



The research network on worker participation in the European Company (SE)

# SE Companies

**2017-03-31**

**Anders Carlson**

**etui.**

**ecdb.worker-participation.eu**

A banner with a blurred background of people. The text "ecdb.worker-participation.eu" is written in a large, white, bold, sans-serif font.

the etui's european company (SE) database

# Overview of current state of SE founding in Europe



**Update: 31 March 2017 LONDON**

Anders Carlson

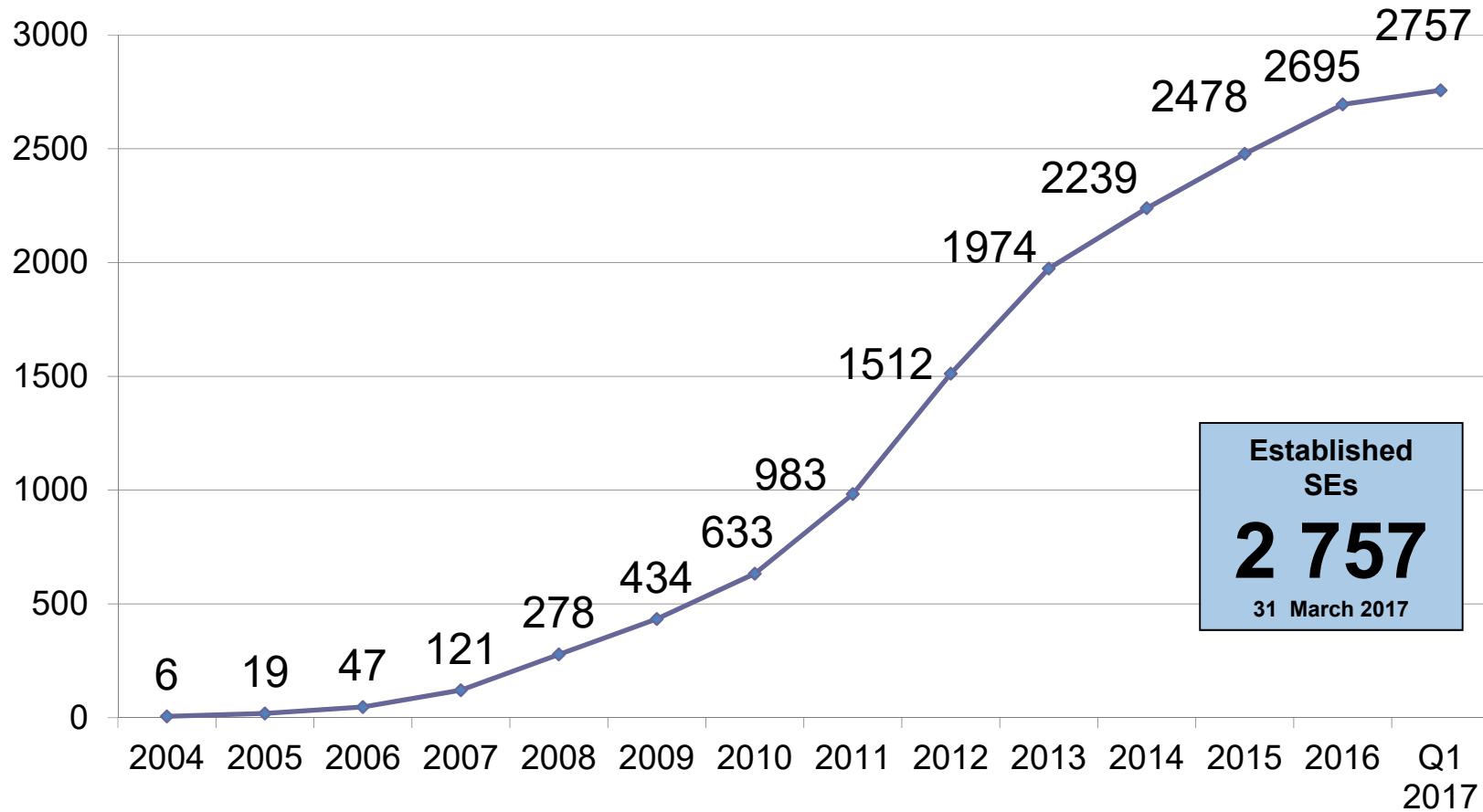
European Trade Union Institute (Brussels)

<http://ecdb.worker-participation.eu>, [www.etui.org](http://www.etui.org)

The ETUI is financially supported by the European Union.

**SEEurope** \* \* \* \* \* **etui.**

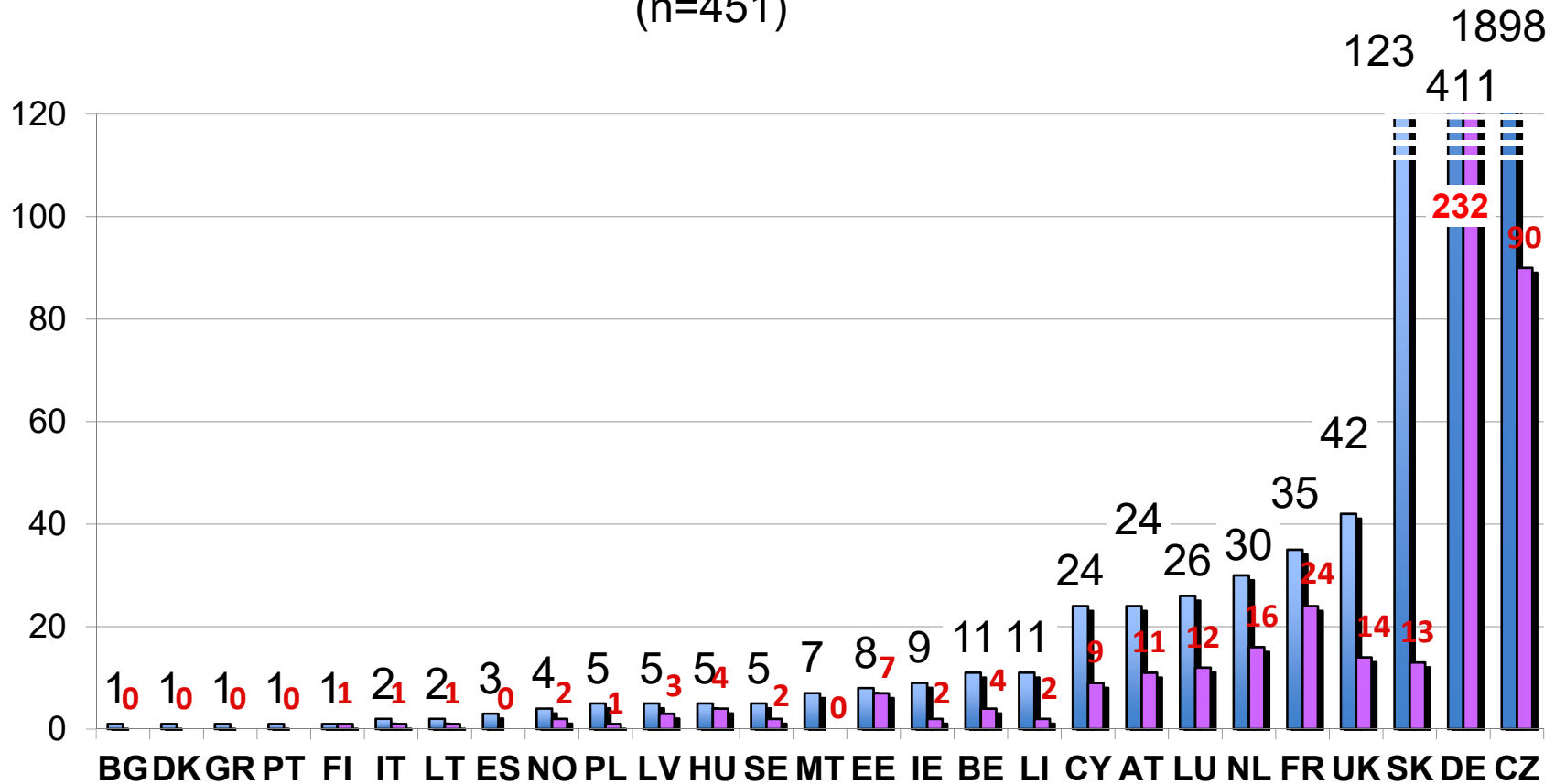
# Total number of registered European Companies (SEs) by year of establishment (2004–Q1 2017) \*



