

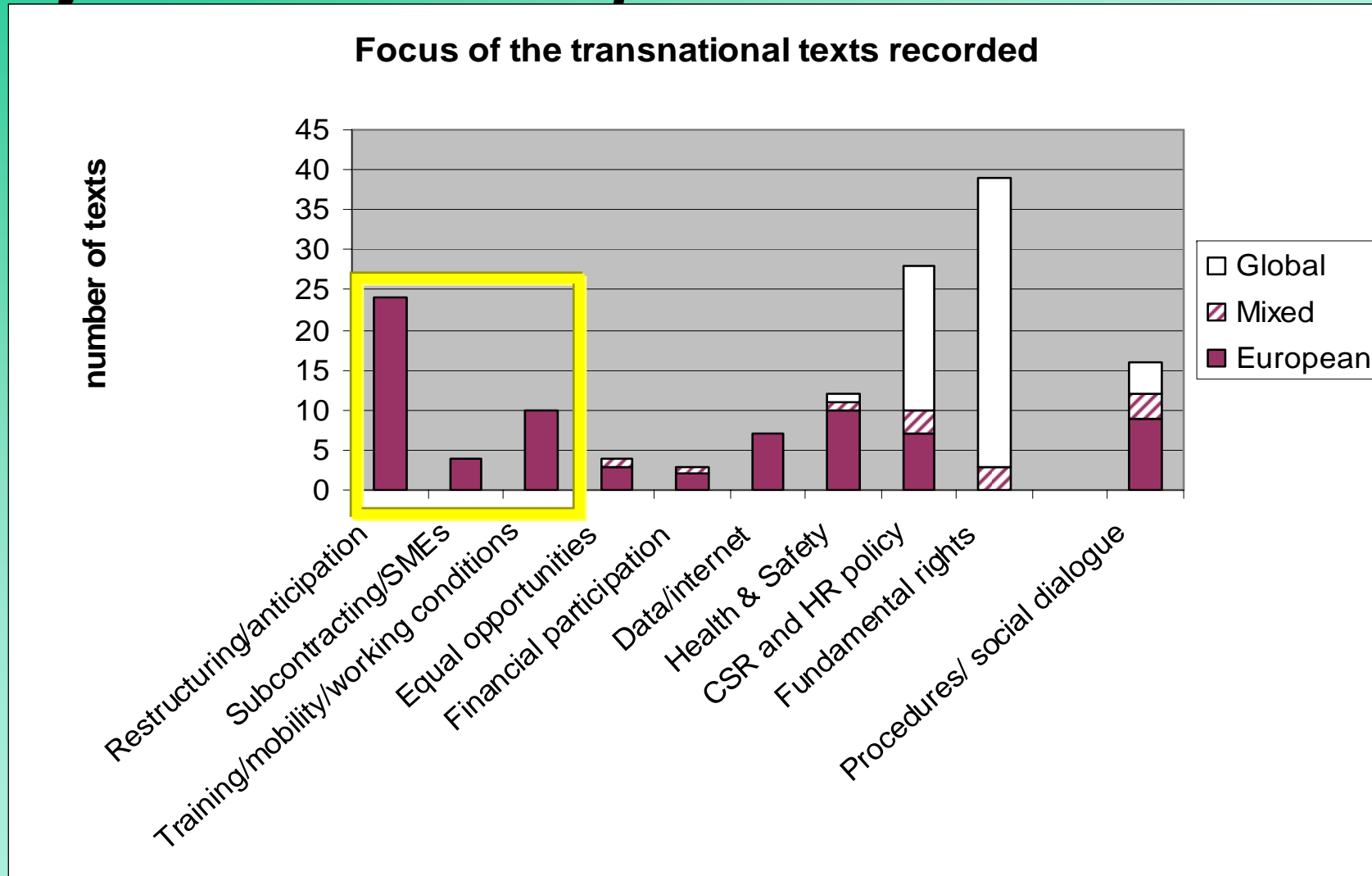
# **Transnational company agreements in times of economic and social change**

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Expert group on transnational company agreements, Brussels, 14 May 2009



# Restructuring, anticipation, training, mobility: Major issue of European texts



# **Aim of transnational texts addressing anticipation and management of change**

- ❖ Addressing concrete restructuring events**
- ❖ Organising a socially responsible management of potential restructuring**
- ❖ Anticipating change, employment and skills**
- ❖ Addressing restructuring in the context of global agreements**

# Measures

- ❖ **Avoiding redundancies**
- ❖ **Accompanying measures**
- ❖ **Planning and forward looking management of employment and skills**
- ❖ **Procedures and dialogue**

# Drivers for engaging in transnational negotiation

- ❖ **Company context**
- ❖ **HR policy**
- ❖ **Active European Works Council**
- ❖ **Trade union objectives**
- ❖ **Approach to anticipation of change**
- ❖ **Transnational restructuring**

# Results of transnational agreements

- ❖ **Mutual understanding, confidence in social dialogue**
- ❖ **Acceptance of change, understanding challenges**
- ❖ **Corporate common identity and European dimension**
- ❖ **New and effective approach to restructuring**
- ❖ **Concrete social results**

# Issues related to the crisis

*How to develop positive results that may be attained through transnational company agreements*

*In particular*

- ❖ *Avoiding negative social impacts of restructuring*
- ❖ *Creating grounds for future developments*

*In the present context?*