



Information, consultation and participation rights as a factor of success for the business transfer to employees in SMES

THE OBJECTIVES:

In4BTE project aims to **find and analyse real cases** where **rights to information, consultation and participation** as well as **transparency principles** played a significant role in company succession processes and corporate restructuring that result into a **successful business transfer to employees** and **improved company level social dialogue**.

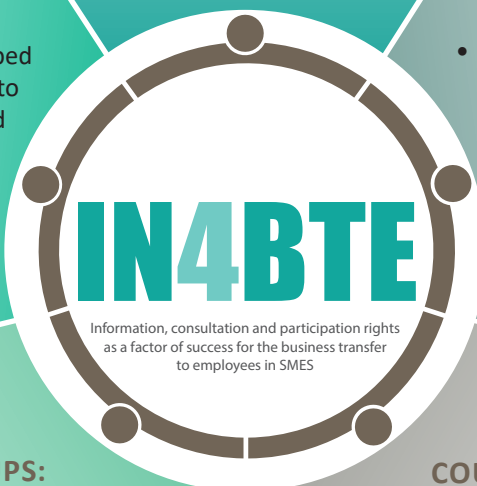
Since only a few countries have developed tools in this field, the project also aims to disseminate the identified best practices and **transfer the know-how towards countries** with less experience and still not familiar with these instruments but could widely benefit from it.

European businesses that have implemented a **participatory governance model through worker representation** and have grown into **more people-based organisations** are the best examples of participation-based companies in Europe. There are countries that already have developed a significant **know-how about transferring business to employees** through social economy enterprises: mainly Spain and Italy but also Germany, France as well as the UK. In order to find the best solutions for business transfers to employees, **the workers need to be actively involved, informed and supported** by different actors such as trade unions, local authorities or chambers of commerce.

PROJECT OUTPUTS:

The **collected know-how will be made available in easy-to-access documentation** and video, also transferred through transnational workshops and dissemination activities.

- **case studies / info-sheets** (2 per country)
- **1 dynamic webplatform, 1 video-documentary**
- **a printed and electronic final report** (the report will be including information on EU aquis, information, consultation and participation rights of employees on European and national level, best practices on successful business transfers, the transferability of these practices and tools and policy recommendations on European level)
- **4 transnational workshops** (in Brussels, Florence, Sofia and Skopje), **1 main conference** (in San Sebastian).



TARGET GROUPS:

- **workers (of SMEs, social economy enterprises)**
- **trade unions**
- organisations representing **Social Economy**
- organisations representing **companies (mainly SMEs)**
- **policy decision makers** at European level
- **researchers and academics engaged** in the field of industrial relations at European level
- **other stakeholders** at national and European level

COUNTRIES INVOLVED:

Countries with significant experience

Countries with less experience



THE PARTNERSHIP:

