

SCIENTIFIC COORDINATION

ASLE/ May 15, 2019



In4BTE - Grant agreement no. VS/2019/0044. This project is funded by the European Union



Scientific Comiteee



1. **Coordinators** of the Scientific Comiteee (**ASLE and DIESIS**): responsible for the supervision and coordination of the research.
2. **Members to the Comiteee: one representative for each co-applicant** (CISL, CITUB and PUBLIC)
3. Kick off meeting: **definition of the methodology** for the research
4. **Communication:**
 - ❖ Regularly via conference calls
 - ❖ Workshops



Preparatory Stage

Main Phase

Follow up Stage

Set up Scientific Committee.



European legislation on employee involvement, information and consultation rights and its role in the industrial relations during moment of crisis and no crisis.

Involved State's legislation in employee involvement, information and consultation rights and its role in the industrial relations during moment of crisis and no crisis, especially, main legislations that support business transfer to employees.

Research Methodology. Case Studies on succession and restructuration processes in favor of employees (2 per country)



Evolution of the Research

Preparatory Stage

Main Phase

Follow up Stage



Progress Report

Info-sheets (2 per country)

Dynamic **Web** platform

Video-documentary (1)



Evolution of the Research



Preparatory Stage

Main Phase

Follow up Stage



Final Report. Printed report.

Interactive **electronic version** of report

Interactive **electronic short version** of report



Information, Consultation
and Participation rights as
a factor of success of the
business transfer to
employees in SMEs

IN4BTE

Project Main documents:

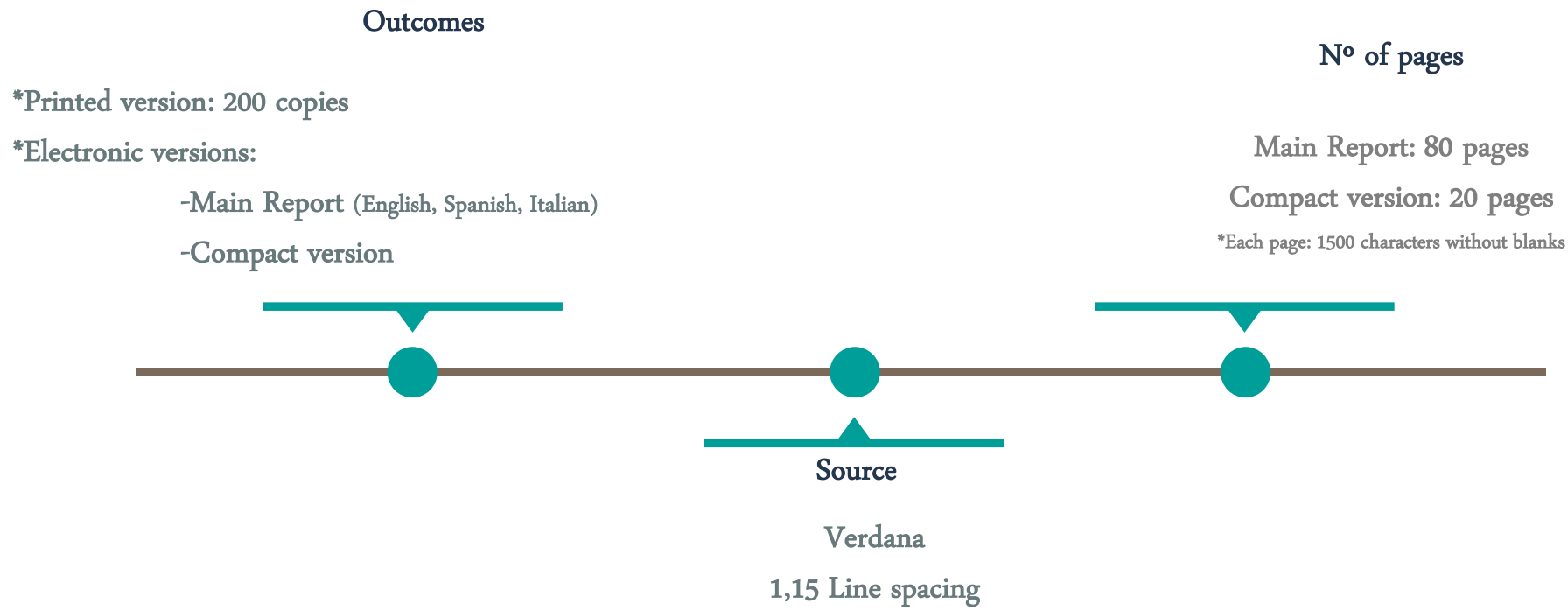
Progress/Final Report

Case Studies (2 per country)

