



# ***Cross-Border Corporate Mobility in the EU***

**Harnessing empirical data  
to explore the impact of  
corporate mobility in Europe**

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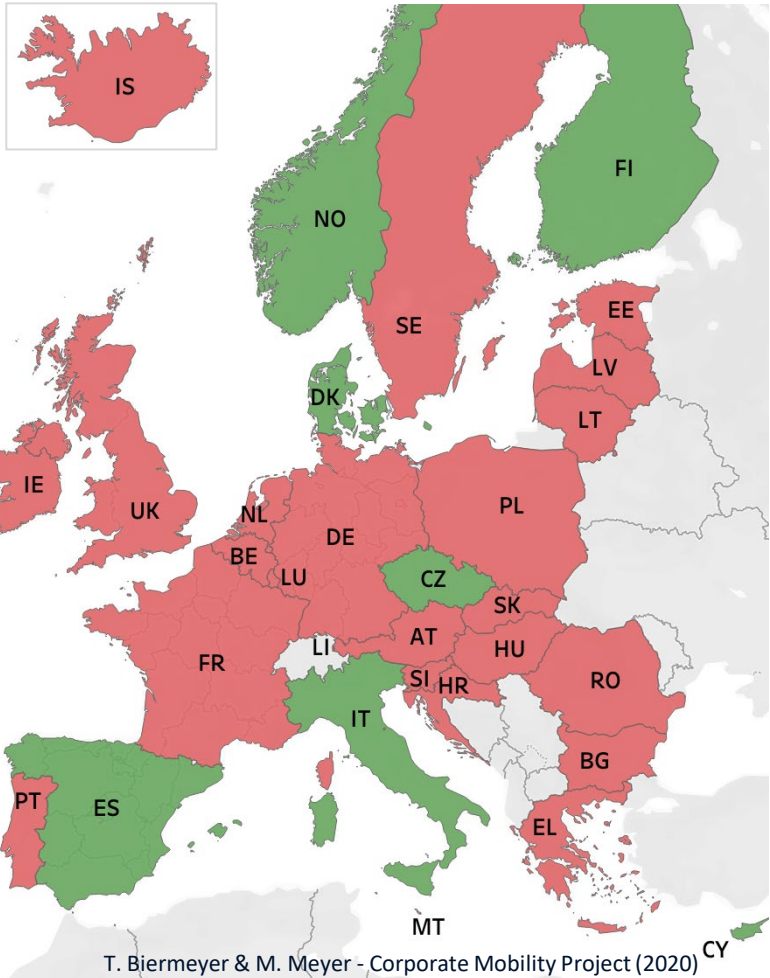
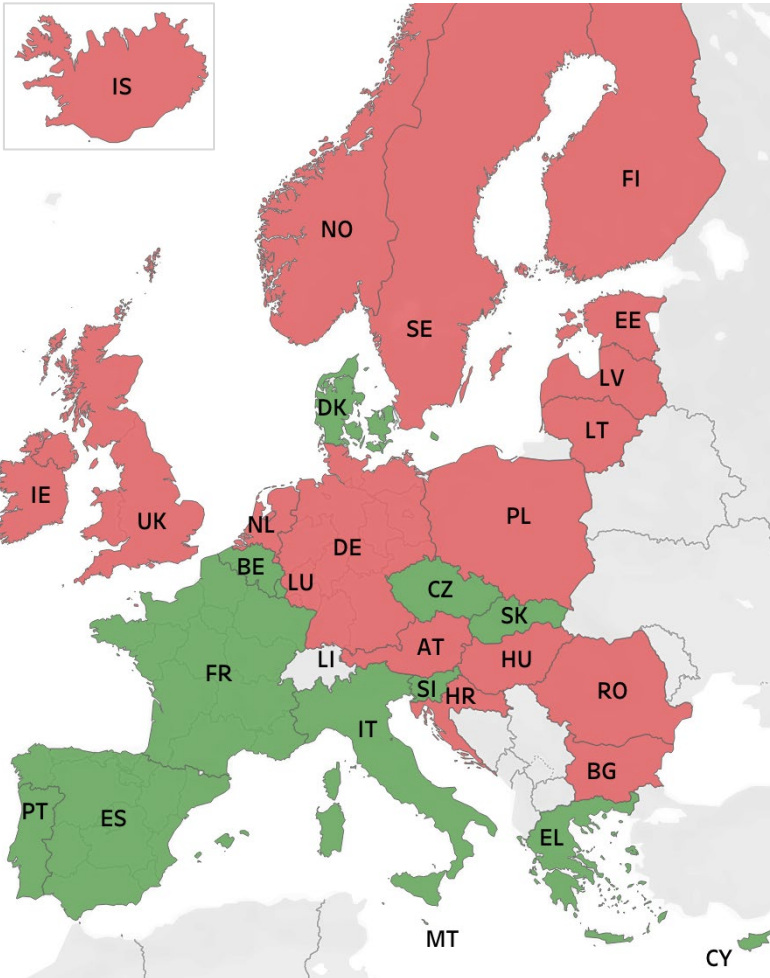
## The Project

