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# PARTICIPATION & RIGHTS LETTER

WORKER'S INFORMATION AND CONSULTATION RIGHTS IN EUROPE

## WORKERS' RIGHT TO INFORMATION AND CONSULTATION - A GENERAL FUNDAMENTAL EUROPEAN RIGHT

For the trade unions, the agreement on the reformed EU Treaty is no real gateway to a social Europe. Nevertheless it is better than the Treaty of Nice currently in force. If the Treaty is successfully ratified then the EU Charter of Fundamental Rights becomes binding - with an opt-out for the UK. This can open up opportunities for a more social Europe.

It is particularly important for the European Works Councils (EWC) Directive that the threshold of 1000 employees will be revised. Article 27 of the EU-Charter establishes a guarantee of information and consultation rights for workers both at national and transnational levels.



Accordingly workers in companies with less than 1000 workers can not be refused their fundamental right to information and consultation.

The ETUC expressly welcomes the announcement that the Commission is finally commencing the long overdue revision of the EWC Directive. Trade unions have been making concrete proposals for the revision of the EWC Directive for a long time. The main point of the revision is to meaningfully improve the EWCs' scope of action. They must be able to more effectively represent the interests of workers affected by cross-border restructurings of enterprises, and they must receive effective possibilities to anticipate change under fast changing conditions of international competitiveness. This includes the precise definition of information and consultation rights, the recognition of the role of the trade unions, the improvement of their operating conditions (at least two meetings a year, qualification, external expertise, access to workplaces, etc.) and real

penalties in the event of a violation of their rights.

The employers' federations are very strongly opposing the revision of the EWC Directive as recommended by the Commission. Their opposition is reminiscent of the 1970s and 1990s. Since the very first proposal, at first by Commissioner Henk Vredeling in the 1970s up to the adoption of the EWC Directive in 1994, they have done all they can to hinder cross-border workers' rights in transnational companies. This recent opposition is even less understandable, as the employers themselves have in the meantime recognized that EWs are a sensible tool for anticipating changes in production and employment. Many companies already go beyond the minimum regulations of the EWC Directive. At the same time we are seeing EWC rights trampled on in many other firms. Experience has shown that voluntary rules cannot replace a binding legal framework. The ETUC therefore is urging the Commission to go ahead with the necessary revision quickly.

Reiner Hoffmann, Deputy General Secretary of the ETUC

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## NEW EWC AGREEMENTS



<http://www.sda-asbl.org>



### **ATOS ORIGIN**

On 28.06.2007, management and SNB signed an EWC agreement just in time to avoid the application of the minimum subsidiary requirements

### **CONVERTEAM**

French worldwide specialist in Power Conversion, new agreement signed on 24 January 2007.

### **CYTEC**

US multinational company in the chemical sector, signed, under Belgium legislation, on 19 June 2007.



### **NEW EWC AGREEMENT FOR BILFINGER BERGER INDUSTRIAL SERVICES**

The EWC agreement was signed on 30 August 2007 by the representatives of the special negotiation body and management in Munich. The panel has now to organise the work of the EWC and to complete the board with the support of EFBWW. This EWC also has a coordinator of IG BAU (Trade Union Agrarian and Environment) who can be consulted. For further information: [matthias.hartwich@igbau.de](mailto:matthias.hartwich@igbau.de)

### **KAEFER ISOLIERTECHNIK GMBH & Co. KG**

New agreement signed on 11 September 2007 (see NEWS FROM Ifs).

### **CEZ**

Czech multinational in the electricity sector with important take-overs in Bulgaria and Romania, signed an agreement for setting up its EWC on 3 April 2007.

### **NEW AGREEMENT FOR ITALCEMENTI**

The 2003 EWC agreement has been renewed in July 2007, with an increase of the number of the representatives, the possibility to have a second meeting each year, and two preparatory meetings also for the executive committee. Last but not least, as a new introduction, the possibility for the executive committee to consult an expert during the preparatory meetings.