Info-sheets (2 per country)



Final Report: Main Characteristics



Proposal: Draft Content for the Final Report and Responsibilities (1)

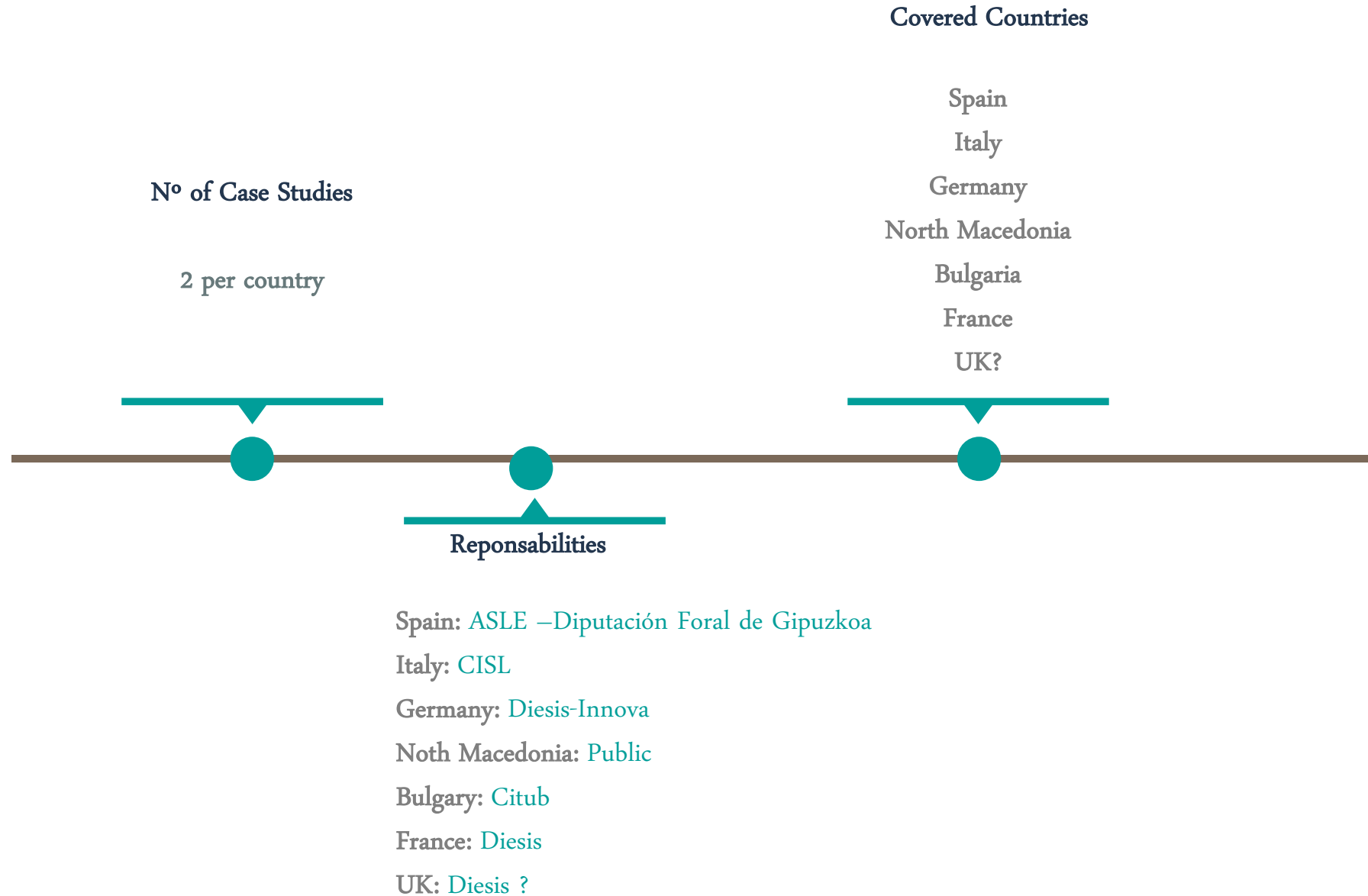
- A. **European legislation** on employee involvement, information and consultation rights and its role in the industrial relations during moment of crisis and no crisis. (DIESIS)
- B. **Importance of developing governance models and transparency principals** that promote the participation of workers in companies as a competitive element. Inclusive models committed to taking on board contributions, opinions, and feelings of workers, and tackling these at the heart of the management and/or decision-making bodies.(ASLE)
- C. **National Overview on the topic and Case Studies:** (ALL PARTNERS). Two case studies each.
- D. **Summary of the key elements** of Success of business transference to employees. (ASLE-DIESIS).
- E. **Transferability to Countries** that are still not familiar with these instruments (Strategies and Tools for worker's involvement). (ASLE-DIESIS).
- F. **Challenges** to promote business transferences. (ASLE-DIESIS)
- G. **Policy Recommendations** gathering the elements for a successful common system of business transference to employees. (ASLE-DIPUTACION FORAL DE GIPUZKOA-DIESIS)