\* Transformed/deregistered companies are excluded.  
 Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (31 March 2017)

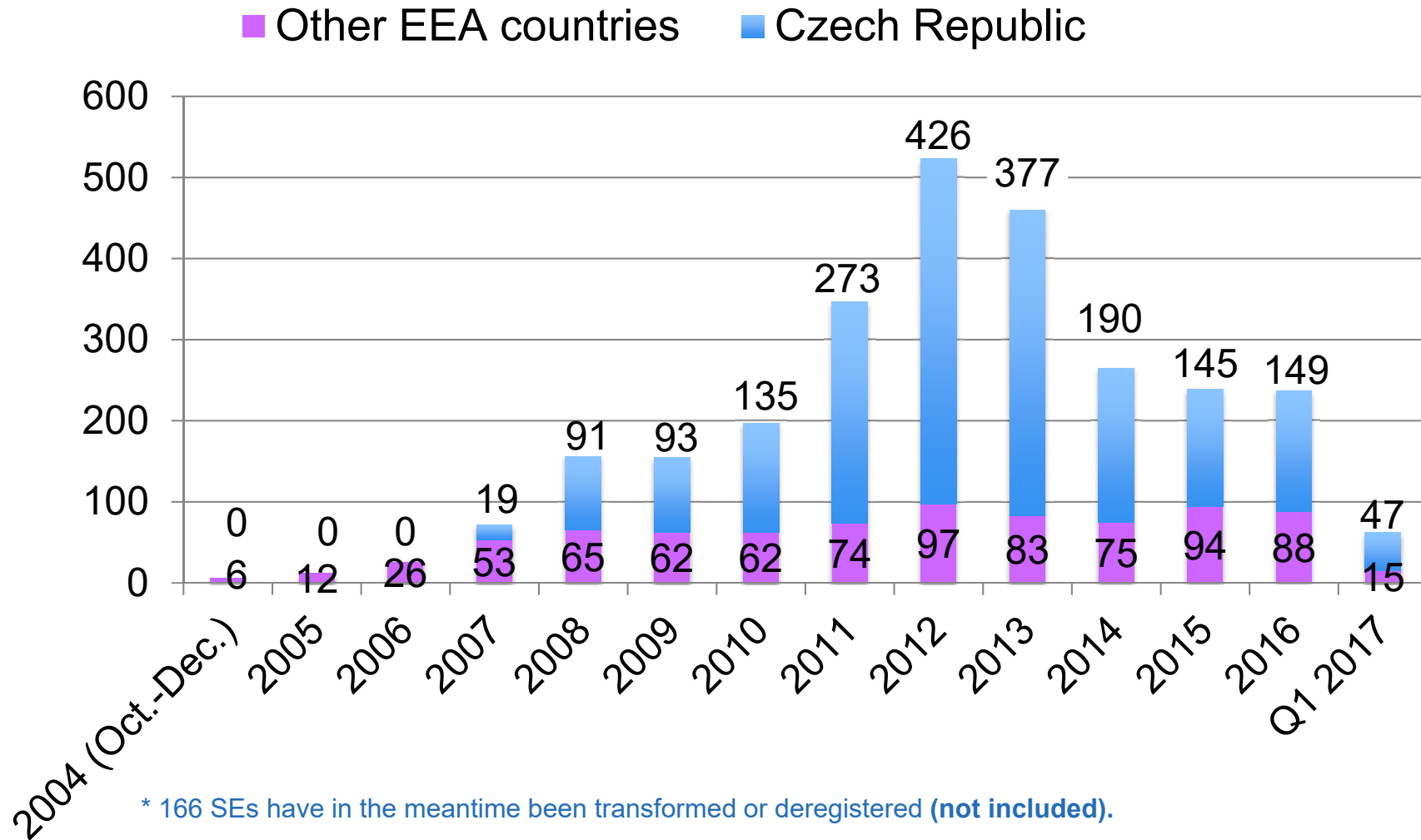
## 2 695 European Companies (SEs), registered in 27 countries

■ Number of SEs per country ■ Number of identified SEs with >5 employees  
(n=451)



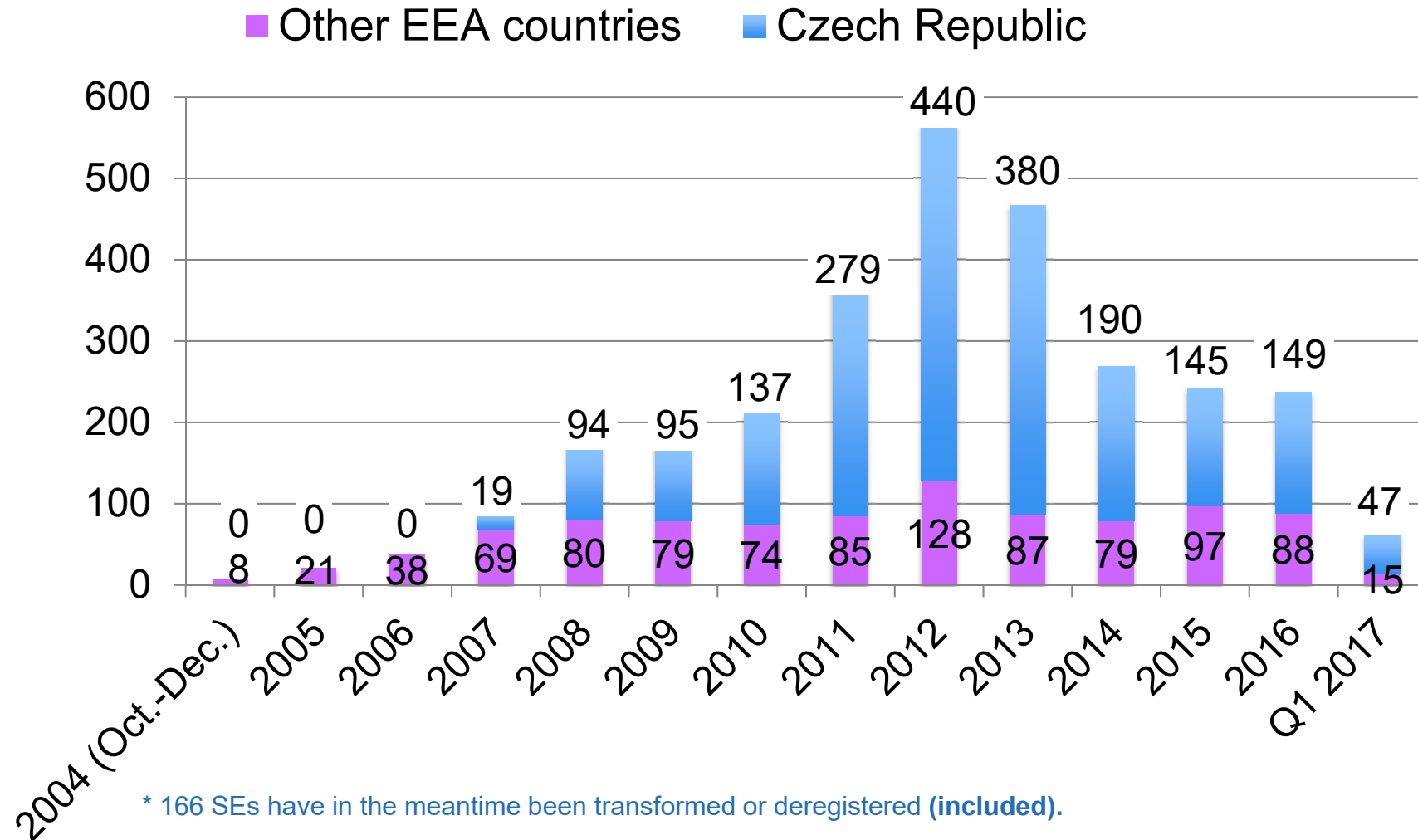
Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (31 December 2016)

# Number of new SE registrations per year (2004-2017) (n=2757)\*



Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (31 March 2017)