- *Where* and *how* is cross-border corporate mobility taking place within the EU?
- And what is the impact on employee participation?
- Research on the period 2000 – 31.12.2019
- 13 years of corporate mobility: dataset 2006 – 2019
- Cross-border mergers, conversions, divisions and SEs

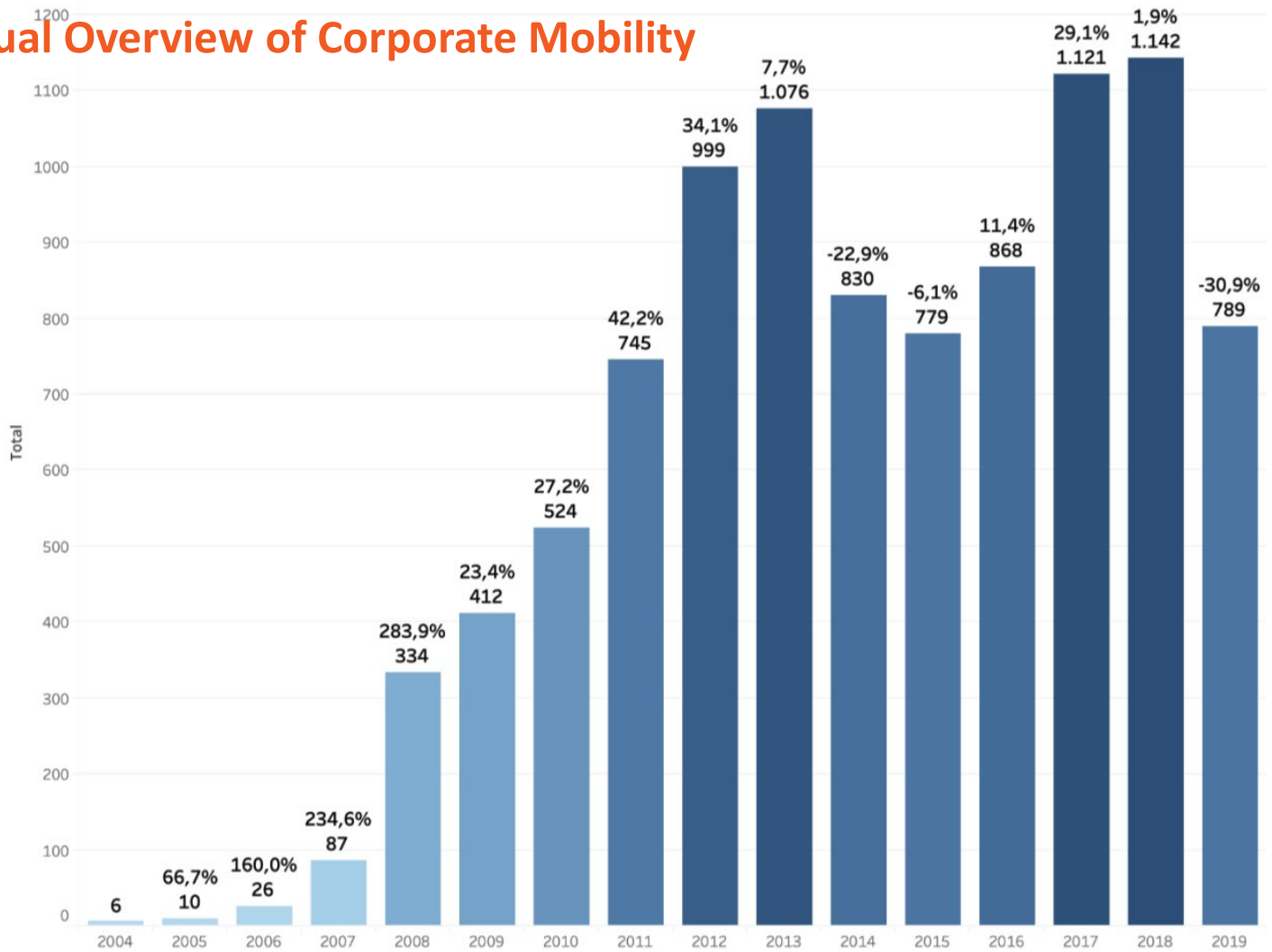
## Methodology

- Primary data collection: notices in the Official Journals of the EU/EEA countries
- Additional company core data: *Orbis* database
- Further analysis: employee numbers as threshold (filtering)
- Collecting data on impact on employee participation on the basis of the merger plans
- Verification of all transactions based on the transaction certificate/de-registration from the registry