## NEW SE AGREEMENTS



The SE database currently provides information on a total of 107 companies. However, only 94 out of the 107 can be considered as established – registered – SEs (31 normal, 33 UFOs, 16 shells and 14 empty). Most of the established companies are registered in Germany (33 SEs). According to the Supplement of the Official Journal in July and August, since the last update, 12 companies appeared as newly registered SEs:

I-Vaduz: Aufid SE (LI, 06-09-2007); CZ-Ostrava: Nh-Trans, SE (CZ, 06-09-2007); D-Bad Homburg v.d. Höhe: Fresenius SE (DE, 25-08-2007); D-Frankfurt-on-Main: bluO SE (CZ, 25-08-2007); CZ-Brno: Omnia Holding, SE (DE, 11-08-200); D-Prien a. Chiemsee: Pro-Jura 0507 SE (NO, 04-08-2007); NO-Brønnøysund: Odfjell Terminals SE (NO, 04-08-2007); NO-Brønnøysund: Odfjell SE (DE, 04-08-2007); D-Frankfurt-on-Main: Blitz F07-zwei-siebenundvierzig SE (FR, 28-07-2007); F-Puteaux: Scor SE (FR, 28-07-2007; due to its nature, Scor counts as 3 different companies); F-Saint-Beauzire: Limagrain Central Europ – SE 27-07-2007); CZ-Brno: Demonta Trade, SE.

Porsche Holding has also transformed into an SE - although it is not appeared yet officially.

For the list of the last registered SEs and further information please see:  
[http://www.workerparticipation.eu/european\\_company/se\\_companies/news/news\\_on\\_european\\_companies\\_se\\_july\\_august\\_2007](http://www.workerparticipation.eu/european_company/se_companies/news/news_on_european_companies_se_july_august_2007)  
 and [http://www.workerparticipation.eu/european\\_company/se\\_companies/news](http://www.workerparticipation.eu/european_company/se_companies/news)

## WITH REGARDS TO SES



### **ALLIANZ SE**

Allianz, one of the world's largest providers of insurance and financial services, born from the merger between the German Allianz AG and a partially owned subsidiary, the Italian insurance group RAS, is registered as a European Company in Munich since 23 October 2006. This makes of Allianz the first major German-based group to have transformed itself into a Societas Europaea. With the Allianz SE, German board-level participation has spread to Europe for the first time.

British trade unionist Geoff Hayward, a member of the company's top-level supervisory body, is keen to explore the possibilities this offers. The full text of the interview is available on: "Mitbestimmung international edition 2007".

## ORACLE'S EWCS ON SUBSIDIARY PROVISIONS JUST ANOTHER DISREPUTABLE EXAMPLE?



Following the failure to accomplish negotiations for an EWC within the legally prescribed time of three years, another body of this type was established on subsidiary requirements. Until the late hours of 11.05.2007 marking the deadline of a long tense and rigid negotiation, the SNB at Oracle was not able to sign a compromise agreement with the EMEA HR acting on behalf of the company's management. This failure to voluntarily agree upon a common standards regulating establishment and functioning of the Oracle EWC means descending to minimum legal provisions set in the Directive 94/45/EC and its national transposition: so, Oracle joined a limited, though disgraceful group of multinational companies that failed to agree with employees' representatives upon basic standards of information and consultation in company. Oracle is not the only example of likewise ended negotiation: since June 2003 failing negotiations was the case for the Belgian manufacturer Barco, followed by the

French BSN Glasspack, and Körber, where -even worse- the employer did not even allow building up a SNB. Dragging on through negotiations for three years and in the end letting to fall back to minimum subsidiary requirements is not productive for neither of the parties. Firstly, for Oracle's management, which obliged itself to stick to stiff regulations of the directive, but seeming not to have been aware of this fact since it had not accepted numerous far-going concessions of the SNB that was reported to have been ready to