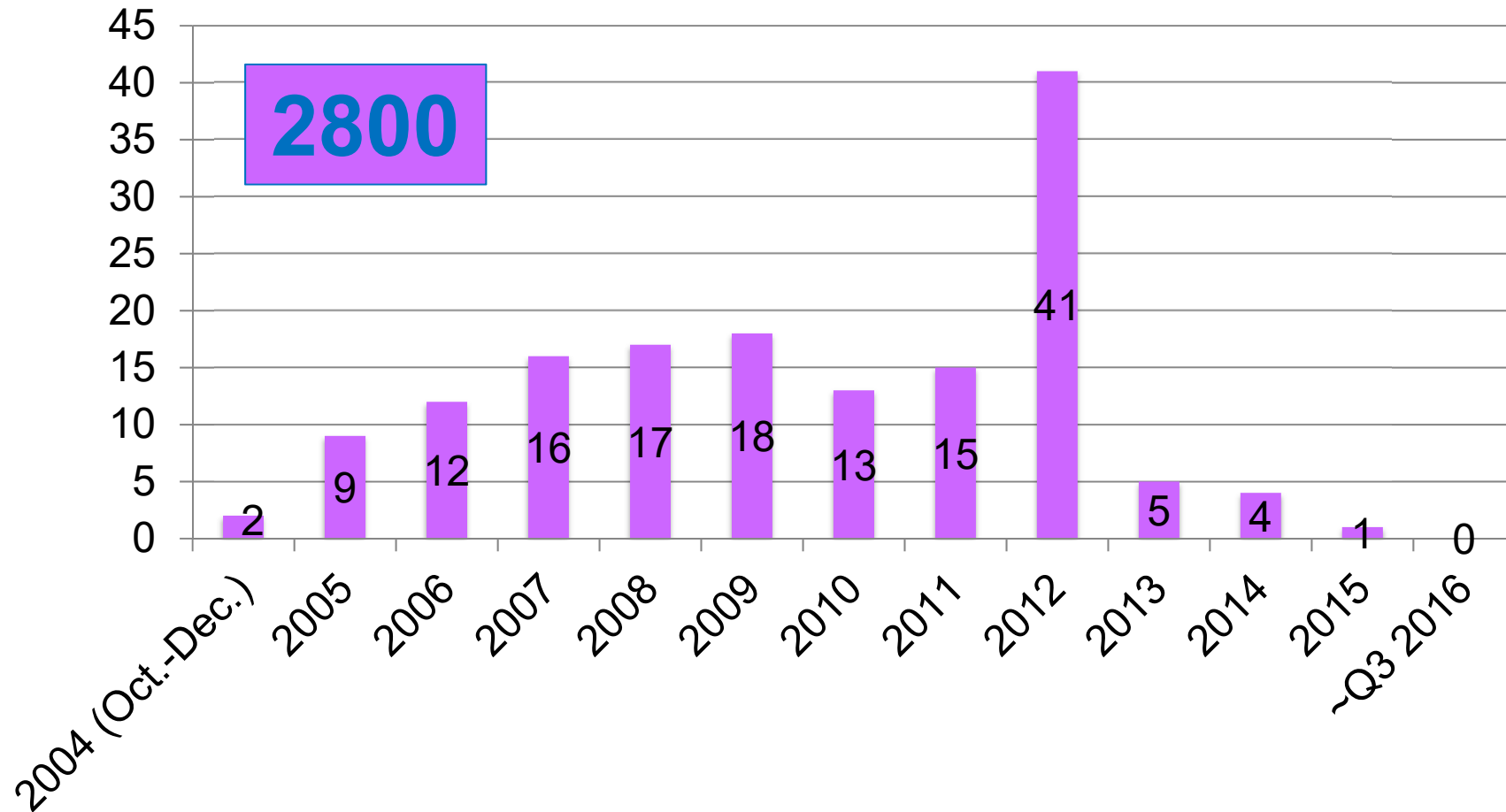
# All SE registrations per year (2004-2017) (n=2923)\*



Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (31 March 2017)

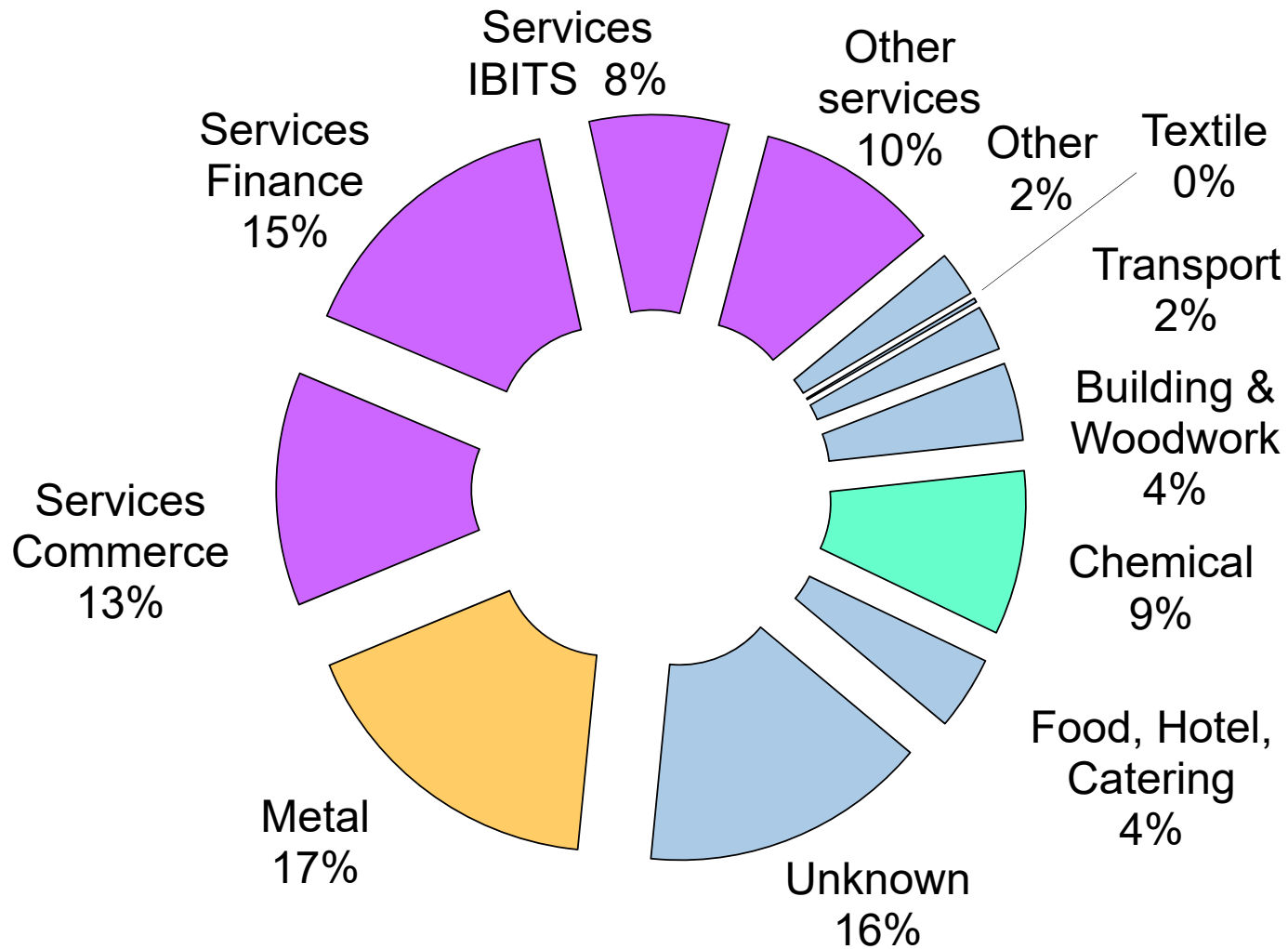
# Transformed/Deleted SE per year of registrations (2004-2016) (n=153)

Transformed = 35 Deleted = 118



Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (10 October 2016)