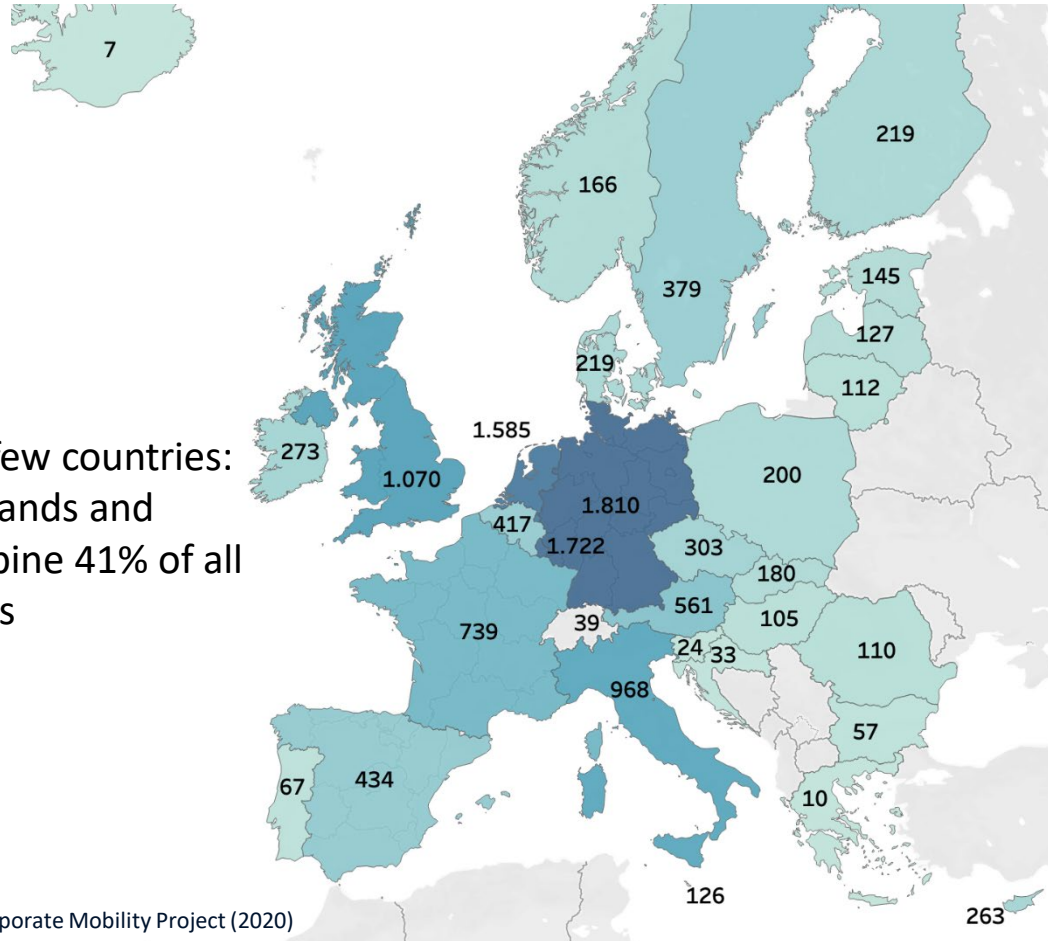
# Legislation: CBCs (left) and CBDs (right)



