

The development of transnational corporations is strongly intertwined with a search for legal instruments that could regulate the employment relationships within multinational corporations (hereinafter MNCs). European Framework Agreements could serve as such instruments in Europe. Framework Agreements are agreements concluded between the management of MNCs and the representation of its employees within the European territorial scope. It would not be a surprise that such agreements are being concluded (since 1988), if not for the fact that there are no legal frames for negotiation, conclusion, application and execution of EFAs. Currently, the issue is being discussed whether adoption of such legal frames for EFAs on European level is actually necessary. Despite huge interests in the topic, it is difficult to find an analysis that would involve the specifics of agreements concluded in the Middle-Eastern Europe (CEE countries). Such a perspective is extremely important, as the features of social dialogue of CEE countries are characteristic of this region only – huge impact of MNCs (usually bigger than in the Western European countries) and lack of the developed system of industrial relations. The main research goal is to answer the question what kind of legal frames are necessary for EFAs to take into account the specifics of MNCs operating in the region and their social partners in CEE countries and to enhance the improvement and unification of employment conditions in the whole European Union. It is especially important because of the EFAs' currently unexhausted potential to reinvigorate and shape the collective bargaining and to unify the protective standards for employees. The presented approach towards a research problem is innovative in the light of hitherto conducted studies, as apart from the sole analysis of the text of the agreements and available literature, it includes the empirical study in the form of surveys and research interviews with the representatives of European branch federations. As a consequence, the outcome of the research will contribute to the description of the actual state of EFAs in the CEE region and will enable to formulate the conclusions regarding the shape of legal frames for EFAs. Those conclusions will be the voice of Polish labour law in the discussion on the shape of the regulations, currently undertaken in the European Union. Publishing of the research outcomes will undoubtedly contribute to enhancing the awareness and popularisation of the knowledge about EFAs among scholars, experts, and last but not the least, the representatives of social partners, who are shaping the social dialogue and who, in the end, guarantee its effectiveness.