

CREATIVITY, INNOVATION, PEOPLE

The Regional Dimension of Creativity and Innovation

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Employers' Groups: innovative, easy and efficient employment local solution

- Security and flexibility of the relationship between employers and employees,
- Setting in network of local skills and needs
- Employment regulation on territories (recruiting, professional course, part-time jobs, life long learning...)

The contract with unspecified term in only one company, yesterday the only model, is largely exceeded today. The industrial relationships evolve and contractual supports too. Employees, as for them, have other aspirations which it is advisable to understand and to take into account. It is in this global moving context that new types of organization, of which the employers' groups, were born. What is exactly this atypical mechanism of loan of labour between various companies located on the same area of employment? Which are the elements which distinguish the employers' groups of the temporary work? Which needs does meet it?

1. What is job sharing?

Innovation gathering the present needs for both companies and employees.

Frequently, in companies, local associations and authorities, specific competences are needed. Their absence can sometimes strongly penalize the development of these structures, even their existence.

However, these needs do not each time justify a permanent and final hiring. Those situations constitute increasingly current problems, to which the Employers' groups can bring adapted and effective solutions.

2. What is « Employers' Groups »?

A corporate network to instigate local human resources.

In France, an EG is an associative structure which has the aim of recruiting employees to place them at the disposal of its members, according to their needs expressed beforehand. It can be an answer for seasonal activities, temporary raise of work, or part-time jobs. Companies of identical branches of industry, services or craft, or from different sectors can create or join an EG, in order to share employees' working-time.

3. Which advantages for companies?

Simplified and adapted hiring to their specific needs.

Mutualisation of competences makes it possible for companies from the same territory to adapt their human resources to their specific or recurring needs and contributes to the development of local competences.

Employees in an EG are recruited according to rigorous methods and criteria, focus is made on behavioural competences (like adaptation) more than on technical skills.

The follow-up of their professional course and the reinforcement of their life long learning allow motivation, and give to employees a strong capacity of adaptation because the concept of professional mobility forms an integral part of their professional course within the EG.

4. Which opportunities for employees?

Stable, innovative and enriching approach of labour world

In addition to employment stability, the contract of work mainly used in an EG is undefined term contract and full-time work, and the different training possibilities, EG gives to employees the opportunity to change companies, through different sectors, and thus to multiply its experiences and skills. Employees in an EG thus have many assets to succeed their professional courses.

This new approach of labour world changes the standard of employee-employer relationships and allows the combination between flexibility needed by companies and security waited by employees. Economical and social links are reinforced, and territorial quality of life is getting better. EG can also, specifically in rural areas, contribute to avoid departure of competences towards the nearest urban centre and to develop the creation of new companies on the territory, ensured to find the specific or durable skills which they need.

The CERGE represents the collective efforts of Employers' Groups based in France, Germany and Belgium to create an European network in order to disseminate all over Europe the innovative form of collective organisation of work based on solidarity, flexibility and security embodied by Employers' Groups. In facts, Employers' Groups present the relevant characteristics which correspond to the common principles for flexicurity defined by the European Commission and presented on the 22 February 2008 in Brussels, at the Committee of the Regions, in the presence of the EU Commissioner for Employment, Social Affairs and Equal Opportunity, Mr Vladimir Spidla, and the President of the Committee of the Regions, Mr Luc Van Den Brande.

CERGE's tasks:

- Research and compilation of know-how from the different European Regions
- Legal expertise
- Informative and legal publications
- Organisation of exchanges, seminars and study visits
- Support for initiatives in the regions
- Development of transfer tools and methods