### **DRAGGING ON THROUGH NEGOTIATIONS FOR THREE YEARS AND IN THE END LETTING TO FALL BACK TO MINIMUM SUBSIDIARY REQUIREMENTS IS NOT PRODUCTIVE FOR NEITHER OF THE PARTIES**

go below the minimum standards set in the EWC Directive: the SNB offered to exclude the area of mergers & acquisitions from the normal competencies of the prospective EWC; furthermore, struggling to achieve a compromise, the employee representatives declared themselves ready to give up one of their substantial rights to expert advice. In response to this concessions, management proposed to reopen and renegotiate some of the issues already closed, and went as far as to propose that the agenda of EWC meetings be unilaterally set by management. It seems obvious that an EWC created in such an atmosphere of hostility can hardly work in an effective way and makes everybody worse-off compared to a possible tailor-made solution. All in all, Oracle is another disappointing example of a company that officially claims to be "committed to treating all employees fairly and providing the resources they need to be successful in their jobs". In contrast to this statement, it is highly puzzling that a global enterprise trumpeting its commitment to CSR finds it so hard to talk to its own employees.

<http://www.oracle.com/corporate/community/workforce/index.html>

## NEWS FROM EU



### **MONITORING THE IMPLEMENTATION OF INFORMATION AND CONSULTATION RIGHTS AT NATIONAL LEVEL**

The European Commission is investigating the status of the transposition process of directive 2002/14 on information and consultation rights of employees at national level. Thanks to several inputs coming from its affiliates ETUC have recorded the most frequent shortcomings and denounced that the effective exercise of information and consultation rights are often impeded by the to the fact that rights are scarcely defined and judicial/extrajudicial procedures ineffective or inaccessible.

ETUC also complains that the creation of ad hoc bodies often hide the attempt to weaken trade union positions.

That is why, ETUC urges the European Commission to constantly monitor the implementation of directive 2002/14 and intervene in case of reiterate violations of rights provided herein.

## NEWS FROM THE EUROPEAN INDUSTRY FEDERATIONS AND ETUC



### **ETUC - EUROPEAN TRADE UNION CONFEDERATION**

#### **INFORMATION AND CONSULTATION RIGHTS IN WORKERS' COOPERATIVES**

On 3 October in Brussels, the final Conference of the INVOLVE project, ETUC and CECOP (The European Confederation of Workers' Co-operatives, Social Co-operatives and Social and Participative Enterprises) have debated the implementation of EU legislation on information and consultation of employees in workers-owned-companies. Indeed, a workers cooperative is a good paradigm of the effects of a concrete capacity of the workers to influence the strategy of its company through statutory requirements. Being workers and owners at a time, employees learn how to get a better balance among employment creation, high quality jobs and competitiveness. But not all the workers wish to go so far in assuming such responsibilities as they would rather exercise a potential influence through the exercise of information and consultation rights. Non-member employees must enjoy a full protection in the exercise of information and consultation rights. ETUC and CECOP converged on the idea that, considering the specific nature of cooperatives, all workers employed should have an involvement in the company life and cooperatives should go beyond the minimum requirements of the law in order to encourage membership, full protection of all employees and a high transparency standards of the company governance.



### **EMCEF - EUROPEAN MINE, CHEMICAL AND ENERGY WORKERS' FEDERATION**

#### **EMCEF ENDORSING NEW EWC COORDINATORS**

On 6 September 2007, the EMCEF Executive Committee endorsed a new list of 72 EMCEF EWC Coordinators, covering all together 115 EWCs. EMCEF is still looking for trade union officers of its affiliates who want to take up the trade union coordination of the remaining EWCs in the EMCEF sectors.

## TRAINING FOR EWC COORDINATORS

In September and October 2007, all the EMCEF EWC coordinators were invited to one of three training seminars organised thanks to the financial support of the Budget line 04.03.03.03. Crucial part of the training for EMCEF EWC coordinators is the motion adopted by the EMCEF General Assembly in June 2006, on the implementation of a trade union coordination strategy towards EWCs, which results from the EMCEF seminars within the TRACE project.

