

**FOURTH STUDY COMMISSION
2005**

What are the consequences of privatization of public companies and, or public functions regarding the parties rights in labour relations?

What are the consequences of the change of legal structures of a private enterprise regarding the parties rights in labour relations?

1. Are public entities in your Country, or public functions within them, facing a phenomenon of privatisations? Is it possible to quantify it? Did the legislator in your country provide for any kind of legal restriction?
2. Has your country a specific set of rules concerning change in legal structures of public or private companies?
3. In the affirmative, please describe the conditions for the application of such rules and their consequences in the relationships between the employer and the workers.
 - precise in detail the obligations to be met by the employer before or at the moment when a change in the legal structure of his company occurs
 - which are the legal mechanisms that assure in your country the maintenance of workers' rights, especially those granted by collective agreements, face to the criteria of maximum profitability pursued with such type of structural changes?
 - which are the consequences that must be faced by a worker who refuses to work for the "new employer"?
 - did your country restrain the personnel's right to use collective actions against a structural change?