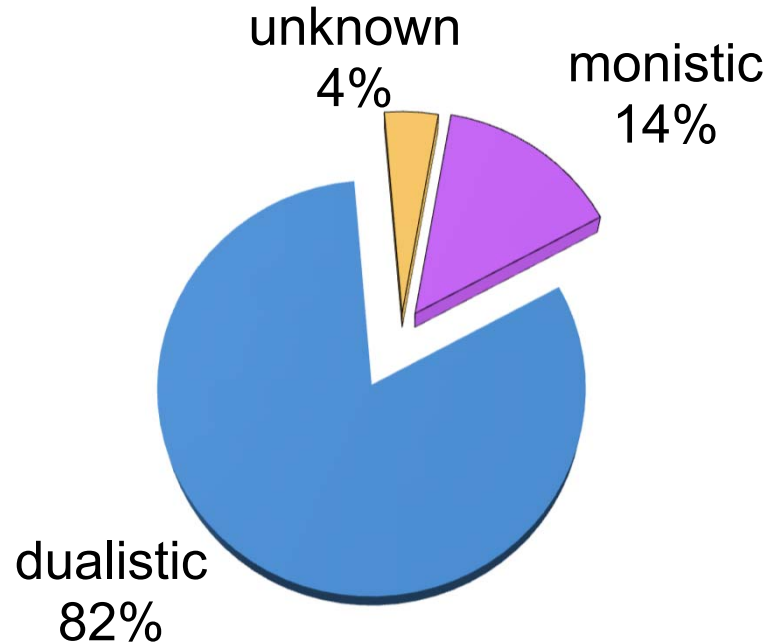
# Sectors in which (normal) SEs have been set up (n=454)



Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (31 March 2017)



## Board structure of SEs (n=2 757)

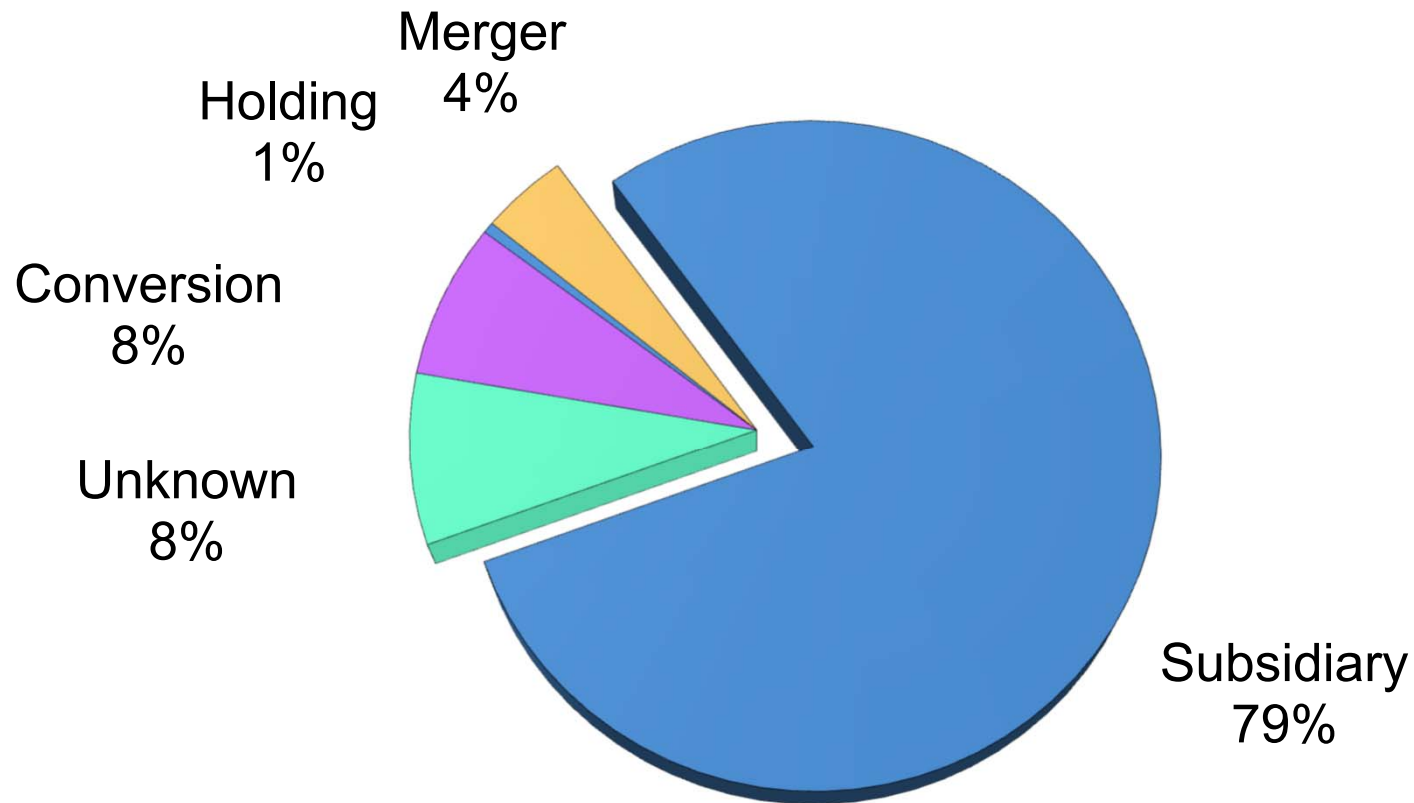


	MON.	DUAL.	Not known
<b>CZ</b>	<b>57</b>	<b>1887</b>	<b>1</b>
<b>DE</b>	<b>159</b>	<b>194</b>	<b>72</b>
<b>AT</b>	<b>15</b>	<b>8</b>	<b>1</b>
<b>UK</b>	<b>41</b>	<b>1</b>	<b>-</b>

Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (31 March 2017)

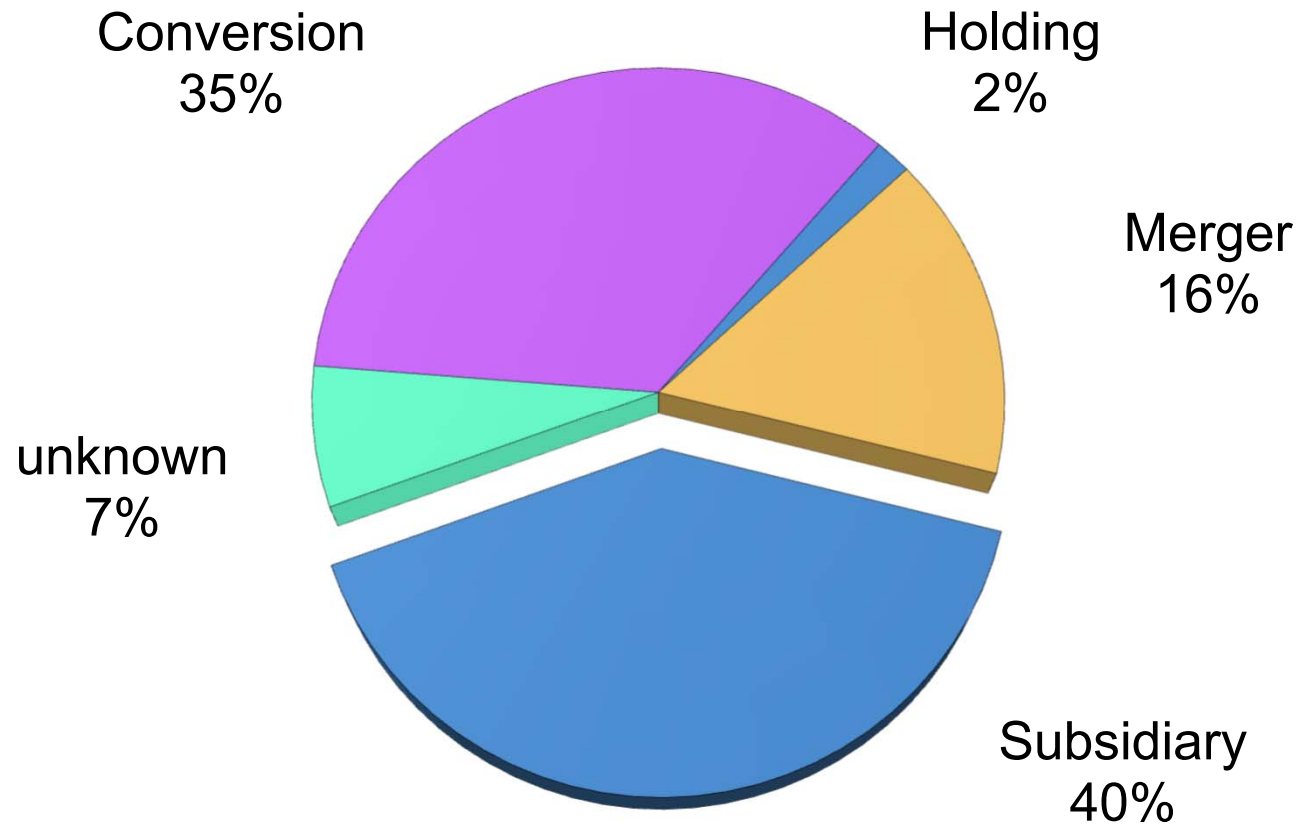
Largely path dependent, but with some flexibility. Changes in corporate governance also after SE registration is possible.