## TRAINING AND SUPPORT IN SETTING UP NEW EWCs

EMCEF is currently updating a list of missing EWCs. Multinational companies falling in the scope of the EWC directive in the sectors of EMCEF that have not established an EWC yet will be listed and surveyed. 24 priority companies will be chosen. This is to identify the reasons why the employee representatives from those companies have not started the establishment of their EWC yet. The employees will be provided with training and support in the setting up of a SNB within a special project in 2008. For more information on EMCEF activities: pkerckhofs@emcef.org



## ETUF: TCL - EUROPEAN TRADE UNION FEDERATION TEXTILES, CLOTHING AND LEATHER

### ONGOING NEGOTIATIONS FOR TWO NEW EWCs

The ongoing negotiations in Beaulieu International Group are at a good point. It is foreseen a positive conclusion of them into the end of the year. The negotiations are instead at a stake in Associated Weavers International for the moment. For further information: fse.thc@skynet.be



## ETF - EUROPEAN TRANSPORT FEDERATION

### ETF AFFILIATES MEET TO DECIDE ON PRIORITY MULTINATIONALS

On 24 - 25 September, in Brussels, ETF organized a meeting, part of a one year project funded by the European Commission, in order to support the setting up of new EWCs: in fact, in transport, there are approximately 80 multinational companies that qualify for a EWC, but only 20% have it in place.

Thirty six trade union officials and unionised employees working in multinational companies, from 13 countries participated in the meeting, focused on ten multinationals where affiliated members intend to start up transnational information and consultation bodies. If so far multinational companies were present particularly in sectors such as aviation, road transport, logistics, ports and docks, however, rail and urban transport are catching up, hence the presence at the meeting of a considerable number of colleagues coming from these two sectors. Discussing the much awaited revision of the EWC Directive, representatives of maritime trade unions attending the event expressed their interest in having an ETF debate on the inclusion of maritime companies within the scope of the Directive.

The meeting will help the ETF prioritise and focus resources on those multinationals where the level of trade union mobilisation is high.



## **EMF - EUROPEAN METALWORKERS FEDERATION**

**SCHNEIDER ELECTRIC AND THE EMF JUST SIGNED A EUROPEAN FRAMEWORK AGREEMENT ON "ANTICIPATION OF CHANGE" TO ENSURE THAT EMPLOYEES ARE PROVIDED WITH GENUINE CHANGE MANAGEMENT SUPPORT MEASURES IN THE DEVELOPMENT OF THEIR PROFESSIONAL CAREER PATHS.**

The interventions foreseen to prepare employees for the job/skill profile changes are quite ambitious: they consist not only in identifying and anticipating competences, but also in undertaking Individual "Competence Reviews" with each employee at least once every three years, in order to identify well targeted development actions (training, mobility on a voluntary basis, etc.). As already happened in 2006 with Areva, the signature of this European Framework Agreement in July 2007, represents the success of good practice of internal coordination within trade unions and fruitful social dialogue at transnational level. This result is due to the joint action of the EWC, initiator and fundamental key player in the negotiation, and the EMF, strong of the mandate granted by its affiliated organisations by virtue of an internal codified *Procedure*. Through this consultation procedure, prior to the finalization of the negotiations, all the national TUs commit themselves to the transposition at national and plant level of the agreement signed by the European Federation and the unionised EWC members. The binding unitary consensus reached this way and the proved representativeness of EMF also constitute a guarantee for management, which generally shows a more favourable approach. Being the result more than a "gentlemen's agreement", the bindingness to all the EMF affiliates constitutes a way to ensure transnational application and effectiveness to the instances of the EWC, which technically does not have any negotiation power.



## **EFBWW - EUROPEAN FEDERATION OF CONSTRUCTION AND WOOD**

**KAEFER'S EWC GROWS AND PROSPERS: INSTRUCTION AND HEARING NOW BETTER REGULATED, THANKS TO NEW AGREEMENT**

On 11 September 2007 in Bremen the special negotiation committee and management signed a new EWC agreement for the Kaefer group, renewing the one dated from 1995. Since then much changed: many EU guidelines entered into force, Kaefer became much larger since then, and, following the EU enlargement, today Poland is included as the second largest location of the group. Klaus Dworatzek, the EWC chairman is proud that the renegotiation of the agreement could take place without being under notice. The rights of the EWC are much more clearly regulated now, and a new designation system has been agreed upon for delegates from the different countries. For further information: [wvdstraeten@efbh.be](mailto:wvdstraeten@efbh.be); [matthias.hartwich@igbau.de](mailto:matthias.hartwich@igbau.de)



