each other in one language during some group phases.

Time-off: Under certain circumstances EWC and SE-WC members have the right to release from duty for participating in trainings. Art. 10 (4) of the EWC Directive (2009/38/EC) states that EWC members shall be provided with training without loss of wages in so far as this is necessary for the exercise of their representative duties in an international environment. There are similar rules for members of SE-WC in the SE Directive (2001/86/EC). Moreover, many EWC / SE agreements on employee involvement make provisions on the right to training.

If you are interested in participating in the workshop with your Select Committee (ca. 4–6 persons) and/or have questions, please get in touch with us as soon as possible, by 15 November 2013 at the latest. They can contact us in English, German, Dutch, Spanish or French at least. Your group can also include delegates who are not members of the select committee.

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DRAFT PROGRAMME

5 February 2014 (WED)

arrival

20.00 Dinner

6 February 2014 (THU)

9.00 – 10.30 **1. Getting started**

- Welcome and introduction to the workshop
- Presentation round and participants' motivation to participate
- Introduction: What are scenarios and why is it worth spending time with them?

— 10.30 – 11.00 Coffee & tea break

11.00 – 13.00 **2. Exploring the Scenarios**

Getting acquainted with the four scenarios 'Worker Participation 2030'
(in small groups)

13.00 – 14.00 Lunch

14.00 – 16.30 **2. Exploring the Scenarios (cont.)**

- Feelings and emotions
- Reflections on implications and meaning
- Early signs of evidence of the scenarios
(in plenary)

16.30 – 17.00 coffee & tea break

17.00 – 19.00 **3. What if? (Possible impacts and adaptation measures)**

For each scenario:

- IMPACTS: What would this development mean for us? (in small groups)
(challenges, conflicts and opportunities of each scenario)

20.00 Dinner

7 February 2014 (FRI)

8.30 – 12.00 3. What if? (Possible impacts and adaptation measures; cont.)

- IMPACTS: Presentation of results (in plenary)
- SUCCESS STRATEGIES: What would be the best strategy for success in the different scenarios? (in small groups)
- BEING PREPARED: Are your current strategies prepared for the different futures envisioned in the scenarios? (in small groups)

(coffee & tea break in between)

12.00 – 13.00 Lunch

13.00 – 15.00 4. Influencing the future (in small groups)

- THE NORMATIVE QUESTION: What is your most/least preferred scenario? Why?
- MAKING A DIFFERENCE: What can you do to influence a development in 'the right direction' and to avoid the 'wrong ones'?

Open questions, conclusions and feedback

15.00 End of workshop and departure

Workshop facilitators:

Michael Stollt, Research officer at the ETUI

Sascha Meinert, Head of the Institute for Prospective Analyses

Shiva von Stetten, Chairman of the European Works Council of Heijmans

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