

## Press Invitation

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10 June 2009

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## Signing of an innovatory European company agreement: IDEA (Improving professional Development through Effective Anticipation)

**Members of the press are cordially invited to attend tomorrow's joint press conference of the European Metalworkers' Federation (EMF) and Thales concerning the signature of the European agreement IDEA.**

**Thursday, June 11th 2009, 10.00 am**

**Terrasse Martini - 50 avenue des Champs Elysées - Paris**

### *Speakers:*

- Jacques Delors, Former president of the European Commission
- Luc Vigneron, Thales Chairman and CEO
- Yves Barou, Head of Human Resources at Thales
- Bart Samyn, Deputy General Secretary of the EMF

Sponsored by Jacques Delors, former President of the European Commission, and signed in the presence of representatives of the acting Commission, the agreement for Improving Professional Development through Effective Anticipation (IDEA), aims at significantly increasing the employability of Thales employees through implementation of an anticipation process based both on the transparency of future employment prospects ('job-family' trends) and active social dialogue.

This European agreement, the first signed by Thales in the field of human resources, will apply to 11 European countries: Austria, Belgium, France, Germany, Holland, Italy, Norway, Portugal, Spain, Switzerland and United Kingdom, and recognizes existing best practices in these countries. This agreement further testifies to Thales's European citizenship.

*NB: All presentations will be in French, with simultaneous interpretation in English.*

### **Registration of press representatives**

*Please confirm attendance to Caroline Jacobsson, EMF Information & Communications Adviser, by phone +32.2.2271010, mobile phone +32.(0)473.234040 or email [cjacobsson@emf-fem.org](mailto:cjacobsson@emf-fem.org).*

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The EMF is the representative body defending the interests of workers in the European metal industry. The EMF has a mandate for the external representation and coordination of the metalworkers' unions and a mandate to engage in bargaining at European level.