



Overview

France would like to use its Presidency as an opportunity to improve our understanding of the transformations that have affected wages for the working population and their consequences, with a view to identifying the ensuing challenges. Adequate financial incentives are one of the keys to raising employment rates. For a broader analysis of the situation, it is beneficial to approach the issue from the wider perspective of “work attractiveness”. All in all, the aim is to analyse whether wage-related issues are in step with the economic and social dynamics and contribute to the success of the reforms.

This conference will be structured around three sessions covering the following topics:

- **Attractiveness, disparities in income and career dynamics** will be at the heart of the first session. We shall initially endeavour to describe the changes in wage trajectories throughout working life and identify their determining factors, including the influence of new forms of employment, incomplete working time, etc. on wages. The issue of pay inequalities will subsequently be raised, along with the different practices observed in the Member States concerning negotiations for wage progression.
- **Wage formation** will be the topic of the second session. We shall aim to identify the types of public policies implemented in response to income-related issues and examine the extent to which wage-negotiation or wage-fixing (minimum wage) mechanisms have benefited the progression of wages while supporting the growth of employment. The mechanics and results of financial incentives for employment, and particularly their links to reforms of taxation systems will also be discussed.
- **The quality of employment as a determinant of attractiveness** will be the topic of the third session. The conclusions of the last Cambridge exercise concerning the analysis of national reform programmes underlined the link between these two aspects in the context of raising employment rates. The emphasis will be on the “conditions of employment” rather than “working conditions” by highlighting the difficulties inherent to working time (imposed or chosen, atypical hours, etc.), the reconciliation of work and family life, living conditions and the environment (accommodation, transport, etc.). The quality of employment, as understood by Laeken and the communications of the European Commission, will constitute the background to the meeting.

250 to 300 people will attend the conference, which will be held in the OECD Conference Centre. Representatives of the 27 Member States will be invited. In addition to the official delegations, the audience will consist of representatives of administrations, academic institutions (researchers and academics), intergovernmental organisations (OECD, ILO), national and European social partners, Members of the European Commission, Members of the French or European Parliaments and participants from professional circles. Mr. Raymond Torres, Director of the International Institute for Labour Studies of the ILO, will be the General Rapporteur of the conference.