## **EFJ - EUROPEAN FEDERATION OF JOURNALISTS**

**FIRST EFJ INTERNATIONAL FRAMEWORK AGREEMENT SIGNED**

On July 4th, the EFJ General Secretary Aidan White and Managing Director of the WAZ Medien Gruppe Bodo Hombach signed the first framework agreement in the media sector, in the presence of representatives of both German EFJ affiliates. See press release with link to the agreement: <http://www.ifj.org/default.asp?Index=5091&Language=EN>

## **BARGAINING VICTORY ENDS BATTLE FOR FREELANCE UNION RIGHTS IN DENMARK**

ON 31 August 2007 the Danish Journalists' Union signed an agreement with Aller Press, controlling 80% of the Danish magazine market, after a six-month struggle to establish the right of freelancers to be represented like employed staff in negotiations. Key point: an agreement protecting authors rights' of freelance journalists in the company. The agreement was reached one week after the union won a crucial labour court case which upheld the rights of freelances to be included in union negotiations with Aller Press. For further information:

<http://www.ifj-europe.org/default.asp?Index=5265&Language=EN>

<http://www.ifj-europe.org/default.asp?Index=5247&Language=EN>



## **EPSU - EUROPEAN FEDERATION OF PUBLIC SERVICE UNIONS**

### **AUSTRIAN EVN AGREES EUROPEAN WORKS COUNCIL WITH MACEDONIAN REPRESENTATION**

In September 2007, EVN active in water, energy and related services, employing around 10.000 workers predominantly in Austria, Bulgaria and Macedonia, agreed to establish a EWC. The SNB and management agreed on the inclusion in the EWC, for the first time ever, of representation from the Macedonian work force in the distribution company. Important issues in the agreement are, among others, special training for new EWC members and the right of the Steering committee to visit workplaces in the different countries to discuss with local trade union representatives the situation in the company. For further information: <http://www.epsu.org/a/3191>



## **UNI-EUROPA - UNION NETWORK INTERNATIONAL**

### **FIRST EWC MEETING FOR UNICREDIT**

In September 2007, the newly established EWC of Unicredit discussed its functioning in Milan. This EWC is one of the most important in the banking sector: it already covers some 147,000 employees in 27 EU countries, and staff is due to increase by some 40,000 in the next months due to takeovers, including the takeover of Capitalia Group in Italy. It was claimed that high pressure on staff in terms of working hours and commercial objectives are not the right ways to motivate employees. High request of training for employees: language courses, international legislation and trade union rights training.



## **EFFAT- EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS**

### **UNILEVER EWC WORKS WITH UNIONS TO PROTEST JOB CUTS**

The Unilever EWC is working with EFFAT and its affiliates to have a joint trade union/ EWC response to Unilever's massive job cutting programme. On 2 August Unilever announced to journalists that it will be shedding some 20,000 jobs worldwide. The EWC was not informed or consulted although it seems that 10,000 to 12,000 of the cuts will be in Europe. The European trade unions have joined with the company's European works council to speak out against the company's contempt for employees, unsustainable short-termism and lack of foresight. Actions are planned for the first week of December, including a rally and mass meeting of Unilever trade union and works council representatives in Rotterdam on 4th December.

For further information see: <http://www.effat.org/public/>

## NEWS FROM THE TRADE UNIONS WORLD

**HIGH QUALITY PUBLIC SERVICES ACCESSIBLE TO ALL: FURTHER EVIDENCE THAT COMMISSION LIBERALISATION PLANS ARE NOT WORKING: EPSU URGES EVERYONE TO SIGN PUBLIC SERVICE PETITION CALLING FOR ALTERNATIVE**



In October 2007, a paper recently submitted to the Commission/European Economic and Social Committee (EESC) from the *Public Service International Research Unit*, shows clearly that in the electricity sector:

-There is a reluctance of consumers to switch suppliers even in a liberalized market, which undermines Commission's argument that liberalization = retail competition.