## Forms of foundation (n=2 757)



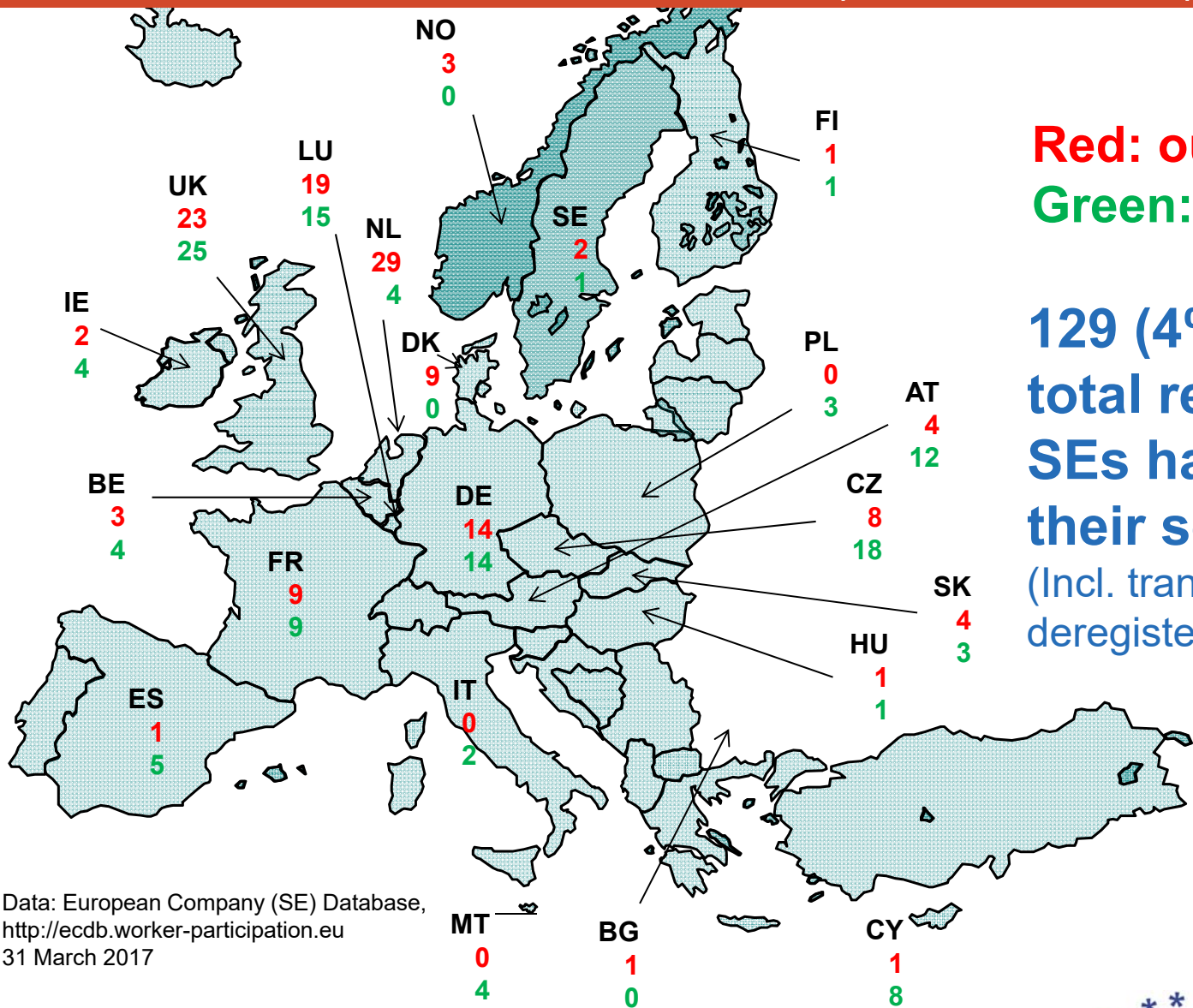
Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (31 March 2017)

## Forms of foundation of (identified) normal SEs (n=454)



Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (31 March 2017)

# Cross-border transfer of seat of SEs (2004-Q1 2017)



**Red: out (from)**  
**Green: in (to)**

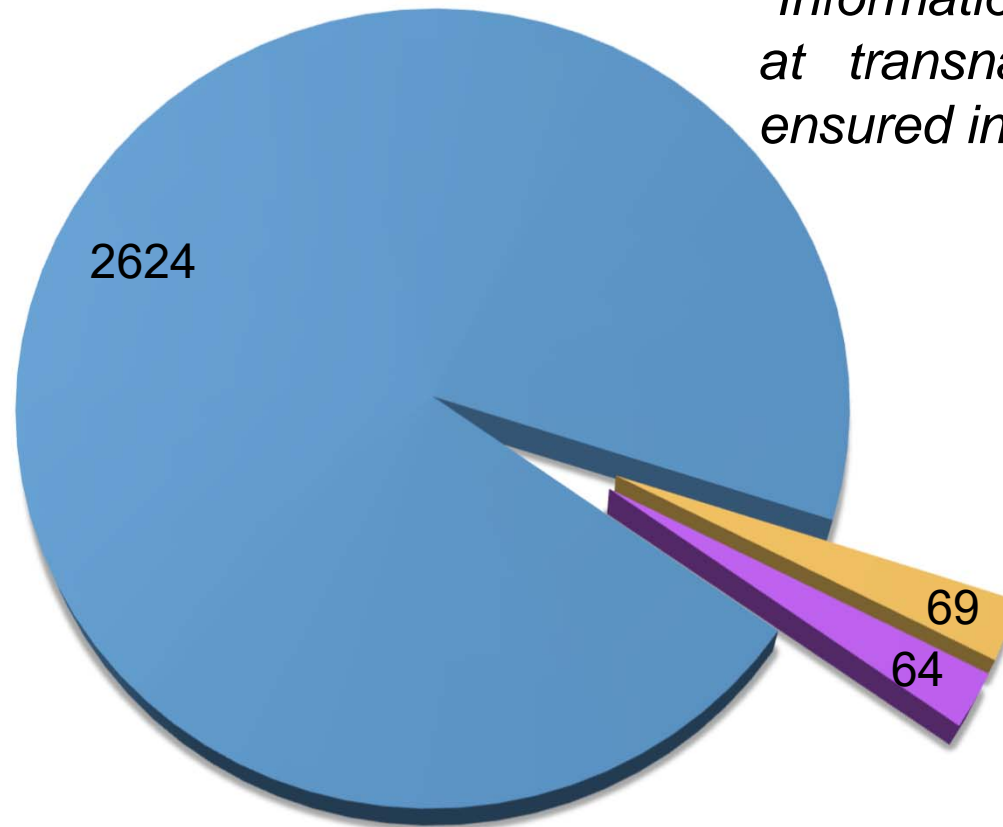
**129 (4%) of the total registered SEs have moved their seat.**  
(Incl. transformed and deregistered SEs)

Data: European Company (SE) Database,  
<http://ecdb.worker-participation.eu>  
31 March 2017

## Employee involvement in SEs (n=2 757)

*“Information and consultation procedures at transnational level should (...) be ensured in all cases of creation of an SE”*