Draft Content for the Final Report and Responsibilities (2)

- A. **Summary of the role** of information, consultation and participation rights in the context of business restructuring and corporate succession (Diesis-ETUC)

- B. **National Case Studies:** (ALL PARTNERS). Two case studies each.

Case Studies: Main Characteristics



Draft Content for the National Overview and Case Studies 1

National Overview

*Countries with significant know how in transferring business to employees (Italy, Germany, France, UK? and Spain)

- ❖ *State or Regional Policies* in favor of employee involvement in business succession or restructuring.
- ❖ The *role of workers representatives* and trade unions in the context of business transfer/restructuring.
- ❖ *Ecosystem towards business transfer*, Actors involved in business succession/restructuring processes (company owners, managers, workers, trade unions, enterprise federations, financial entities, public institutions, advisors and catalysers)
- ❖ *Path* towards business succession or restructuring.

Draft Content for the National Overview and Case Studies 2

Countries with significant know how in transferring business to employees (Italy, Germany, France, UK? and Spain)

❖ *Financial Mechanisms:*

- ✓ Spain: Pago Único, Tax Incentives, Mutual guarantee companies, Agreements with trade unions.
- ✓ Italy: Legge Marcora
- ✓ France: Social and Solidarity Economy Law
- ✓ Germany: different occurrences
- ✓ UK: Trust Law

❖ *Key elements and Barriers* for corporate succession processes and corporate restructuring that lead to business transfer.

❖ *Risks* in succession or restructuration processes in favor of employees.

Draft Content for the National Overview and Case Studies 3

Countries that are still not familiar with these instruments (North Macedonia and Bulgaria).

- ❖ *State or Regional Policies* in favor of employee involvement in business succession or restructuration.
- ❖ The *role of workers representatives* and trade unions in the context of business transfer/restructuration.
- ❖ *Situations of crisis* that would have been (or have the potential to be) positively *solved with the active involvement* of employees in view of business transfer.

Draft Content for Case Studies

NAME OF THE COMPANY	Logo of the company
COMPANY PROFILE	
<ul style="list-style-type: none">- Kind of process: <i>Succession/Reestructuration?</i>- Allocation:- Activity:- Date of constitution:- N° of employees:- N° of partners:- Legal figure:- Turnover Dic. 2018:- Internet website:	

- ❖ Background
- ❖ Employee involvement Formula
- ❖ Description of the Process
- ❖ Mechanisms used to implement the process
- ❖ Principle Barriers
- ❖ Factors of Success
- ❖ Main Benefits for the Company, Employees and Environment/Society
- ❖ Transferibility

Time Framework Research Activities



ROLE	ACTIVITY	2019												2020										2021		
		MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FRB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FRB	MAR
		Preparatoy Stage			Main Stage																	Follow-up stage				
ASLE/DIESIS	Coordination of the research, collection and analysis of practices																									
ASLE/ DIESIS/ALL PARTNERS	Elaboration of the structure of the Report																									
ASLE/DIESIS/AII PARTNERS	Definition of the methodology for the collection and analysis of practices																									
ASLE/DIESIS/AII PARTNERS	Collection and analysis of the practices																									
ASLE/DIESIS/AII PARTNERS	Elaboration of the structure for the info-sheets to be used to describe each case study collected																									
DIESIS	Planning for the realisation of the video documentary																									
DIESIS/ALL PARTNERS	Identification of 8 most relevant case studies																									
DIESIS/MediaGroup	Elaboration of the Info Sheets																									
DIESIS/ASLE	Preparation of the Report to be presented during the Main Event																									
ALL PARTNERS	Drafting of the policy recomandations																									
DIESIS/ASLE/AII PARTNERS	Editing and finalisation of the Report																									



Thank you.



In4BTE - Grant agreement no. VS/2019/0044. This project is funded by the European Union