But the recent economic and financial crisis has caused the transformation of important aspects of industrial relations and social dialogue at all levels from local to global. This communication will focus on the European and global levels in order to address developments in transnational company social dialogue. Transnational negotiations at the company level have been taking place for over a decade now and the European Commission has developed a database to make available most of these agreements. The database contains transnational company agreements and some similar texts identified by the European Commission. In 2012 there were about 220 such transnational agreements covering over 10 million workers. However, unlike cross industry and sector level EU social dialogue, no legal framework exists for transnational company level agreements, which raises a series of questions such as, for example, the representativity or legitimacy of the parties to the signature. The parties have however progressively developed strategies to address this issue.

We have been working on this topic for several years now (see bibliography). Based on our research on transnational agreements (for Eurofound, for ILO, for the IRES, and for the CNRS), we would like here to address in particular what we perceive to be the contrasted dynamics of the evolution of European and global level negotiations within multinational or transnational companies. After presenting those contrasted dynamics, we will focus our analysis on the transnational agreements that deal with restructuring and will analyse their specificities as well as how they have evolved with the crisis. Our conclusion will center on the notion of “participation” at the EU and global levels.

Bibliography: