

# **Information and consultation for competitiveness and jobs**

INFORMIA II conference  
7 June, Sofia, Bulgaria

# What is BUSINESSEUROPE?

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- **41 member federations in 35 countries**
- **Representing more than 20 million small, medium and large companies**
- **Cross-industry social partner**



# BUSINESSEUROPE: 41 members in 35 countries

								
Austria	Belgium	Bulgaria	Croatia	Cyprus	Czech Republic	Denmark	Denmark	Estonia
								
Finland	France	Germany	Germany	Greece	Hungary	Iceland	Iceland	Ireland
								
Italy	Latvia	Lithuania	Luxembourg	Malta	Montenegro	Norway	Poland	Portugal
								
Portugal	Rep. San Marino	Romania	Serbia	Slovakia	Slovenia	Spain	Sweden	Switzerland
								
Switzerland	The Netherlands	Turkey	Turkey	United Kingdom				



# Outline

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- **Information and consultation – business significance**
- **EU developments – “fitness check” of I&C Directives**
- **Future actions?**



# I & C – business significance

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- **people management practices play an important role in improving business productivity and performance**
- **benefits of informing and consulting employees are manifold:** increased trust, fewer conflicts, higher motivation of employees, better decisions and their more effective implementation
- **...but there are challenges too**



# I & C – business significance

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- **Commitment** from both managers and employees **at company level crucial for success**
- **I&C arrangements take many forms** - important to adapt solutions to specific national industrial relations systems and local context



# Evidence on I&C (1)

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## European Company Survey 2009:

- Both **employee representatives** and **managers** are **generally satisfied** with workplace social dialogue
- **70% of EU27 managers say employee representation helps to improve workplace performance** and staff commitment in the implementation of changes
- At the same time, **60% of EU27 managers prefer direct consultation**



## Evidence on I&C (2)

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### European Working Conditions Survey 2010:

- **63% of employees** in EU27 declare managers encourage them to participate in important decisions
- **65% of employees** in EU27 say they can influence decisions that are important for their work
- **Differences between Member States**



# EU developments

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## **I&C covered by a number of EU Directives, including:**

- 98/59/EC on collective redundancies,
- 2001/23/EC on transfers of undertakings
- 2002/14/EC on information and consultation

## **Commission's "Fitness check" exercise:**

- are the I&C Directives 'fit for purpose' ?



## EU developments - BUSINESSEUROPE views

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- **great variety of industrial relations systems between Member States**
- **careful approach needed** when introducing legislation applicable in all Member States
- BE aims to **avoid EU initiatives interfering with the diversity of national industrial relations systems or swift decision making in companies**



## Fitness check - Further action?

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- **EU legislation on information and consultation is satisfactory and coherent** - No need for review or consolidation
- **Definitions of I&C need to be adapted to each Directive's aim and scope** - no need for harmonisation
- **Correct implementation at national level** where deficiencies exist
- **Information & guidance about legislation**



# Conclusions

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- **Information and consultation can make business sense**
- **Parties at company level should play decisive role in devising I&C arrangements that best suit their needs**
- **Satisfactory EU legislative framework on I&C exist**

