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PARTICIPATION & RIGHTS LETTER



WORKER'S INFORMATION AND CONSULTATION RIGHTS IN EUROPE

FIGHTING FOR A SOCIAL EUROPE IN A NEW ENVIRONMENT



The new year brought several external and internal changes regarding our fight for a Social Europe.

LISBON TREATY ([more information](#))

On 1st December 2009, the Lisbon treaty finally came into force. Even though it is lagging behind the ETUC demands made during its preparation in the last decade, it nevertheless provides some positive developments. The ETUC, together with its national affiliates, is currently exploring how to use these new provisions in order to strengthen Europe's social dimension.

SPANISH PRESIDENCY

The ETUC has sent a memorandum to Spain asking to increase the social commitment during its EU presidency in the first half of 2010. Spain needs to respond to the job crisis. Thus a new social deal in Europe is needed that will lead to more social justice and more and better jobs. To remedy the harmful effects of market-friendly rulings by the European Court of Justice, a Social Progress Protocol should further clarify that the internal market is not an end in itself. Instead, it is meant to contribute to the improvement of the living and working conditions of workers and citizens. Social progress should be the guiding principle governing all EU actions and policies.

EUROPEAN COMMISSION

In our fight for a Social Europe, we will deal with the new Commission taking up its work in February 2010. The two commissioners impacting worker participation issues in the next five years will be the Hungarian László Andor (DG Employment) and the Frenchman Michel Barnier (DG Internal Market).

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A background report on both politicians, their political programme and our expectations regarding Social Europe can be downloaded here.

PaRL IS YOUR PLATFORM

Changes will also take place within this newsletter. In 2010, PaRL will be released five times in English, French and German. Our main aim is to strengthen PaRL as a platform where European Works Councils and national trade unions may exchange information: Please feel free to send us your first-hand information on worker participation issues! Here you can get some ideas on potential topics.

GET PaRL VIA E-MAIL!

We have newly introduced the possibility to subscribe to the PaRL newsletter electronically through the following link: <http://sda.ttp.eu/>.

EUROPEAN TRADE UNION CONFEDERATION

The composition of the ETUC Secretariat and its task division have eventually been modified. The Deputy General Secretary, Reiner Hoffmann, who was in charge of worker participation issues at the ETUC, leaves Brussels. He is taking up a new position in Germany as General Secretary of the German Chemical Workers Union IG BCE in the North Rhine district.

“Therefore, I took over the worker participation dossier from Reiner. Having been Confederal Secretary at the ETUC since 2003, I have been working on social policy, gender equality, migration and mobility issues. Now I will add worker participation, information and consultation rights, which will be quite a challenge.

I am looking forward to fighting for strong and successful worker participation at the European level and all over Europe together with you.”

*Catelene Passchier (www.etuc.org/a/24)
Confederal Secretary
European Trade Union Confederation*

NEWS ON EWCS

THE NEW EWC DIRECTIVE 2009/38/EC: RECOMMENDATIONS FOR NEGOTIATIONS DURING THE TRANSPOSITION PERIOD

As announced in the last issue (see PaRL 4-2009), the European Industry Federations have prepared common recommendations on the negotiation of EWC agreements during the transition period from 5th June 2009 to 5th June 2011. Several language versions of this publication can finally be downloaded from the SDA website: a trilingual one (English, French, German) and several monolingual ones (Swedish, Hungarian, Czech, Polish, Spanish, Italian).

CURRENT STATISTICS ON EWCS

ETUI, November 2009

The ETUI released current statistics on the EWC development, based on its EWC database. It provides figures on the EWC evolution over time, countries of headquarters, sectors, company size, internationalisation and type. By November 2009, there were European Works Councils in 938 companies.

Most of them are active in the metal sector, followed by the chemical sector. Their headquarters are mostly situated in Germany, USA and France. The detailed figures [can be downloaded here](#).

www.ewcdb.eu
the database on european works council agreements

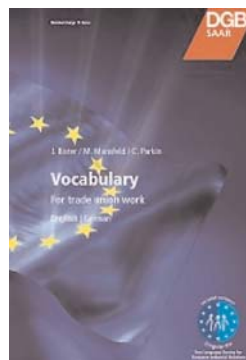



EUROPEAN WORKS COUNCILS: AN ASSESSMENT OF THEIR SOCIAL WELFARE IMPACT

Sigurt Vitols, ETUI working paper 2009.04, 2009, 23 pages

The working paper analyses the impact of EWCs on four different groups: shareholders, creditors, managers and employees. It argues that EWCs provide a net benefit: There are no significant negative impacts on shareholders and creditors while there are clear positive benefits for employees and managers.