SE Directive, recital 6

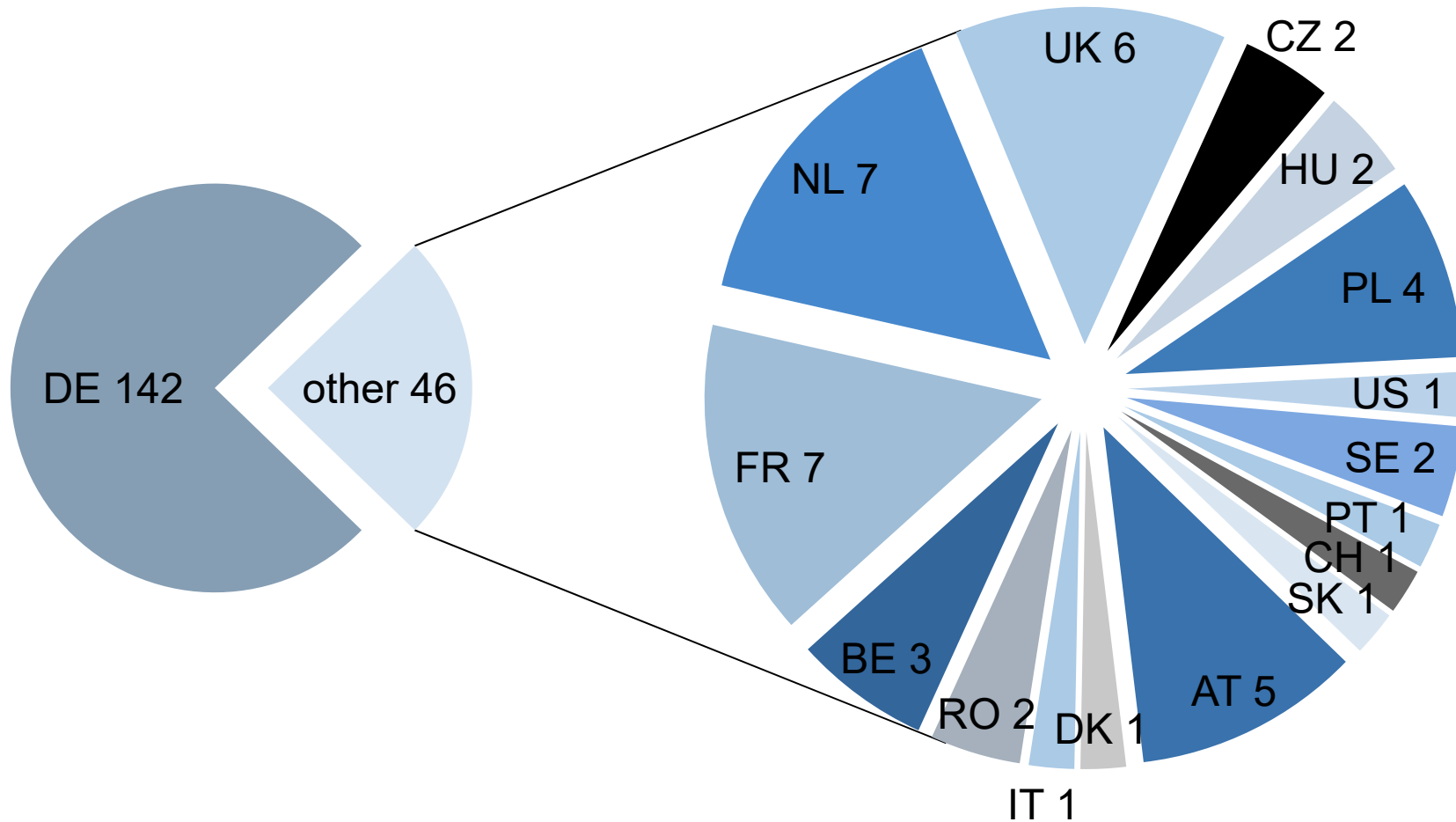


- SEs with no involvement rights or unknown
- SEs only with information and consultation rights
- SEs with information, consultation and participation rights

**Employee involvement is the exception, not the rule in SEs.**

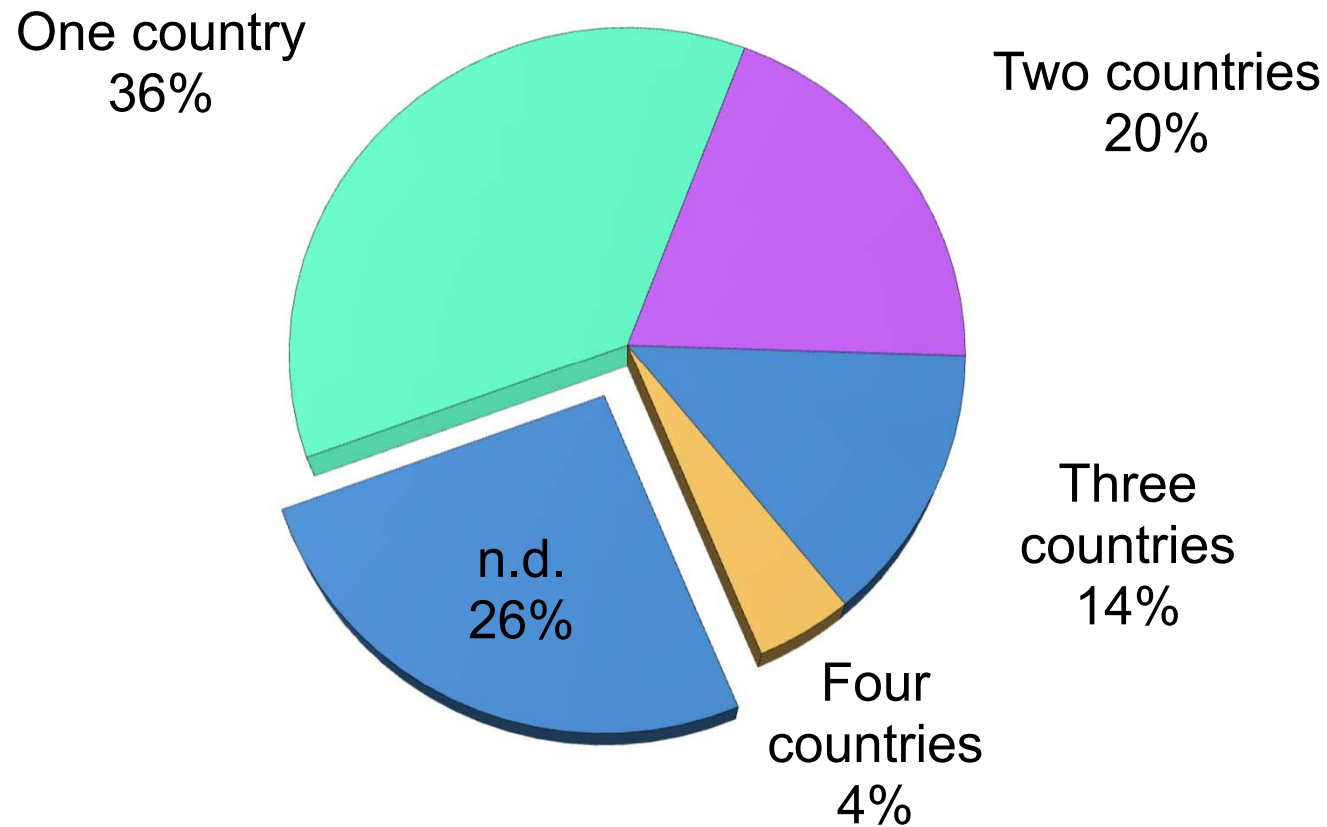
Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (31 March 201)

