



Restructuring &
Reorientation
of Printing Companies



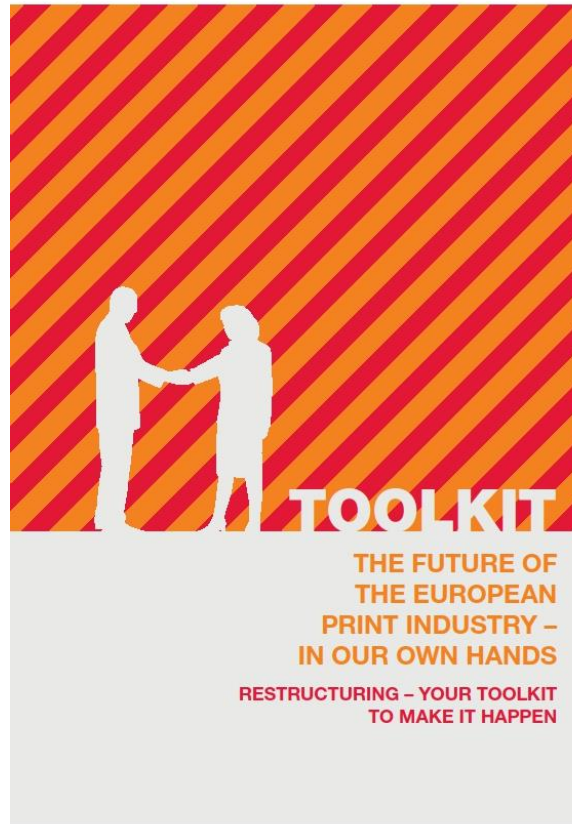
Best Practices in Socially
Responsible Restructuring for
Printing Companies

Best Practices in Socially Responsible Restructuring of Printing Companies 2010

Restructuring and Reorientation of Printing Companies 2012

- **Project partners: Intergraf, KVGGO (NL), Apigraf (PT), BVDM (DE), BPIF (UK), UNIC (FR), Printing Federation Hungary and Malta, UNI Europa Graphical, Unite (UK), Filpac (FR), Unions from Malta and Hungary**
- **1 Workshop for National Trainers**
- **2 Workshops per country with the trainers (7 countries)**
- **Final Conference in Brussels in September 2012**

EU Project – Results



Available in English, French, Dutch, German, Italian, Norwegian,
Hungarian and Portuguese

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UAI europa
graphical &
packaging

Socially Responsible Restructuring



The project outcomes:

- The report: the '*why*' and the '*what*' of both 'restructuring' and of 'socially responsible'
- The Toolkit: the '*how*'
- Case Studies: making socially responsible restructuring real and relevant



EU Project – Study

What the Industry says

- **Pressures facing the industry**
- **Impact on companies**
- **Workforce implications**
- **Customers and Suppliers**
- **Challenges**
- **Case Studies**



EU Study – The Case Studies

Focusing on people management is everything. There is always another machine to buy – 90% of success comes from focusing on people and their attitudes

Havard Grjotheim
CEO



10. CASE STUDIES

Toolkit – What is different?

- **Specifically developed by and for the printing industry**
- **Adopting a holistic business approach**
- **Predicated upon a partnership approach**
- **Valuing the contribution of trade unions**
- **Valuing engagement of all stakeholders in our businesses**



EU Project – Results



Signing of a joint declaration between Intergraf and UNI Europa Graphical committing to a future co-operation.



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Making it work in practice!!!



Make the Toolkit accessible to all stakeholders

2012 EU Project of Intergraf and UNI Europa Graphical for dissemination of the toolkit in 7 countries.

Workshops took place in Hungary, Portugal, Malta, France, UK, the Netherlands and Germany.

Most workshops were jointly organised by unions and employers. 300 individuals from companies (employers and trade unions) were reached.