It can be downloaded from the [ETUI website](#)



VOCABULARY FOR TRADE UNION WORK (ENGLISH <-> GERMAN, FRENCH <-> GERMAN)

DGB Saar

European Works Councils are multilingual places where translation is not offered in each situation. This vocabulary allows an accurate and quick consultation of specialist terminology used in talks and discussions as well as within the framework of negotiations. It is available in four versions: English – German, German – English, French – German and German – French. The glossary can be downloaded free of charge from: www.worker-participation.eu.

A printed version [can be ordered for €10 here](#).



EUROPEAN WORKS COUNCILS IN COMPLEMENTARY PERSPECTIVES

Markus Hertwig, Ludger Pries, Luitpold Rampeltshammer, 2009, 332 pages

The aim of this volume is to expand the prevailing research perspectives on EWCs by drawing on theoretical findings from industrial relations research, organisational sociology and international management studies. The volume consists of three parts. The first brings together theoretical contributions summarising and expanding EWC research. The second part deals with the institutional and cultural background of EWCs in specific countries and the corresponding research in Poland, France, Spain, the UK and Germany. In the third part, EWCs are

analysed on the basis of case studies of EWCs in automobile companies like Škoda, General Motors and BMW. Further information can be found on the [ETUI webpage](#).

NEWS FROM EUROPEAN INDUSTRY FEDERATIONS



STOP NESPRESSURE: NESTLÉ WORKERS AND UNIONS RUN A CAMPAIGN AGAINST THE CORPORATE SOCIAL IRRESPONSIBILITY OF NESTLÉ

Nestlé, the world's largest food company, carefully polishes and peddles its profile as a "responsible corporate citizen" - in its glossy presentations and publications, in Corporate Social Responsibility (CSR) get-togethers, even at the United Nations, where it now sponsors public events. But Nestlé workers and their unions around the world know a different Nestlé - a company which, given half a chance, never hesitates to violate international standards on trade union rights and Conventions of the United Nations' ILO in its ruthless quest for profit. Nestlé is a frequent visitor on the bench of the accused at the OECD, whose guidelines require transnational companies to comply with international labour standards. Therefore Nestlé workers and unions run a campaign against the violation of workers' rights at Nestlé. Further information can be found on-line.

UPDATE: AB INBEV SALE OF CENTRAL AND EASTERN EUROPEAN OPERATIONS TO CVC

In the November 2009 issue of PaRL, we have reported on AB InBev's failure to inform and consult its European Works Council about a massive sale of its Central and Eastern European operations to private equity funds managed by CVC Capital Partners. On 4th December 2009 EFFAT reported on further developments. Thus the operations will soon become part of a new group called StarBev. EFFAT aims at opening a communication channel to the new management on European level and quickly setting up a European Works Council in the new entity.



START OF EUROPEAN PAPER SECTORAL DIALOGUE



The social partners in the European paper sector, CEPI and EMCEF, have developed joint activities during the past years. An additional step has now been taken in this process of improved cooperation: CEPI has formally accepted to apply for a recognized Social Partner Dialogue in the European Branch of Paper. A letter, signed by both CEPI and EMCEF, with the request to formalize the Social Dialogue has been sent to the European Commission, DG Employment, Social Affairs and Equal Opportunities.

The first meeting of the new Paper Branch Social Dialogue is scheduled for April 2010. More information on the EMCEF website.

