



## Employer's alliances – a best practise scheme of flexicurity for SMEs

### A contribution to the debate about the strategy of flexicurity of the European Union

The GE Transfer project of the Bundesverband Mittelständische Wirtschaft e.V. (German national association of SMEs), financed by the European programme PROGRESS aims at the transfer of the French model of employer's alliances (Groupements d'employeurs) to Germany and other European countries.

Employer's alliances exist in France since 1985; they are associations of enterprises sharing employees, to whom a single enterprise wouldn't be able to offer a full-time job. Thus, seasonal peaks can be covered with skilled personnel and professionals, such as e.g. IT-specialists or accountants, who are only needed for days or weeks, can be committed to the enterprises. The employees have one employment contract with the alliance and they have long-term perspectives for their career; the employers can recur to skilled and reliable workers, without having the full risk of employment. The alliance relies on the principle of shared responsibility and common profit for the participating enterprises.

This combination of security and flexibility for the benefit of employers as well as employees is a proven way, to realise the flexicurity-strategy of the European Commission. Specially small enterprises, having due to the demographic tendencies difficulties to recruit and to commit skilled employees, by this way, can implement long-term strategic development of personnel and offer attractive workplaces.

The Bundesverband Mittelständische Wirtschaft e.V. in co-operation with the European Confederation of Small and Medium-sized Enterprises (CEA-PME), the European Information Centre of employer's alliances (CERGE) and five other partners from France and Germany have committed themselves to introduce the employer's alliances into the debate in Germany and other EU member states. Due to different national legislations and entrepreneurial contexts specific adaptations will be necessary; to this end, the partnership has developed a manual to create employer's alliances and recommendations to politicians and decision makers, in which way this scheme of "practical flexicurity" can be realised all over Europe.

We warmly invite you, to inform yourselves about the advantages of employer's alliances for enterprises and employees and to discuss with us the possibilities to implement them in Europe.

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