



# 1st EMF COMPANY POLICY CONFERENCE 22nd and 23rd November 2006



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EMF HANDBOOK: HOW TO DEAL WITH TRANSNATIONAL COMPANY RESTRUCTURING



## EMF HANDBOOK

### HOW TO DEAL WITH TRANSNATIONAL COMPANY RESTRUCTURING



Published by the European Metalworkers' Federation 2006





## Background

- Transnational restructuring as a continuous process
- Pressure from employers to play off workers against each other
- National solutions are not sufficient anymore
- European response = to ensure trade union and workers unity



# The EMF Ten Principles

## On Transnational Restructuring



with support from the  
European Commission





## The EMF approach On Transnational Restructuring

### The principles

- Anticipation and full transparency of information
- Information/consultation at European level
- European trade union coordination
- European platform (industrial and social aspects)
- European framework agreement (solutions acceptable for all)
- European mobilisation



# European Law

With Links To Restructuring



with support from the  
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## Categories of European law related to company restructuring



Directives on information and consultation

Social Directives

Economic Directives and Regulations





EUROPA - Employment, Social Affairs and Equal Opportunities - Labour Law and Work Organisation - Microsoft Internet Explorer

Suche im Internet  Suche Adresse [http://europa.eu.int/comm/employment\\_social/labour\\_law/directives\\_en.htm#a](http://europa.eu.int/comm/employment_social/labour_law/directives_en.htm#a) Wechseln zu

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**Budget Heading 04030303 (ex B3-4003)**  
**Meeting of Directors General for Industrial Relations**  
**Contact**

**LABOUR LAW DIRECTIVES**

- > [Information and Consultation of Workers](#)
- > [Working Conditions](#)
- > [Other Acts](#)
- > For further background documentation on these directives go to [Labour Law Documentation](#)

**INFORMATION AND CONSULTATION OF WORKERS**

- [1. Collective Redundancies](#)
- [2. European Works Council](#)
- [3. European Company Statute](#)
- [4. European Co-operative Society](#)
- [5. Information and Consultation of Employees](#)
- [6. Transfer of Undertakings](#)

**1. COLLECTIVE REDUNDANCIES**

[Collective Redundancies - 75/129/EEC](#)

Internet

[http://europa.eu.int/comm/employment\\_social/labour\\_law/directives\\_en.htm#a](http://europa.eu.int/comm/employment_social/labour_law/directives_en.htm#a)



# The EU Merger Control Regulation



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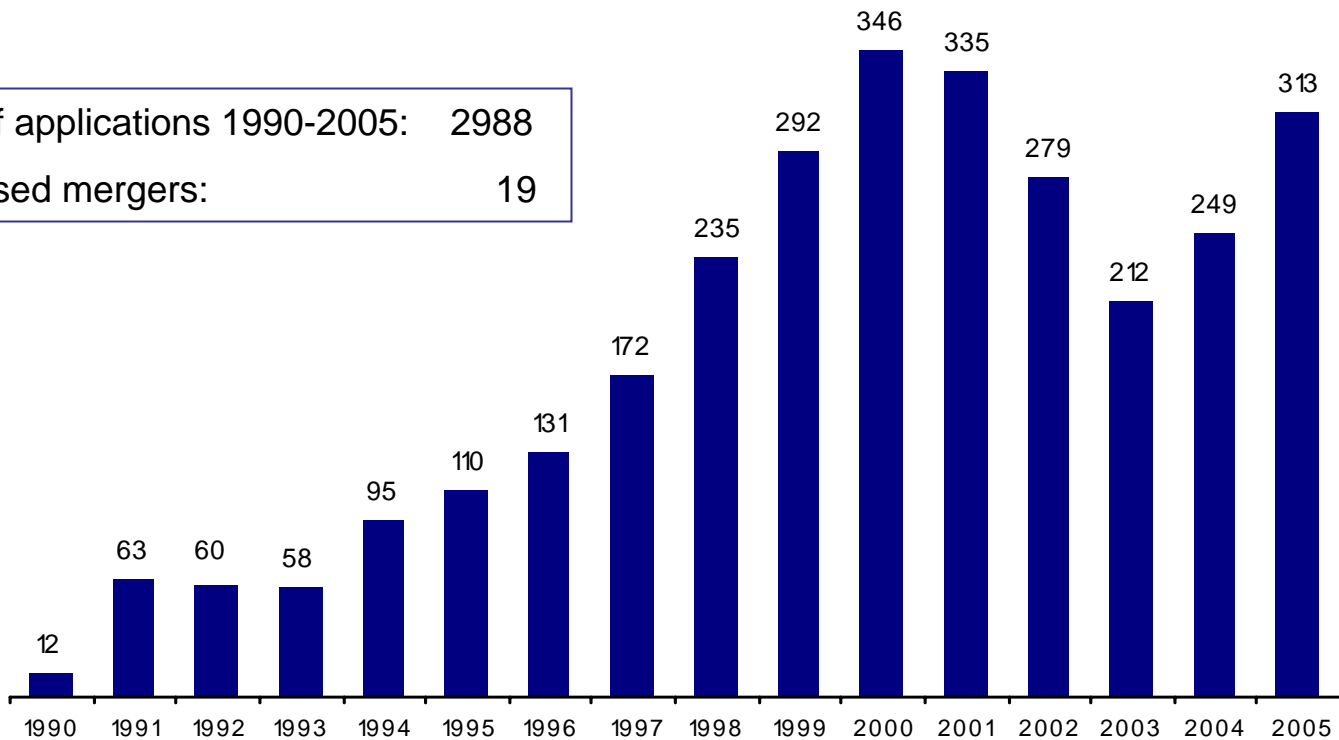