**EMF**

EMF AND ARCELORMITTAL SIGN AN AGREEMENT IN EUROPE TO STRENGTHEN SOCIAL DIALOGUE AND ANTICIPATE CHANGE

The agreement provides guarantees for the 115,000 workers employed by ArcelorMittal in Europe at a time when the steelmaker has been hard hit by the crisis and a large number of industrial sites have been mothballed. It gives guarantees for workers' employability and the long-term industrial development of ArcelorMittal in Europe. Among others the agreement confirms that all plants will be restarted and that no compulsory redundancies will take place. Regarding employee involvement, the agreement will reinforce the role of the European Work Council and the national employee representative bodies. To respect the different competencies of the employee representative bodies at European, national and local level, ArcelorMittal will seek to inform them simultaneously in accordance with their own and different prerogatives. Information on company strategy (including industrial plans, innovation and R&D), on employment perspectives and on future company activities and consultation (when needed) will be conducted on a timely basis to ensure the collective expression of all ArcelorMittal workers and the efficient running of the company. Further information and text of agreement both on the [EMF](#) and the [Eurofound](#) websites.

LIVED SOLIDARITY: EUROPEAN WORKS COUNCIL SUCCESSFULLY FOUGHT FOR A SOCIAL COMPENSATION PLAN FOR MAHLE EMPLOYEES AT THE ITALIAN SITE VOLVERA

Due to the intervention of the European Works Council and the Company Works Council of the German car-industry supplier Mahle, an adequate social compensation plan for its Italian employees at the site in Volvera which is to be shut down has been assured. In a first instance, the management had refused to open negotiations. Then, it was agreed to inform the EWC about the concrete implementation of the arranged measures and about potential negotiations when the partial unemployment phase will run out. Thus the EWC will further be involved. The negotiations were accompanied by common protests of Italian and German employees in front of the Mahle headquarter. [Further information in German language and the EWC press release.](#)

WORKERS' RIGHTS IN MULTINATIONAL COMPANIES AT EUROPEAN LEVEL IN EMF SECTORS



Improving workers' rights to information and consultation in multinational companies based in Europe is a common worry for trade unions affiliated to the European Metalworkers' Federation (EMF). And making full use of the opportunities offered by EU legislation on European Works Councils was the main topic of a joint seminar organised by ETUI and EMF in Bad Hofgastein on 27-29 November 2009. A [seminar report](#) summarises the discussions and outcomes on the needs linked with the

support of MCNs in restructuring process, on how to deal with the recast EWC directive, and how EWCs can support the implementation of the EMF co-ordination policies. A summary of EMF's EWC coordination policy can also be found in its [Company Policy Newsletter](#).

**ETF**

BOMBARDIER EWC SUPPORTS EUROPEAN CAMPAIGN AGAINST RAILWAY PRIVATIZATION

During its meeting on June 30, 2009, the Bombardier EWC signed a [European declaration](#) on railway policy.

The text rejects railway privatization and favours sustainable transport. The decision constitutes an important step within the Bombardier EWC's activities. Further actions in this direction are planned for the future. Thus the EWC wants to reach a co-operation of employee representatives in the European railway industry. For further information, please contact the EWC chairman Johannes Hauber.

 **UNI EUROPA**

ASSESSING BEST PRACTICE IN TRANSNATIONAL INDUSTRIAL RELATIONS

With Axa, Danske Bank and Dexia, UNI Finance organised a debate with union and management representatives from leading finance companies on the emergence of transnational industrial relations on October 27 and 28, 2009. The purpose of the workshop was to organise an exchange of views and practices among the stakeholders of these key multinational finance companies who are at the forefront of developing transnational industrial relations.

A major obstacle to the development of transnational industrial relations is the persisting differences in traditions, laws and practices at the national level. Moreover, multinational companies are complex; they tend to be intransparent and uneasy to control from the centre. Several participants indicated that in their companies there was clear support for advanced social dialogue and industrial relations by top management. However, very often this did not filter down to local management. A further barrier, especially with regard to Central and Eastern Europe, is the weakness of trade union and workers' representative structures generally.