Final Conference in **September 2012 in Brussels united over 100 delegates from 18 countries!**

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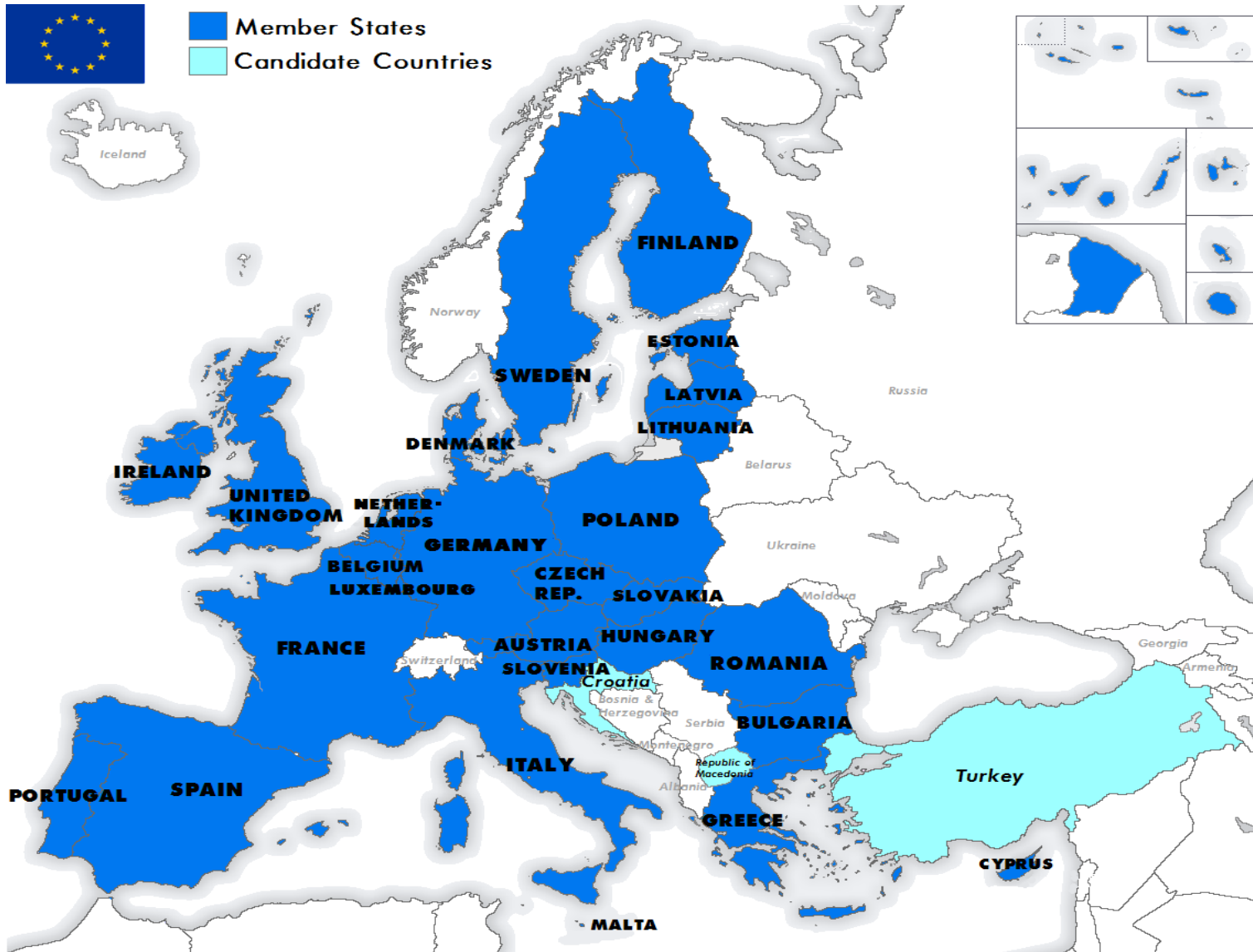
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EU Projects 2010 and 2012



Member States
Candidate Countries



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