-Based on negative impact of electricity liberalization in USA and Australia, South Korean, Singaporean, and Japanese energy regulators have significantly cut back on their liberalization programmes in the sector.

-From 1996-2006 the electricity price gap between regulated states (low price) and deregulated (high price) has increased with the later up to 50% more expensive.

Find more details and graph on Electricity price levels in regulated and deregulated states of USA 1996-2006 (Oct) on EPSU website, and spread the link to

sign the ETUC campaign for high-quality public services, accessible to all onto your friends and colleagues and ask them to sign!

[http://www.petitionpublicservice.eu/?utm\\_source=epsu&utm\\_medium=email](http://www.petitionpublicservice.eu/?utm_source=epsu&utm_medium=email)

### **ITGLWF/INDITEX: FIRST INTERNATIONAL FRAMEWORK AGREEMENT IN THE TGL**

On 4th October 2007, Inditex SA., the world's second largest clothing retailer and the global trade union International Textile, Garment and Leather Workers' Federation



signed a ground-breaking international framework agreement to promote decent work in the textiles, garments and footwear industries. Recognising for the first time the role of organized labour and collective bargaining, Inditex and the ITGLWF will keep constantly under review developments in the areas of forced labour, child labour, discrimination and harsh and inhumane treatment throughout the Inditex supply chain. It provides for the payment of a living wage for a standard workweek, limitations on working hours, healthy and safe workplaces, regular employment and environmental awareness. The terms of the agreement will equally apply to direct suppliers, contractors and sub-contractors including

homeworkers, and no subcontracting will be allowed without the prior written consent of Inditex. For further information:

<http://www.etuftcl.org/index.php?s=3&rs=home&uid=294&lg=en>

## THE SYMBOLIC ACTION "MADE IN": TRANSPARENCY FOR CONSUMERS



Several representatives of various industries, trade unions and consumer organisations held a "symbolic" day of action this last 26 September to raise awareness on Commission proposal to introduce compulsory origin marking for certain imported goods. The draft regulation offers greater transparency to consumers who would be given the opportunity to "make decisions based on full knowledge of the facts", as for the best principles of CSR. Many member States are in opposition with this proposal. For further information:

<http://www.etuftcl.org/index.php?s=3&rs=home&uid=293&lg=en>

## GLOBAL COMPACT SURVEY

UNI Finance study on multinational companies' commitment to the UN Global Compact is now available. In 2006 and 2007, UNI Finance conducted a survey on finance companies' commitments to Principle 3 of the UN Global Compact, "Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining". 35 major finance companies were asked to elaborate on their commitments to Principle 3. In a second step, a sample of trade unions from around the world assessed the actual practice of these companies in different countries of operation.

For further information:

[http://www.uniglobalunion.org/unifinance.nsf/\\$webDocuments/CBD596FF0AF8359DC1257355004AA88B?Opendocument](http://www.uniglobalunion.org/unifinance.nsf/$webDocuments/CBD596FF0AF8359DC1257355004AA88B?Opendocument)

## TENARIS GROUP: GLOBAL TRADE UNIONS COUNCIL CREATED IN ARGENTINA

One month after the creation of the Global Trade unions Council of the group Arcelor Mittal, another important step in favour of global trade unionism has been made.