# Annual Overview of Corporate Mobility



## Concentration of Corporate Mobility



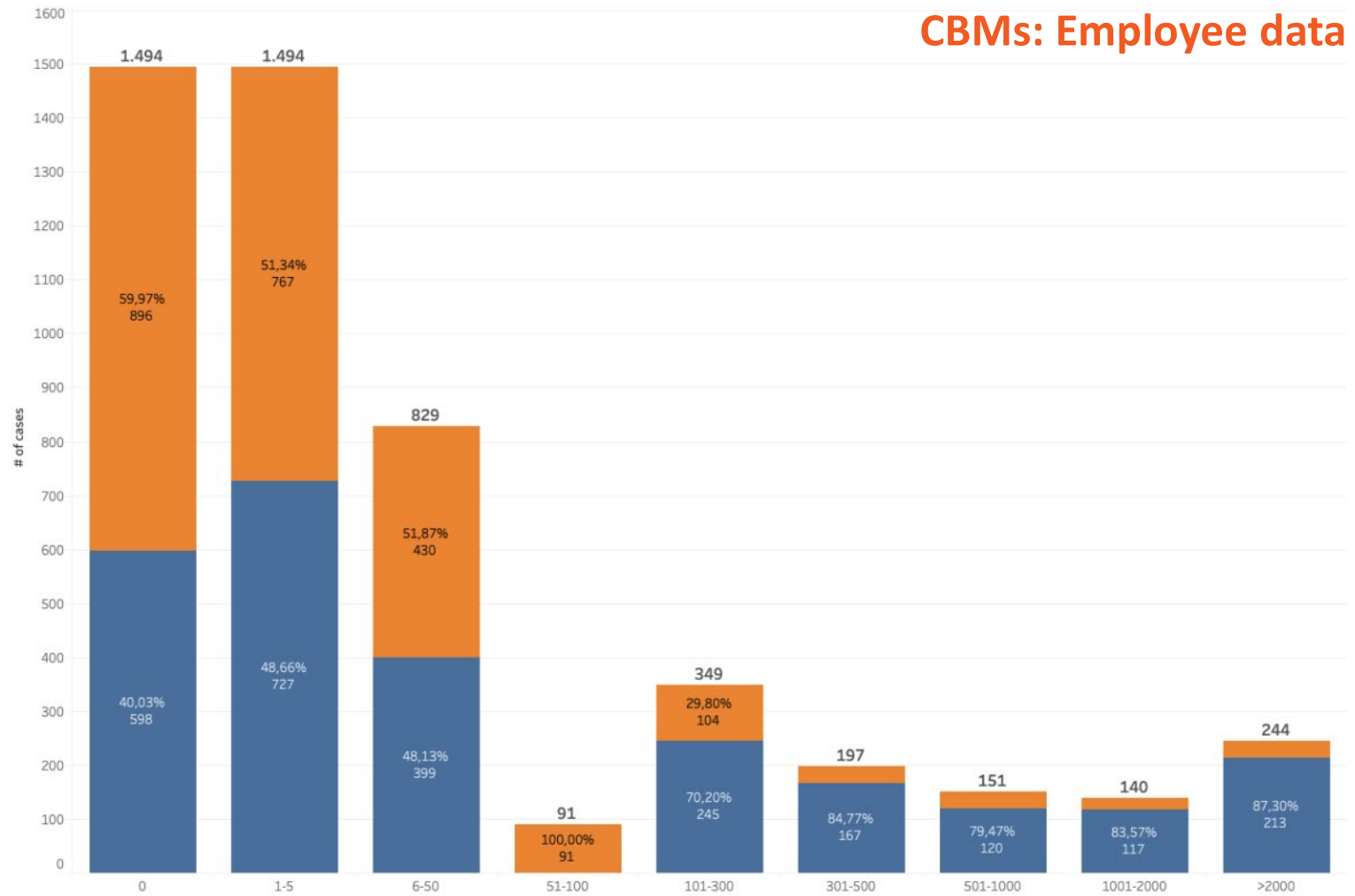
Concentration in few countries:  
Germany, Netherlands and  
Luxembourg combine 41% of all  
CbCM transactions

# Concentration of Corporate Mobility

- Mostly CBMs: ca. 77% of transactions
- CBCs: ca. 22,5% of cases
- Few SE-CBSTs
- Very few CBDs

Country	Transaction type			Grand Total
	CBM	CBC	CBD	
Germany	1.517	288	5	1.810
Luxembourg	1.093	625	4	1.722
Netherlands	1.264	319	2	1.585
United Kingdom	798	271	1	1.070
Italy	580	384	4	968
France	388	348	3	739
Austria	524	37		561
Spain	265	152	17	434
Belgium	298	119		417
Sweden	378	1		379
Czech Republic	263	40		303
Ireland	269	4		273
Cyprus	242	21		263
Finland	219			219
Denmark	208	11		219
Poland	193	6	1	200
Slovakia	172	8		180
Norway	165		1	166
Estonia	145			145
Latvia	126	1		127
Malta	67	59		126
Lithuania	112			112
Romania	77	33		110
Hungary	96	9		105
Portugal	42	23	2	67
Bulgaria	22	35		57
Liechtenstein	23	16		39
Croatia	33			33
Slovenia	23	1		24
Greece	9	1		10
Iceland	7			7
<b>Grand Total</b>	<b>9.618</b>	<b>2.812</b>	<b>40</b>	<b>12.470</b>

