

Labour Law Reforms and Social Dialogue in the EU

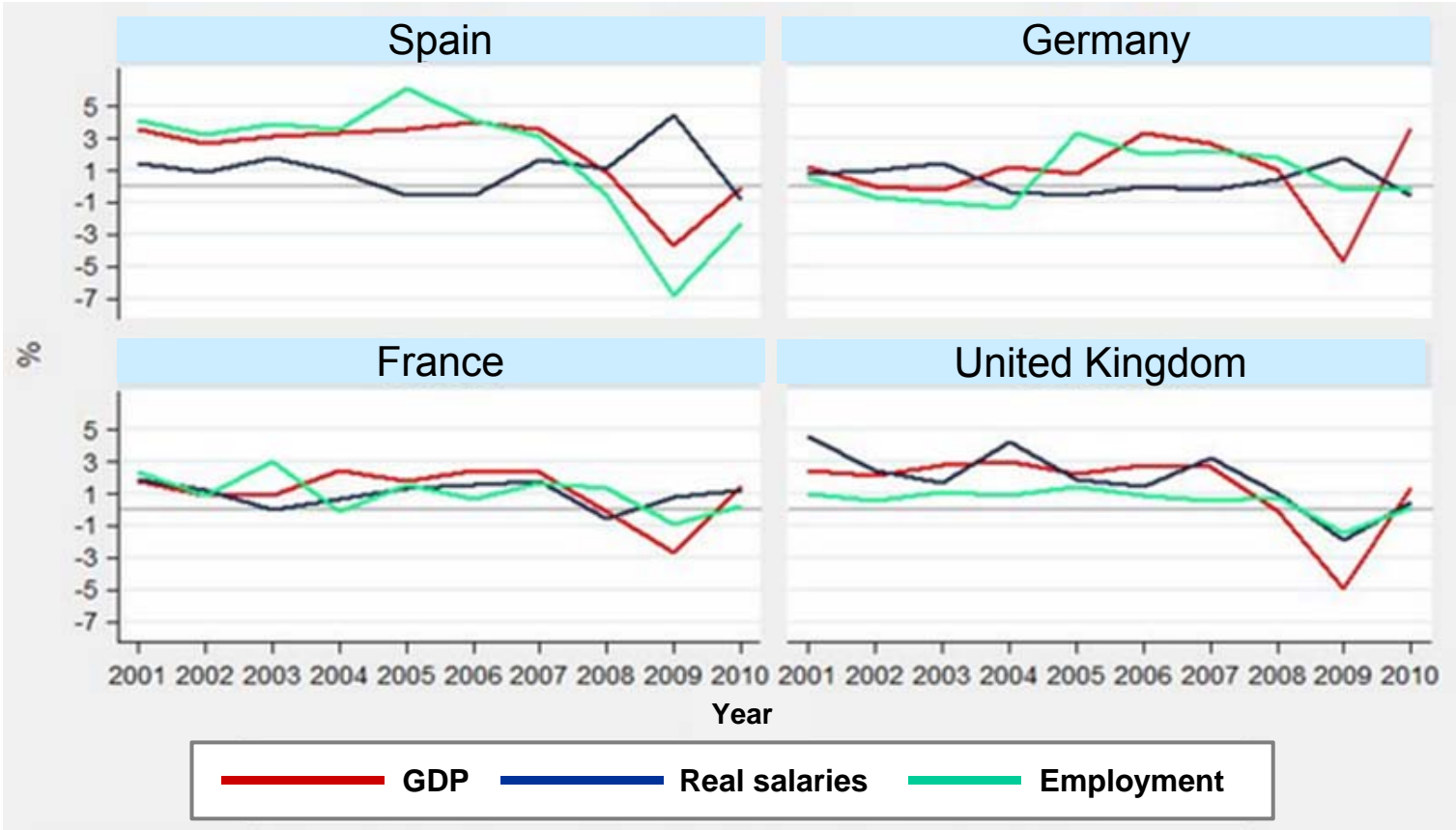
Fermín Guardiola, Baker & McKenzie

fermin.guardiola@bakermckenzie.com | www.bakermckenzie.com

12 de febrero de 2016

Labour Law Reforms and Internal Flexibility

Annual variation rates: GDP, salaries and employment
2001-2010



What do the companies need?

- More nimble and quick structure and decisions.
- Lining up of resources and activity.
- Labour Relations not to slow down the business' speed
- Continued adjustment of its processes
- Strategic focus related to costs
- Relocation
- Lining up of costs with activity and business





What are the messages we are receiving?

- Explosive cocktail: regulations + courts' interpretation
- Courts of justice: company's unilateralism = wall
- Current legal situation: extreme uncertainty
- Risks when adopting strategic decisions