Transnational company agreements in times of economic and social change

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

Focus of the transnational texts recorded

- Restructuring/anticipation
- Subcontracting/SMEs
- Training/mobility/working conditions
- Equal opportunities
- Financial participation
- Data/internet
- Health & Safety
- CSR and HR policy
- Fundamental rights
- Procedures/social dialogue

number of texts

Global
Mixed
European
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?