Further information can be found online, news from 01.11.2009

LOWERING THE BAR: DEUTSCHE TELEKOM FAILING TO RESPECT LABOUR RIGHTS IN THE USA



The American organisation American Rights at Work has released a report exposing a systematic campaign against workers' rights by T-Mobile USA and its parent company, the German telecommunications giant, Deutsche Telekom (DT). UNI, along with the Communications Workers of America (CWA) and Ver.di from Germany, have been fighting for the protection of basic worker rights at DT for a number of years. The report "Lowering the Bar or Setting the Standard? Deutsche Telekom's U.S. Labor Practices," shows a clear disparity between the treatment of DT

workers in Germany and in the United States. Comprehensive evidence details how T-Mobile USA has threatened workers who had supported the union and offered incentives to workers to abandon their support to the union. T-Mobile USA's training and instructions for its managers on aggressive union avoidance strategies are revealed, as well as evidence of the company limiting and interfering in employees' communications with the union. Find further information on the Uni Europa website (9/12/2009) and download the report here.

EWC ACTIVITIES OF UNI EUROPA COMMERCE

The Steering Committee of Uni Europa Commerce (Berlin 27-28 October) has adopted a Road map on European Works Councils for 2010 and 2011. Several meetings will be organised next year to ensure that EWC members meet each other. The objective is to give them the means to carry out their mandate and to back up the UNI Commerce global union strategy on multinational companies. In addition, the Steering Committee has mandated the Secretariat of Uni Europa Commerce to seek partners in order to set up a "European alliance for free Sunday".

Uni Europa and ETUI have held the first training for EWC members in Germany at Ver.di's Headquarters (28-30th October). More than 20 trade unionist from 10 different countries representing EWCs from Ikea, Makro/Metro, Carrefour, H&M, Phoenix, Tie Rack and others could learn more about their role and exchange experiences. Specific attention was paid to the new EWC (recast) Directive.

For further information please [contact Uni Europa](#) and view the [UNI Commerce Bulletin – December 2009 \(14.12.2009\)](#).

CAMPAIGN FOR GLOBAL AGREEMENTS IN THE GLOBAL BANKS HSBC AND SANTANDER

UNI Finance has approached both banks to negotiate a global agreement. At this stage, they are waiting for reply from HSBC and Grupo Santander who are still tracking their position. Thus participants of the Uni Europa Finance Conference joined by their colleagues from around the world sent Christmas cards to the heads of Santander and HSBC, Botin and Green, "wishing" for negotiations on global agreements. The key part of the campaign is to form a global alliance amongst all unions representing workers in these two banks. This alliance will serve as a hub for information exchange and bargaining strength to negotiate a global agreement with the banks. UNI Finance unions believe a global agreement in these companies could deliver constructive/effective dialogue between management and unions throughout a multinational company and the creation of union structures and recruitment of members where workers have been denied the right to belong to unions.

[Further information on the Uni Europa website \(December 17, 2009\)](#)

RIO TINTO ALCAN – AMCOR MERGER: CHALLENGES FOR WORKERS' REPRESENTATIVES

On December 14, 2009 the European Commission's Directorate General for Competition gave green light for the Acquisition of Rio Tinto Alcan Packaging by the Australian multinational Amcor. Both companies have an EWC. Both Uni Europa Graphical and EMF provided the frame for the workers' representatives to prepare for the corresponding challenges and to think about the best ways to integrate the two EWCs. Amcor Management finally agreed to negotiations for a new EWC Agreement. The European Industry Federations are going to be involved in the negotiations. Another challenge is the sale of two Amcor plants at Tobepal, Spain. DG Competition's condition for the acquisition was that the competition in the pharmaceutical packaging industry wasn't threatened. In a meeting with DG Competition, workers' and Trade Union representatives were assured that it was also in the European Commission's interest to ensure the viability of those two plants and select a stable and reliable buyer. [Further information at Uni Europa.](#)



ETUF:TCL

TRANSNATIONAL CO-OPERATION BETWEEN WORKERS' AND EMPLOYERS' REPRESENTATIVES IN TERMS OF INFORMATION, CONSULTATION AND PARTICIPATION WITHIN THE LOW & BONAR GROUP TO BE STRENGTHENED

Low & Bonar PLC generated a turnover of £ 311 million in 2007, of which 67% in textiles. It operates on 20 sites, including 14 textile companies in nine EU countries, but also in the United States, China and Abu Dhabi. The group announced profits before depreciation and taxes of over £ 30 million. Given the rapid external growth of L&B, several ETUF:THC members commissioned the European federation to resume contact with management after the failure of EWC negotiations in 1996. A preliminary training of future SNB members will be held next spring, with the support of budget line 04.03.03.03. For further information, please contact [Patrick Itschert](#).