# CBMs: Employee data



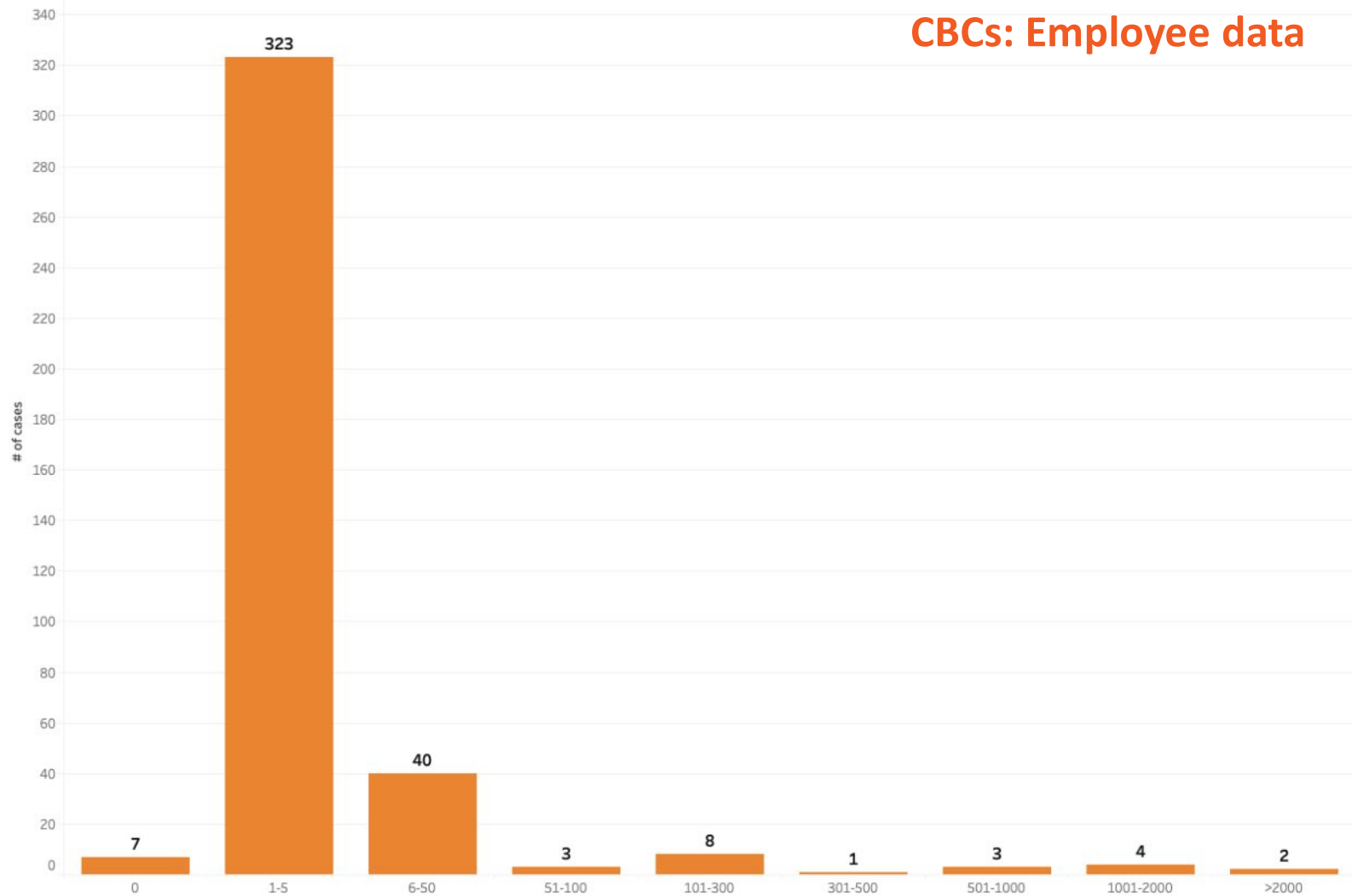
Company role

MC

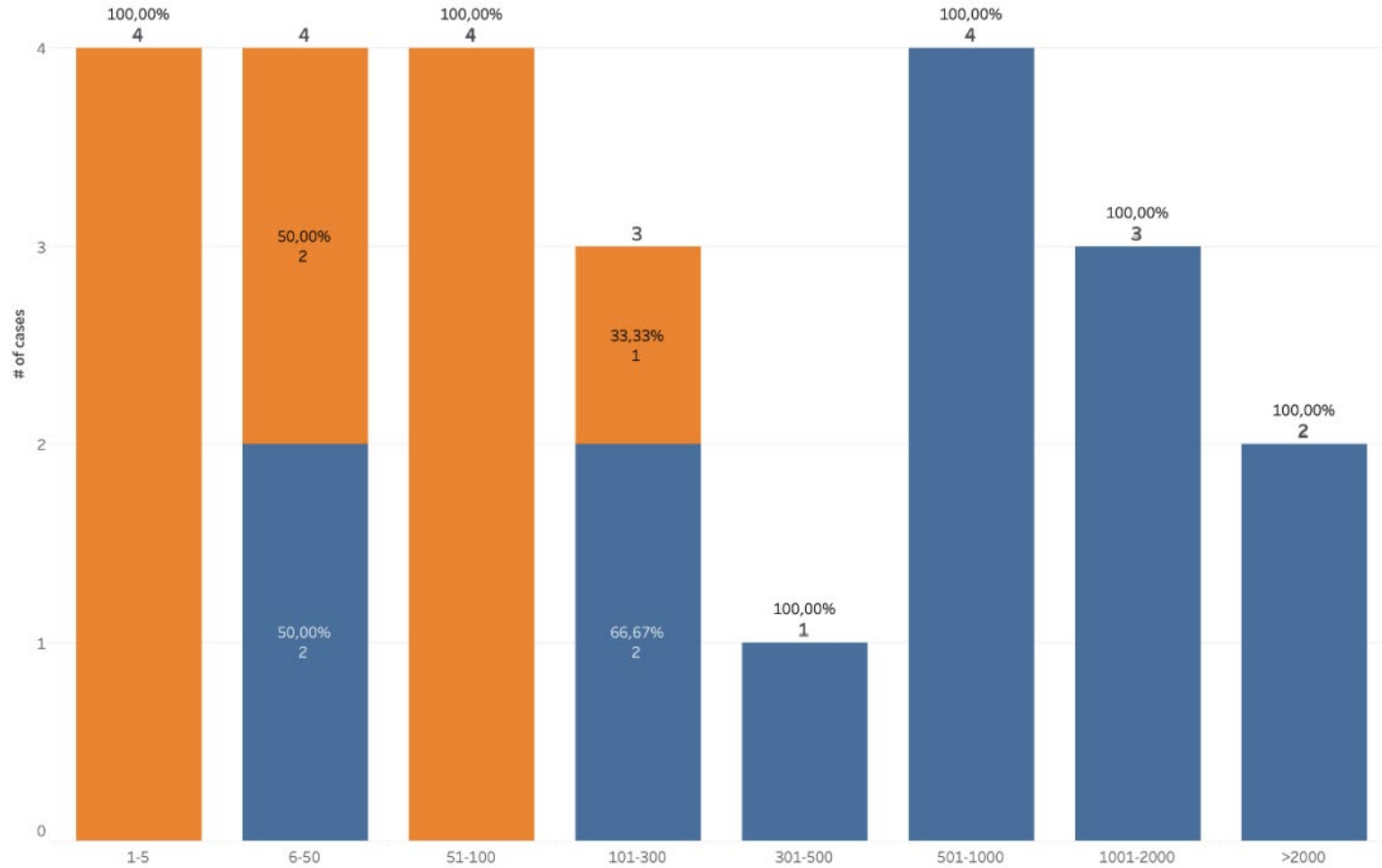
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# CBCs: Employee data