# Nationality of workers' representatives in SE boards



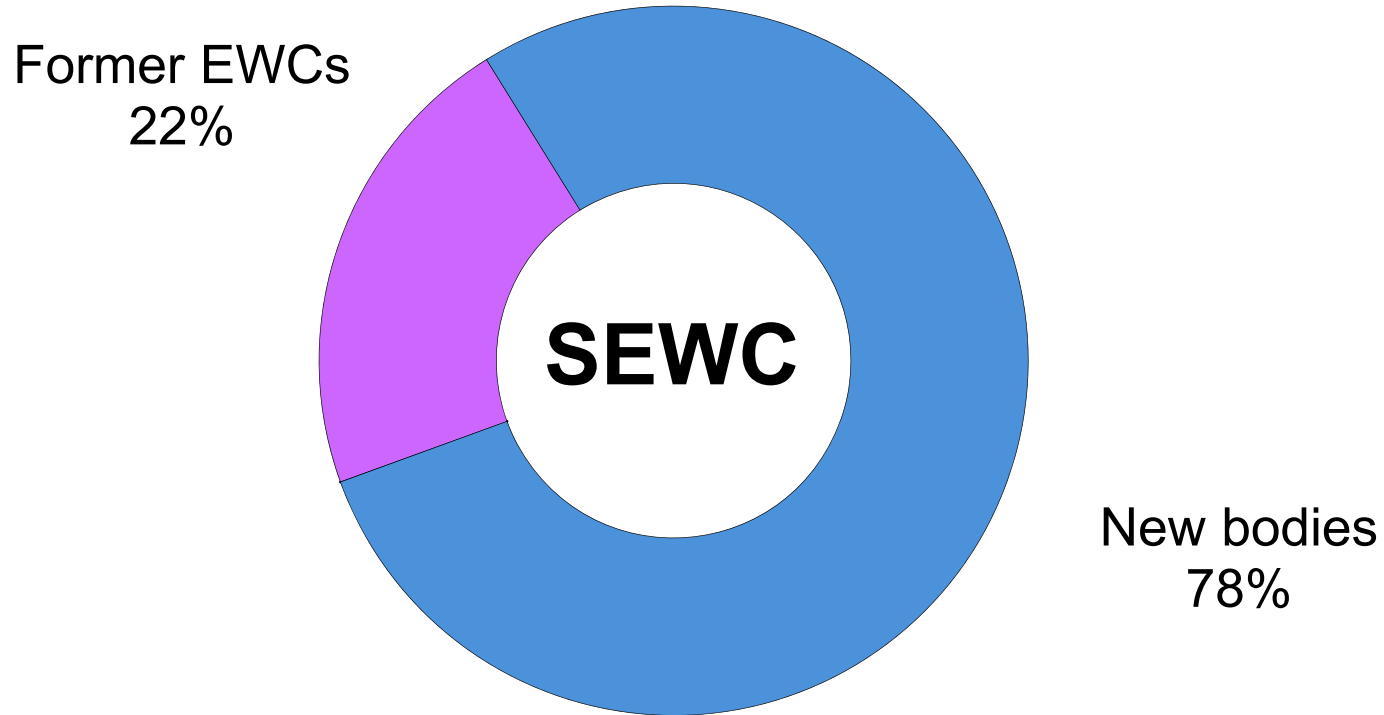
Data: EWPCCC <http://www.worker-participation.eu> (July 2016)

## Nationality of workers' representatives in SE boards (n66)



Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (July 2016)

## SE Works Councils (n=129)



Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (31 March 2017)



## Worker involvement in 'normal' SEs

At least **132** currently established normal SEs have arrangements on **information and consultation** at transnational level.

**67 SEs** have **board-level representation (participation)**, registered in:

- **Germany**: ADAC, AL-KO KOBER, Allianz Global Corporate & Specialty, Allianz Managed Operations & Services, Allianz, AMEVIDA, ARAG Holding, ARAG, BASF, Bilfinger, BP Europa, Clariant, CompuGroup Medical, DEKRA, DNV GL, DVB Bank, E.ON, Fuchs Petrolub, GfK, Global PVQ, Hannover Rück, Hansgrohe, HDI Global, IMW Immobilien, KAESER KOMPRESSOREN, KNAUF INTERFER, KWS SAAT, Lenze, MAN Diesel & Turbo, MAN, Papierfabrik August Koehler, Pfeiffer & May, Porsche Automobil Holding, PUMA, Renolit, RKW, RWE Generation, SAP, SGL Carbon, SURTECO, tesa, TRIMET Aluminium, Uniper Global Commodities, Wacker Neuson, WAREMA Renkhoff, Webasto Roof & Components, Webasto, Webasto Thermo & Comfort, WILO, WITTENSTEIN, WM, Zalando, ZIEHL-ABEGG
- **Austria**: STRABAG, Plansee
- (Finland: Bayer Nordic)
- **France**: Burgeap Igip Holding, Mutavie, Schneider Electric, SCOR (4 SEs), WENDEL
- **Cyprus**: Prosafe
- **Hungary**: Wamsler

Data: European Company (SE) Database,  
<http://ecdb.worker-participation.eu> 31 March 2017

## Planned SEs (total: 17)

Capgemini SE *new!*

Deutsche Börse AG

Eiffage Infra-Bau GmbH

Hengst Holding SE *new!*

init innovation in traffic systems AG *new!*

INNOVATIV SE

Jacoby Verwaltung SE *new!*

Kentmere AG *new!*

KRONOSPAN HOLDINGS SE

MLP AG *new!*

PCM Rail One AG

PORTMAN INSURANCE SE *new!*

RIB Software AG

RIOCOBANA1000 AB

RuNe SE *new!*

Süss MicroTec AG *new!*

TOM TAILOR Holding SE

Data: European Company (SE) Database,  
<http://ecdb.worker-participation.eu> (31 March 2017)

# About the ECDB (<http://ecdb.worker-participation.eu>)

- **WHO COMPILES THE ECDB (European Company Database)?**

The ECDB is a service provided by the [European Trade Union Institute](#), an international non-profit association established under Belgian law. The ETUI is financially supported by the European Union. Since 2005, the ETUI has regularly issued information on registered SEs. The information is compiled by the **ETUI's 'ECDB team'** with the support of the [SEEurope research network](#).

- **WHY DOES THE ETUI COLLECT INFORMATION ON SEs?**

The SE legislation represents a milestone, not only in the field of EU Company Law, but also in the field of European industrial relations. The SE Directive contains provisions for a legally binding procedure of negotiations on employee information, consultation and participation (at board level).

Unfortunately, there is, as yet, no central registry of European Companies (SEs). For this reason, the information available is very limited, especially with regard to employee involvement. The ETUI is seeking to fill this important gap with its research on SEs. The SE Factsheets aim to provide information on the use of the SE Statute and to monitor implementation of the SE Directive in the field of employee involvement.

- **WHAT ARE THE SOURCES FOR THE ECDB?**

In the absence of a central European registry, the main sources for the European Company Database are **national registries**, the **Supplement to the Official Journal of the European Union (TED)** and **further research of our own**. According to Art. 14 I of the SE Regulation, the information provided on TED is limited and includes, for example, no information at all about employee involvement. There is a considerable delay between an SE's registration and its appearance on TED. Moreover, while all SEs registered should appear on TED, this is not the case. The ECDB therefore contains a much higher number of SEs than have been published in TED. For these reasons, the ECDB team researches information mainly via national registries, internet enquiries and through the ETUI SEEurope network which consists of researchers in, basically, all EEA member states. The specific sources are indicated in the last column of each company Factsheet (field 'References').

## Contact



Further information:

<http://ecdb.worker-participation.eu>

**Contact:**                      **Anders Carlson**  
sefactsheets@etui.org

## SE categories (as used by the SEEurope network)

<b>‘Normal’ SE:</b>	A normal SE is an <b>SE with operations and employees</b> (with more than 5 employees).	<b>454</b>
<b>‘Micro / Empty’ SE:</b>	An empty/micro SE is an SE with operations but no or very few ( $\leq 5$ ) employees. Its business purpose can be, for example, asset management.	<b>383</b>
<b>‘UFO’ SE:</b>	An SE on which insufficient information is available for categorisation (the number of employees) is referred to as a UFO SE. This group also contains so-called shelf SEs which were set up without any operations or employees.	<b>1920</b> <b>(from CZ: 1631)</b>

Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (31 March 2017)

**Total: 2 757**

## General partner SE - SE & Co KG (n70+)

### No data regarding ICP with a few exceptions

Artemed SE  
AURELIUS Management SE  
Bertelsmann Management SE  
BIOTRONIK MT SE  
Bischof + Klein Beteiligungs SE  
DACHSER SE  
Eaton SE  
Engelhorn Management SE  
fischer group Verwaltungs SE  
Fresenius Management SE  
Gebr. Heinemann Verwaltungs SE  
Gegenbauer Holding Verwaltung SE  
Hengst Automotive SE  
K+G Beteiligungs SE  
Kemmler SE  
KÖTTER Verwaltung I SE  
KÖTTER Verwaltung II SE  
KÖTTER Verwaltung III SE  
KÖTTER Verwaltung IV SE  
maxingvest management SE  
MS Holding Verwaltungs SE  
MULTIVAC Sepp Haggenmüller Verwaltungs SE  
Murjahn SE  
OB Group Holding Management SE  
Olympus Europa Management SE  
PEMONDIS Beteiligungs SE  
Rethmann Beteiligungs SE  
Rhenus Verwaltungs SE  
SARIA Beteiligungs SE  
STO Management SE  
Verwaltungsgesellschaft der Chiron-Werke SE  
WIKA International SE  
Windmüller & Hölscher Verwaltungs SE  
Zott Verwaltungs SE