EUROPEAN WORKS COUNCILS IN THE ENERGY SECTOR DISCUSS CORPORATE POLICIES AND CORPORATE SOCIAL RESPONSIBILITY

Representatives of a large number of EWCs in the energy sector, such as EdF, CEZ, EON, RWE, EVN, GdF-Suez met in Brussels to discuss a variety of issues on December 14th 2009. Energy companies will have to face several challenges in corporate policies: They have to deal amongst others with the reduction of carbon-emissions and the debt reduction which might lead to further restructuring measures and pressure on jobs, wages and working conditions. Concerning CSR, most energy companies have written up to internationally agreed standards. These are also defined in the [joint statement](#) of the trade unions with Eurelectric. A survey of EWC representatives demonstrated that not all companies discuss CSR with the EWC, that there is a lack of resources to consider the policies seriously, that monitoring remains an issue and that this leads several EWCs to see CSR as nothing more than window-dressing. Detailed results will be published in spring 2010 and then reported on in PaRL. [Further information can be found on the EPSU website.](#)

TRANSNATIONAL COMPANIES, EUROPEAN WORKS COUNCILS AND THE WASTE INDUSTRY

EPSU has organised a conference for trade union representatives and EWC members in the European branch of waste on November 26-27th 2009. The objectives of the workshop had been to strengthen the co-operation between workers' representatives and trade unions, to organize workers and to target more companies to establish EWCs. Current challenges in the waste sector are competition, long working hours, employers failing to observe national agreements and the consequences of the economic crisis. Furthermore strong examples by the participants prevailed, how private companies win contracts by slashing pay and working conditions. The level of industrial action, however, is high as workers resist employers seeking to force wage freezes, wage cuts and more onerous working schemes on workers. One of the main concerns of the unions is therefore that public contracts should also include social clauses which guarantee that both public authorities (often municipalities) and contractors respect decent pay and working conditions. An overview on the main private sector waste companies showed that a relatively small number dominate the branch. Several companies were considering to create a European Works Council. [Further information online.](#)

NEWS FROM SES

RECENT DEVELOPMENTS

Currently, 483 SEs are established and 19 planned. In total, 46 SEs have been added to the [SE Factsheets](#) in the past two months. However, only two recently added – German – companies count as normal, according to the available information. [Tipp24 SE](#) is an online gaming company, resulting from a merger. The SE changed from a two-tier to a one-tier corporate governance structure. [Lenze SE](#) is active in the metal sector and employs more than 800 people. This SE retained its two-tier system.

WORKER PARTICIPATION AND THE SUSTAINABLE COMPANY

On occasion of the UN Climate Summit in Copenhagen in December 2009 ETUI's European Worker Participation Competence Centre (EWPC) organised a seminar on the "sustainable company" and discussed how worker participation could use and foster the concept in company boardrooms. ([download agenda](#)).

The sustainable company concept ([download presentation](#)) provides an orienting guideline for actively dealing with climate change and transition. The concept contains environmental, social, economic and financial elements related to each other. Mainly, company disclosure on environmental, social and governance (ESG) aspects might be a good point for workers representatives to highlight long term company objectives. The concept of the sustainable company and worker participation goes back to ideas of two ETUI researchers Norbert Kluge and Sigurt Vitols. It builds upon the European debate on what makes a “good” company and on corporate governance alternatives to the (still) predominating shareholder value model. The crisis has shown that this concept was insufficient because it leaves out other stakeholders relevant for the real life of a company. Now, it is time to reemphasize for what reasons companies exist and which important role workers are playing in their well-being.

The full article [can be downloaded here](#). [Further information can be found on the EWPCC website](#). Norbert Kluge, European Trade Union Institute (ETUI), coordinator of the EWPCC, January 2010, nkluge@etui.org

NEWS FROM THE ETUC



THE EUROPEAN PRIVATE SOCIETY MUST NOT BE MISUSED TO EVADE CO-DETERMINATION

On 4 December 2009 the economic ministers from Germany, Austria, Luxemburg and Latvia rejected the Swedish proposal for the European private company. Since unanimity of the Council was needed to accept it, the Swedish draft statute is discarded.