## Merger applications under Regulation since 1990

Total number of applications 1990-2005: 2988

Number of refused mergers: 19



Source: EU  
Commission



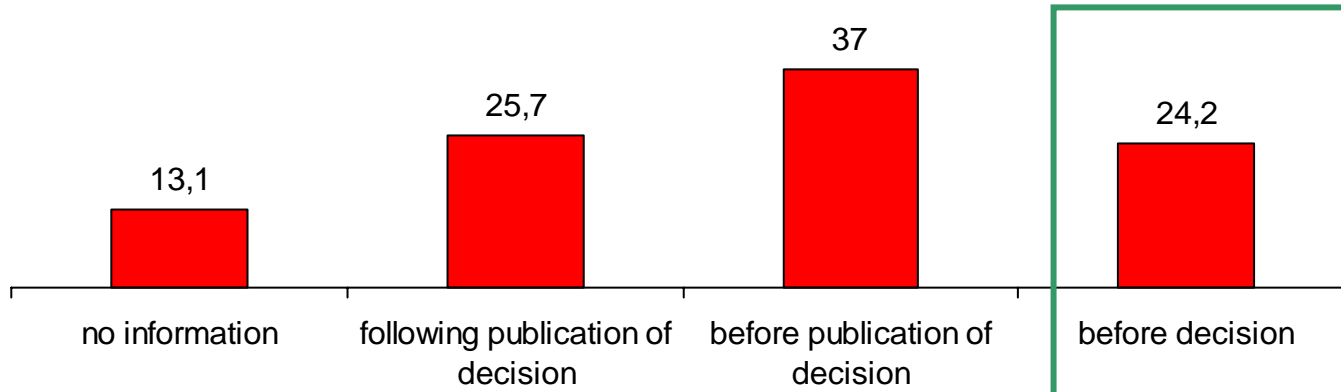
## Legal Procedures And EWC's



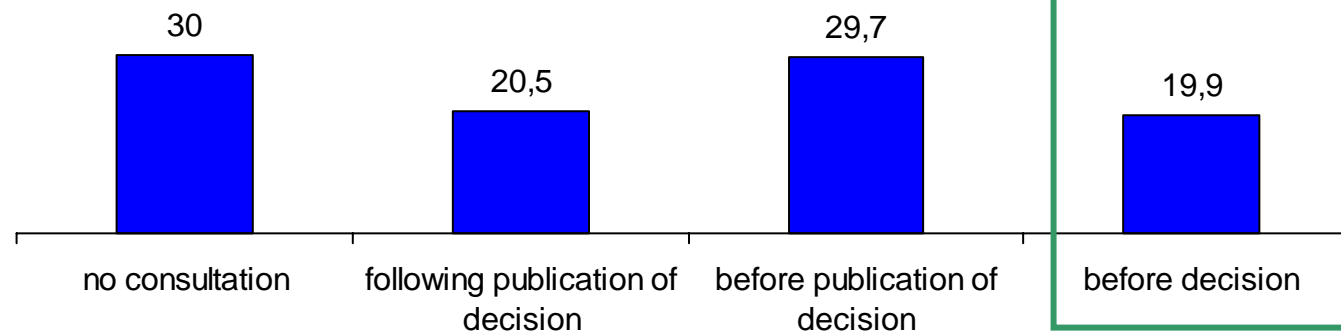
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## Information



## Consultation



# National Tools

For dealing with Restructuring



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**Participation**

**Collective  
Bargaining**

**Consultation**

**Industrial  
Action**

**Information**

Legal tools

Trade union tools

