

BOOKLAUNCH

Worker involvement in the European Company (SE) – A handbook for practitioners



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Why such a handbook?



Avoiding pitfalls and making best use of the potentials of the SE Directive:

- **SE founding = highly technical and complex process**
- **Initiative comes from the company side, usually a 'once-in-a-lifetime' experience**
- **Different national and cultural backgrounds *plus* the issue of participation**
- **Time pressure**
- **"you only get one shot"**

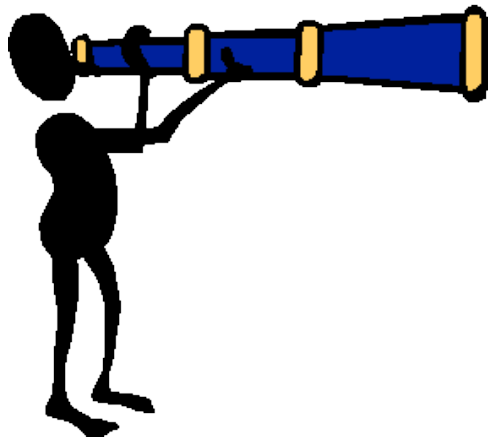
A toolkit, not a blueprint

Every SE is unique, as is its agreement
esp. country of origin, company specifics

A bargaining process, the agreement is
the result of a **political compromise**

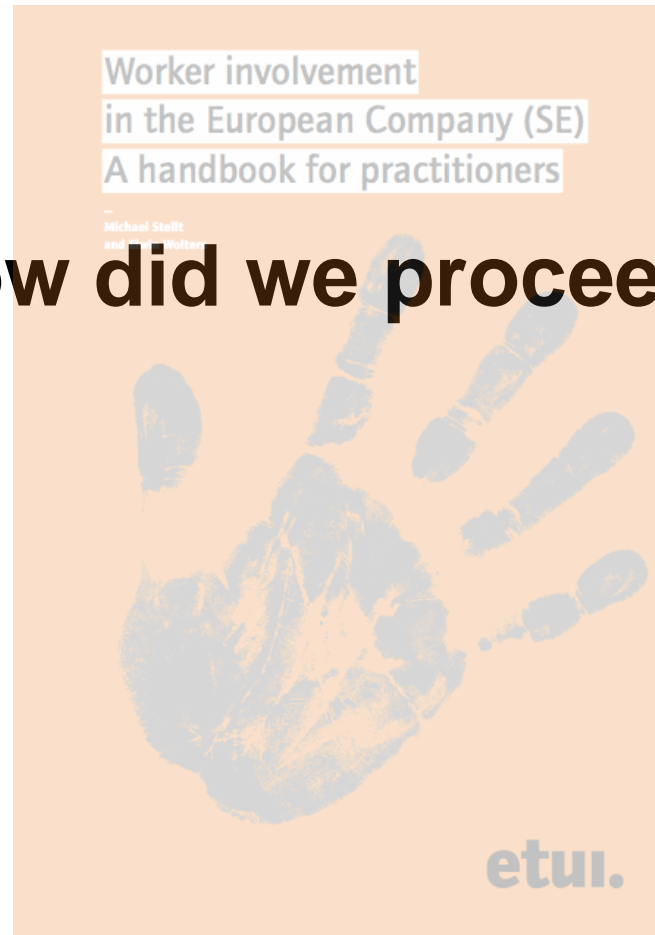


A mutual learning process on the worker side



SE agreements set positive or negative references for other SEs

How did we proceed?



We didn't had to start from the scratch



Extensive feedback process of draft handbook

- **ETUI colleagues**
- **SEEurope network members**
- **Practitioners**
 - Employee reps
 - Trade union advisors



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—
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and Elwin Wolters

What's in?



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- **‘SE mechanics’**
 - The European Company (SE)
 - Employee involvement in the SE
- **Negotiating an SE agreement: Tips and tricks**
 - Preparing and conducting negotiations
 - What makes an innovative and substantive agreement?
- **Helpful documents and overviews**
- **Resources**
- **Legal texts**

Supportive elements for negotiations

- **Quality of social dialogue**
btw. management and employee reps
- **Early and accurate preparation** (,accepting the challenge‘)
- **Speaking with a single voice**
 - Existing contacts and networks (e.g. EWC)
 - Joint trust- and strategy building
 - Transparency of process
- **Seeking external support, especially from the unions**

Further tips from practitioners

'Keep in touch with your colleagues! Throughout the negotiations it is important to maintain good contacts with your colleagues in the SNB, in the national representation structures and at the workplace. Because in the end as a negotiator you will have to explain the agreement to your colleagues.'

'Dismissal protection varies widely across the EU and although we hope it is never needed, the agreement should aim for a minimum level for all members, so the highest level of protection that is present in one member state should apply to all SE-WC members, regardless of which country they are from.'

'If your SNB is fairly large it might be useful to establish a smaller core negotiating team, which receives a mandate from the SNB to negotiate directly with the management. It is very important, however, that the core group and the SNB communicate frequently about the status and results of the negotiation process. The final agreement must of course be voted on by the whole SNB.'

Leaving an imprint on the negotiations



Further information



- Hard copies can be ordered at www.etui.org
- Free pdf download at: <http://sehandbook.worker-participation.eu>
- Soon also available in German and French





A big

Thanks!

Structure