The European Trade Union Confederation (ETUC) has rejected the Swedish draft statute in the forefront of the Council meeting: *The most severe economic crisis since the Second World War has shown that businesses with high standards of co-determination and participation are better at safeguarding jobs and more successful at crisis resolution!*

This makes it incomprehensible that the proposal from the Swedish Presidency of the EU Council made entirely inadequate provisions for securing workers' codetermination rights. The ETUC complained that different co-determination cultures were completely ignored and no effective precautions against the potential danger of 'co-determination evasion' were provided.

The idea behind the SPE is to create a company with limited liability at European level. However, the regulation on employee participation fell back behind the compromise achieved in the SE Directive. The proposed provisions relating to participation rights offered inefficient guarantees against social dumping in the EU-27 and created the risk of circumvention of workers' rights.

Now it is up to the Spanish Presidency, which has started its work in January 2010, to deal with the SPE statute. According to the new Lisbon treaty unanimity is still needed in the Council, but the issue will be subject to the co-decision procedure in the European Parliament as well.

[ETUC press release](#), November 30, 2009

[ETUC letter to national governments](#), December 2, 2009

[ETUC resolution on the European Private Company Statute](#), 15-16 October 2008

[Swedish draft statute on the SPE](#)

[Trade Union memorandum to the Spanish Presidency](#), page 14



The aim of the SDA Infopoint is to assist project promoters in preparing, launching and monitoring their transnational co-operation projects in the fields of information, consultation and participation of workers under the 04.03.03.03 budget heading of the European Commission.

BUDGET HEADING 04.03.03.03. – PROJECTS 2010

The 2010 Call for Proposal of the 04.03.03.03. budget heading (on workers information, consultation and participation rights) has been released by the European Commission. It can be downloaded from the Commission website. More detailed information on the application process will soon be available on the SDA webpage. The deadlines for the submission of applications in 2010 are:

- 09 April 2010 for operations commencing no earlier than 09 June 2010;
- 03 September 2010 for operations commencing no earlier than 03 November 2010 and no later than 22 December 2010. SDA is organizing a brainstorming workshop on the utilisation of the 04.03.03.03 budget line at the Thon Hotel Brussels on February 25th-26th. Its aim is to support promoters in developing their project ideas and applications and to identify and open-up new paths for the launch of strategic projects in the future. Please register before February 5th 2010.

Further information, draft program, registration form.



CURRENT EMF PROJECTS UNDER THE 03 BUDGET LINE ON WIND ENERGY AND AGRICULTURAL MACHINERY IN EUROPE



EMF has successfully applied for 03 funding in the Fall of 2009 for the following two projects: the project “*Stronger Workers Representation in the European Wind Energy Sector*” (SWRE-WES) aims at the essential improvement of transnational exchange of information and experience of operational employees’ representation and trade unions in the branch of the European wind energy industry. This is considered a required precondition for the creation of new European works councils in this industry. The AgriTech

Project enlarges an already existing network of European employees in agricultural machinery to more countries, especially towards the new member States. Project activities will focus on the exchange of experience and information at company as well as branch level. For this purpose project partners will contribute to the On-line Resource Centre of the network and to a Map of agricultural machinery in Europe which will be published by the end of the project. The main project activities will also include two transnational thematic workshops and a major event concluding the EU project.

FINALISED 03-PROJECT “QUALIFYING AND STRENGTHENING EMPLOYEE – EMPLOYER CO-OPERATION IN THE DANSKE BANK GROUP – YEAR 2”



The transnational union association Danske Unions and its project partners have successfully conducted a 03-Project in 2009. The project webpage offers a detailed report on the course of action and many documents - a report describing the most important lessons learned during two consecutive projects supported by the European Commission can be found on the same web page.

Around sixty employee representatives of more than 20.000 Danske Bank-employees in 11 different countries took part in a project aiming at strengthening the transnational co-operation between the employee representatives and the Danske Bank Group management. The project also aimed at creating an employee representative structure that matches the transnational character of the Danske Bank Group, which covers members of different national finance service sector unions and employee who are not represented by a union through the co-operation of employee representatives from different employee representative bodies. Further information can be found here.

