

17 January 2002

**RESTRUCTURING AND ADAPTATION TO CHANGE:  
A NECESSITY FOR COMPANIES**

On 15 January, the European Commission adopted a document on the anticipation and management of change, and a dynamic approach to the social aspects of corporate restructuring.

UNICE is pleased to see that the European Commission recognises that adaptation to change by companies and corporate restructuring are an indispensable part of modern and dynamic economies, and necessary steps in achieving the goals set in Lisbon. Consequently, public policies at national and European level must aim at facilitating change, and not prevent it.

The European Commission calls for an exchange of good practices with regard to the management and anticipation of change. It also encourages a discussion on principles that could apply to restructuring situations and says in this context that it would see an agreement between the social partners at European level on such principles as the most appropriate way to proceed.

However, in the debate on corporate restructuring, it should not be forgotten that a substantial legal framework, collective agreements and specific traditions at national, sectoral and company level already exist.

UNICE will examine the questions raised in the Commission document closely and reflect on the responses it can provide. UNICE stresses, however, that it is essential to avoid the imposition of additional legal constraints on businesses.

Note to the editor:

UNICE is the official voice of more than 16 million small, medium and large companies active in Europe, employing over 106 million people. Active in European affairs since 1958, UNICE's members are 34 central industrial and employers federations from 27 countries, working together to achieve growth and competitiveness in Europe.

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