# CBDs: Employee data

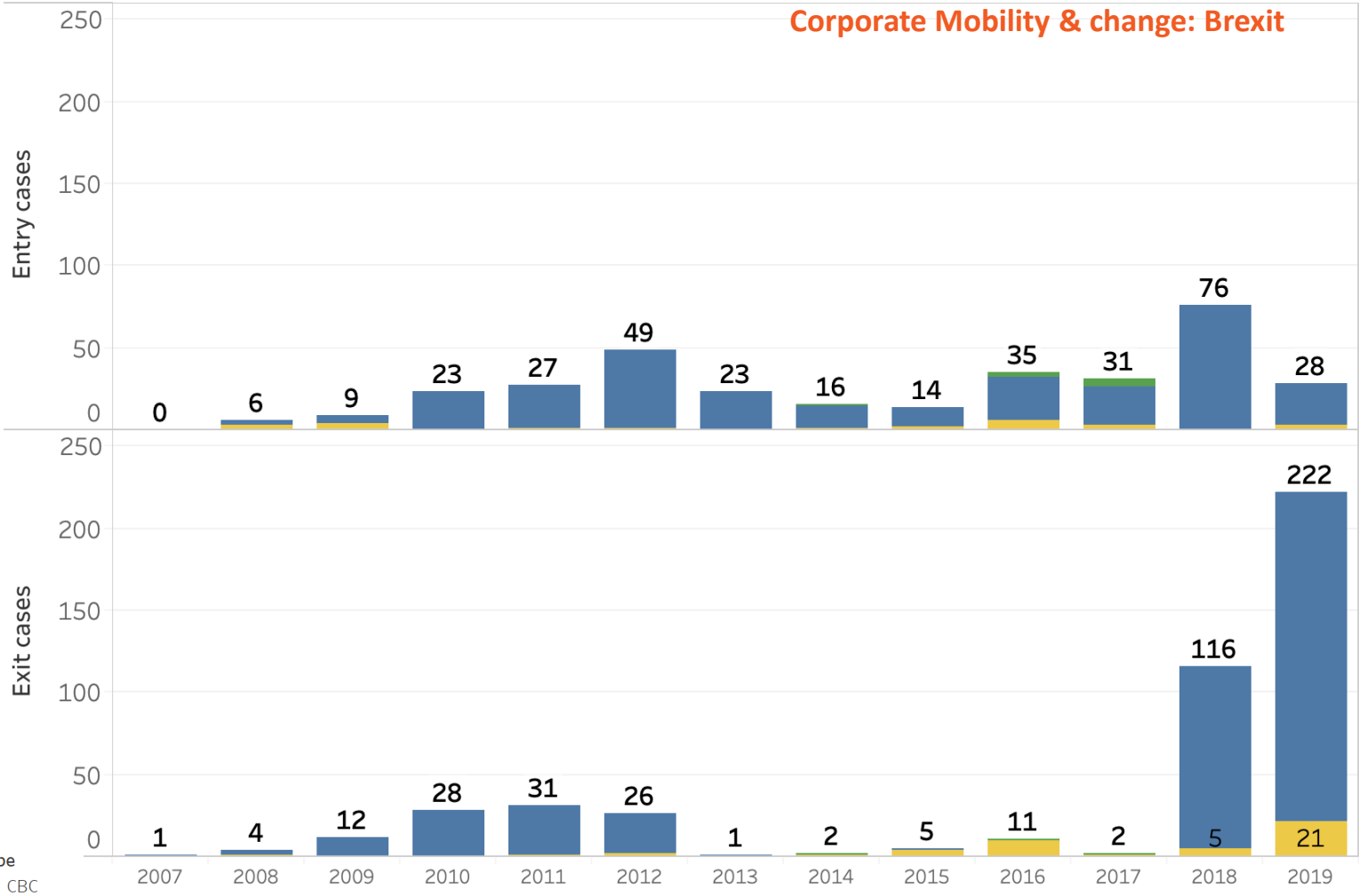


Company role

RC

OC

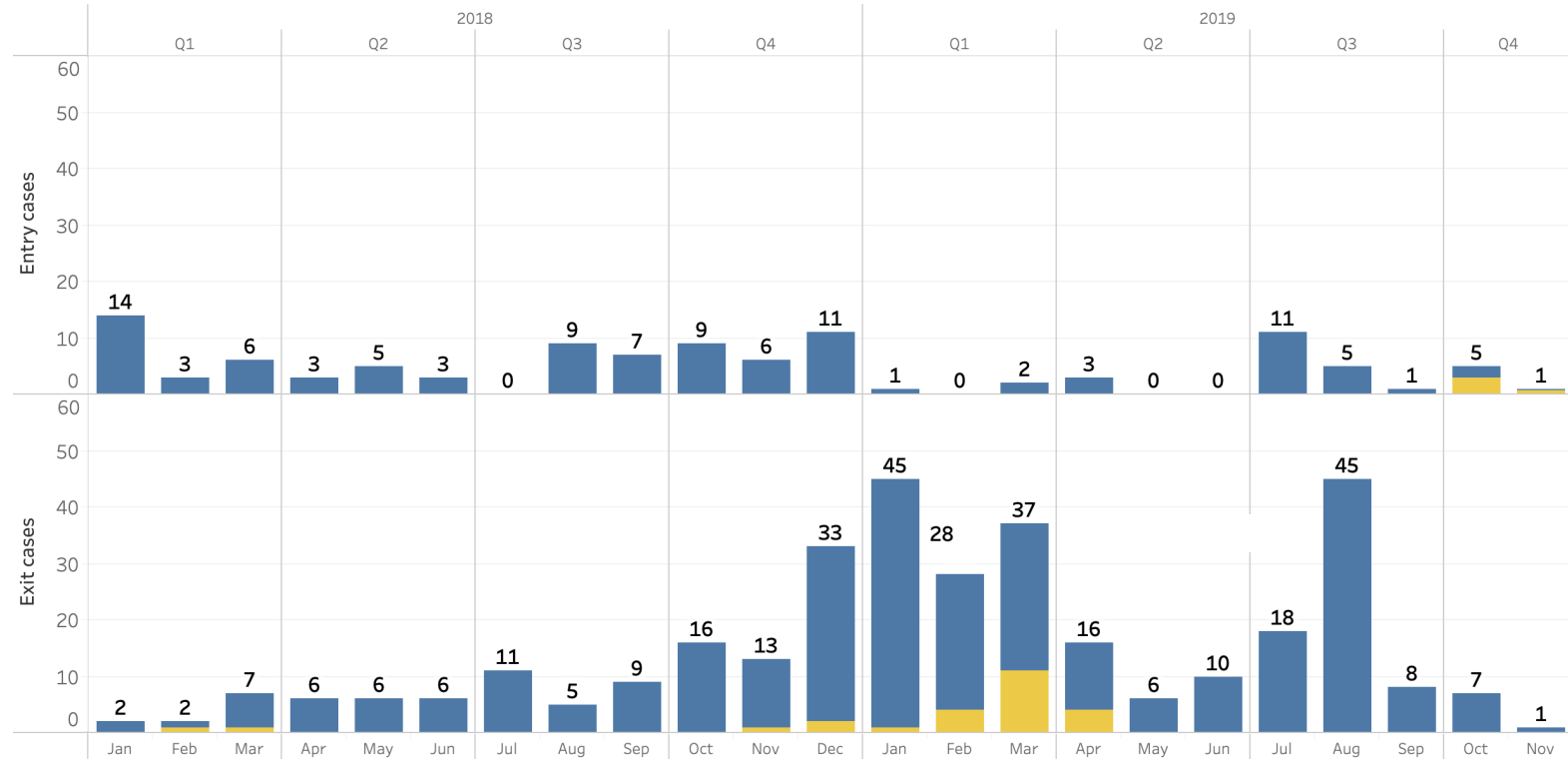
# Corporate Mobility & change: Brexit



Type  
■ CBC  
■ CBM  
■ SE-CBST

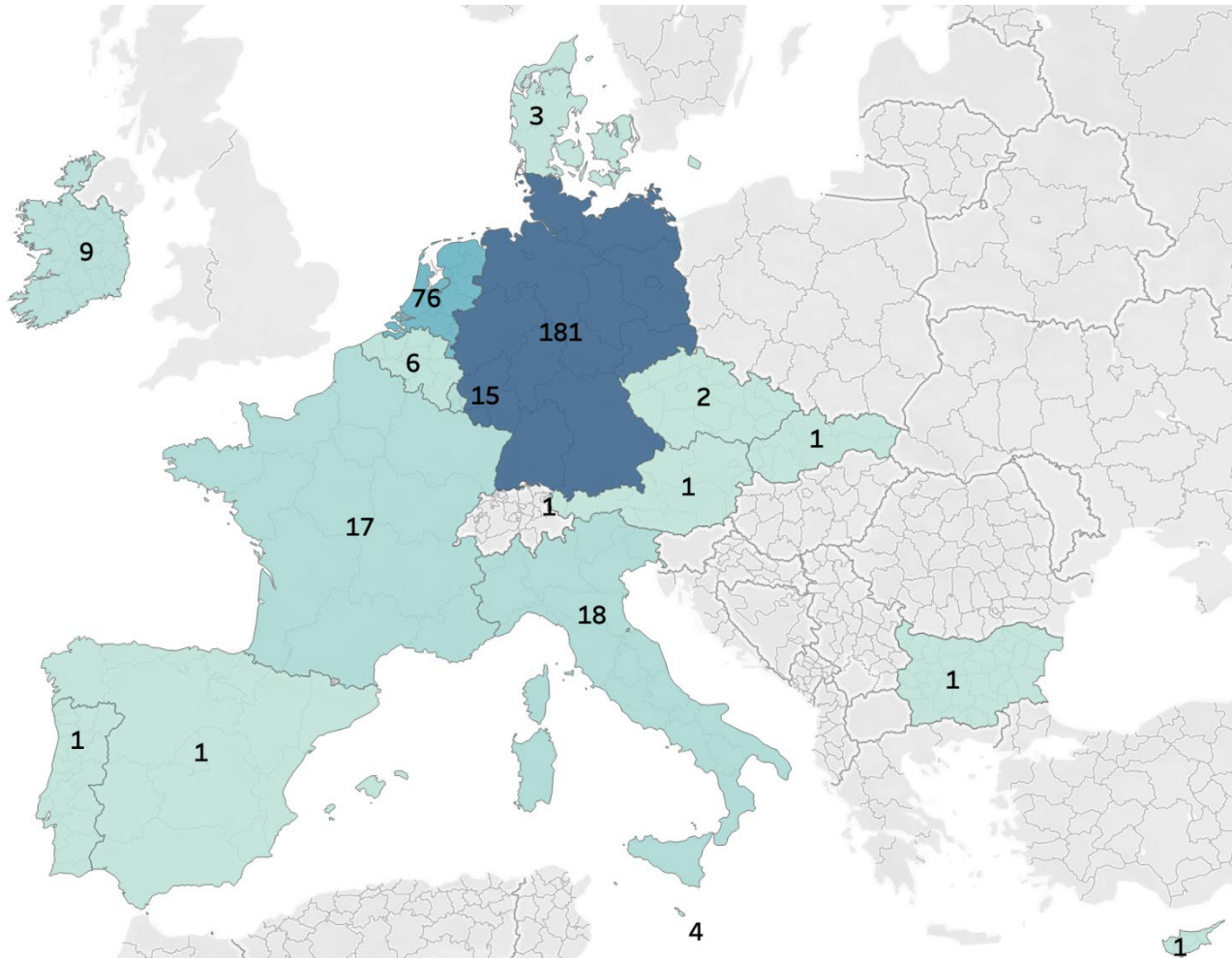
# Corporate Mobility & change: Brexit

Date of transaction



Type  
■ CBC  
■ CBM  
■ SE-CBST

## Corporate Mobility & change: Brexit



## Characteristics of Corporate Mobility & Social Impact

Employees	Impact Employees	Works Council				Grand Total
		no	not mentioned	unclear	yes	
yes	no	11	10	19	17	57
	not mentioned	1			1	2
	unclear			1		1
	yes	1	1	2		4
Grand Total		13	11	22	18	64

Negotiating Body	Works Council				Grand Total	
	no	not mentioned	unclear	yes		
no	1		5	7	13	
not applicable	11	6	11	3	31	
not mentioned		1			1	
unclear	1	4	3	4	12	
yes			2	3	5	
Grand Total		13	11	21	17	62



### Characteristics of Corporate Mobility & Social Impact

BLER (before)	BLER-negotiation				Grand Total
	no	not applicable	not mentioned & unclear	yes	
no	48	2			50
not mentioned & unclear	2		8		10
yes			2	7	9
Grand Total	50	2	10	7	69