Data: European Company (SE) Database, <http://ecdb.worker-participation.eu> (31 March 2017)

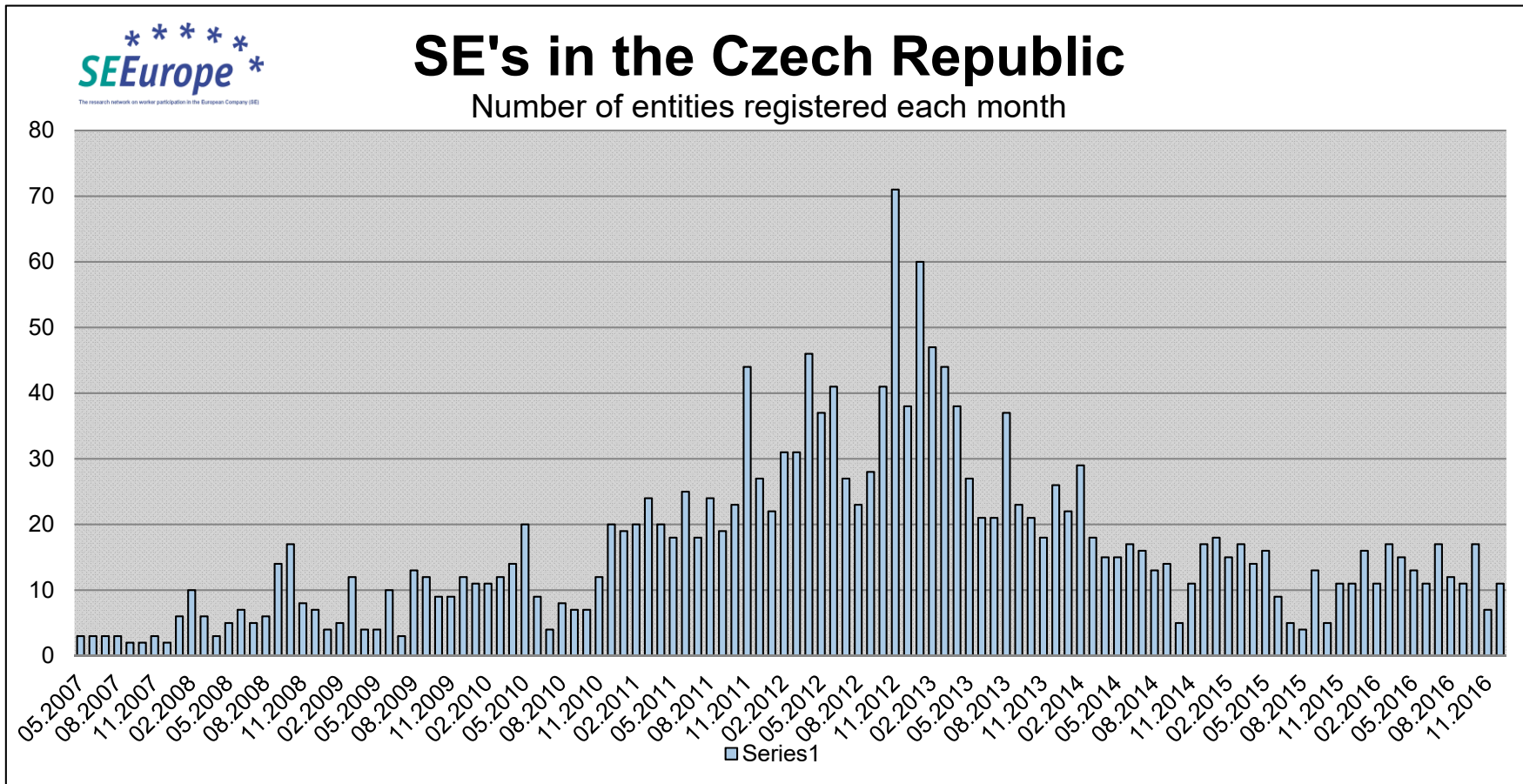
## SCE in the ECDB

Commission: **300 000** cooperatives  
**83,5** Million members  
**2,3** Million employees

No of SCE in the db **~50**

Two new:  
EUROPÄISCHES ZENTRUM FÜR PRESSE- UND  
MEDIENFREIHEIT, SCE DE  
**ÄGIVO eG** DE

# Czech SEs continue at a lower level





## A closer look at UK - Q1 2017

- **The first registration**

**SCHERING-PLOUGH CLINICAL TRIALS**

**SE000001** - Formed on 22 February 2005

Hertford Road, Hoddesdon, Hertfordshire, EN11 9BU

- **The latest registration (ToS)**

**VALTECH SE**

**SE000106** - Formed on 25 November 2016

46 Colebrooke Row, London, N1 8AF

(2015: FR -> LU; 2016: LU -> UK,)

## A closer look at UK - Q1 2017

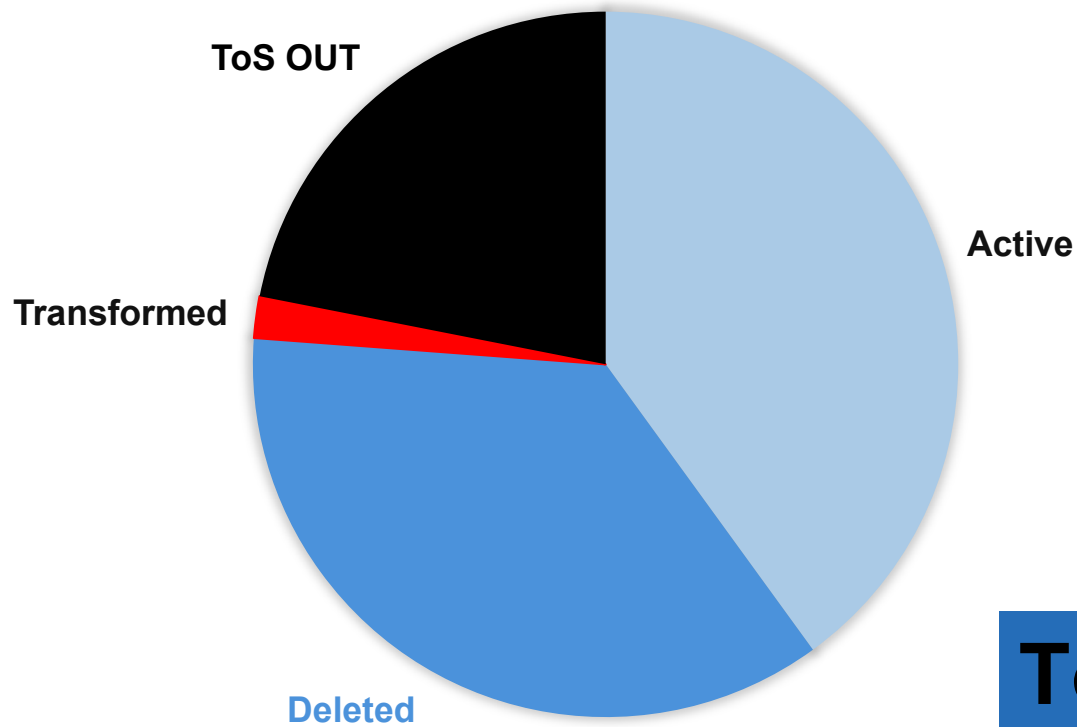
- Total no of registrations: 106
- Active SE's Q1 2017 42

### SE type

- Normal 14
- Empty/Micro 26
- UFO 2

# A closer look at UK - Q1 2017

## 106 REGISTRATIONS



**ToS IN: 25**

# A closer look at UK - Q1 2017

## ToS OUT (n23)

AT	2
CZ	13
DE	3
LU	1
MT	1
PI	2
SE	1

## ToS IN (n25)

BG	1
CY	1
CZ	1
DE	4
DE	1
ES	1
FR	2
IE	1
LU	5
NL	7
NO	1