UPCOMING EVENTS

LANGUAGE TRAINING FOR EUROPEAN WORKS COUNCILS AND TRADE UNION OFFICERS

The ETUI education department is offering a wide range of interesting training workshops for trade union and worker representatives. Besides the content related workshops on EWC and trade union issues, language courses might be interesting for you. In February 2010 two courses are offered before the next academic year will start. From 8th to 12th February 2010, a Communications course for EWCs in English language will take place in Newcastle upon Tyne. From 15th to 25th February a Communications course for Trade Unionists in French is offered in Paris. Both courses combine language and communication training with thematic discussions on EWC and trade union topics and intercultural awareness raising. You can find a report on a past English course for EWC members online. For further information please contact Vidia Ganase, Communications and language adviser at ETUI.

PUBLICATIONS AND LINKS

MITBESTIMMUNG INTERNATIONAL – ARTICLES ON CO-DETERMINATION ONLINE

**Hans Böckler
Stiftung** 

Fakten für eine faire Arbeitswelt.

The German Hans-Böckler Federation regularly provides English articles on its webpage which have been recently published in its German monthly magazine Mitbestimmung. Interesting articles focus on the European Works Councils' role, employee participation in European Companies (SE and SPE) as well as on the topics ECJ judgments concerning Social Europe, trends in Industrial Relations and the debate on the financial crisis. You can find a variety of case studies and articles on experiences of specific EWCs and SEs from 2009 onwards, such as Allianz SE, Fresenius SE, MAN Diesel SE, Porsche SE, SCA Hygiene Products SE, Gfk SE, Tesa SE, British Airway EWC and EWCs in the household appliance industry.

EUROPEAN AND INTERNATIONAL FRAMEWORK AGREEMENTS: PRACTICAL EXPERIENCES AND STRATEGIC APPROACHES

European Foundation for the Improvement of Living and Working Conditions, 2009, 95 pages



Transnational framework agreements are more and more becoming an issue for European Works Councils. They are a new industrial relations instrument that encourages the recognition of social partnership across national borders and could lead to new forms of social regulation at global level. This report explores the recent phenomenon of transnational agreements, including both international agreements which have a global scope of application, and European agreements which have a more regional scope. The report scrutinises the content of the agreements, looks at the strategies of the employer and union organizations involved and assesses their contribution to the potential internationalisation of industrial relations.

The paper can be downloaded from the Eurofound website.

FREEDOM OF ASSOCIATION, EMPLOYEES' RIGHTS AND SOCIAL DIALOGUE IN CENTRAL AND EASTERN EUROPE AND THE WESTERN BALKANS

Heribert Kohl, 2009, 108 pages (short version 28 pages)

The author summarizes the main findings of surveys and country reports on the legal situation of trade unions and their members regarding implementation of labour rights and freedom of association, and analyses these on the basis of his extensive knowledge and experience of Eastern Europe. The comparative study covers 16 former socialist countries in Eastern Europe – the 10 new EU member states in Central Eastern Europe and the Eastern Balkans and also the candidates for the next accession round from the Western Balkans. This is particularly interesting for EWC members that cooperate with colleagues from these countries and that want to prepare for future EWC extensions to Balkan countries.

The paper can be downloaded from the website of the Friedrich-Ebert-Stiftung:

[short version](#)

[long version](#)

and exists in the languages Czech, Polish, Hungarian, English and German.

European
trade union institute

etui.

BUILDING ANTICIPATION OF RESTRUCTURING IN EUROPE

Moreau, Marie-Ange (ed.) in collaboration with Serafino Negrelli and Philippe Pochet: 2009, 436 pages.

The study deals amongst others with legal and social implications related to EWCs in the process of restructuring and anticipation. [Download here.](#)

FIRST RESULTS OF THE EUROPEAN COMPANY SURVEY 2009

Eurofound, December 2009

The European Company survey also looked among others at the views and experiences of workplace social dialogue. The survey found that six out of ten employees (63%) in Europe are covered by a recognised institution of employee representation.

The survey findings paint a picture of robust practices of workplace social dialogue in Europe, and also point to limitations and to important differences across Europe.

Thus these institutions are generally much more common in northern Member States than in southern ones.

[Download here](#)

[Press release](#)

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