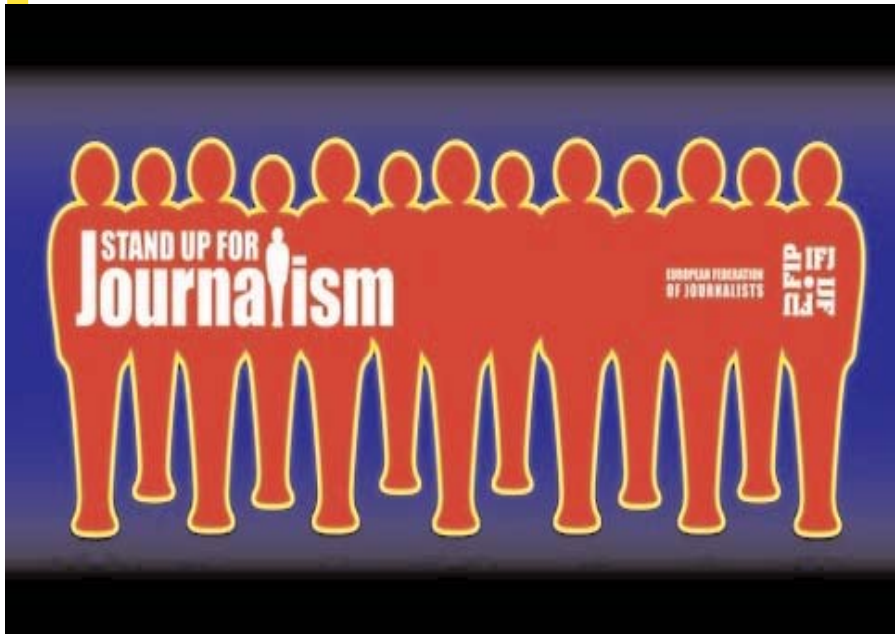
On the 10th October 2007, in Campana, not far from Buenos Aires, the Global Trade Unions Council of Tenaris Group has been finally created at the presence of the trade unionists and delegates of Siat y Siderca (Argentina), Confab (Brasil), Algoma e Maverit-Aidril (Canada), Dalmine (Italy), Silcotub (Romania) e Tamsa (Venezuela). The Campana meeting has been the last act of a long transnational coordination action begun in 2004, which focused on the creation of a global dimension of trade unionism in order to balance the globalism of enterprises like Tenaris.

The Tenaris management will soon receive requests from the Global Council, to open negotiations for an International Framework Agreement, to eliminate asbestos in all the plants of the group, also in those countries where it is not forbidden yet, to reduce the impact of carcinogenic substances. Moreover, a network of information and contacts among all the trade unions involved in the Tenaris Group will be developed, in order to internationalize solidarity and actions against the abuses of human and trade unions rights. To this purpose, a newsletter will be addressed to Tenaris premises all over the world, in the view to keep all the employees informed and updated with regards to the situation in the Group's plants on a global scale.

For further information: [gianni.alioti@cisl.it](mailto:gianni.alioti@cisl.it) (Fim-Cisl)

## UPCOMING EVENTS

### NOVEMBER 5 2007 WILL BE DAY OF PROTEST IN EUROPEAN MEDIA



EFJ member unions are organizing a coordinated day of action across Europe as part of the Stand Up for Journalism campaign, firstly launched by National Union of Journalists of Great Britain and Ireland. The EFJ secretariat in cooperation with Belgian affiliate the AGJPB/AVBB will organise a press conference and is drafting a Stand Up For Journalism "newspaper" with articles describing the state of the profession that will be circulated to MEPs, key people within the European Commission, the press corps, and other

stakeholders. Many other unions are organising activities in their capitals on issues related to the Day of Action, including outsourcing, media quality and journalists' working conditions. Web site of the campaign, including letters and petitions that people can sign and send: <http://www.standupforjournalism.org.uk/>

Special section on EFJ website:

[www.ifj-europe.org/default.asp?Issue=StandUpForJournalism&Language=EN](http://www.ifj-europe.org/default.asp?Issue=StandUpForJournalism&Language=EN)

For further information, contact: [Marc.gruber@ifj.org](mailto:Marc.gruber@ifj.org) and [renate.schroeder@ifj.org](mailto:renate.schroeder@ifj.org)

### **ETUI-REHS, EPSU, SALTSA WORKSHOP AND CONFERENCE, 19-20 NOVEMBER 2007, ITUH "AN ALTERNATIVE TO THE MARKET. THE SOCIAL, POLITICAL AND ECONOMIC ROLE OF PUBLIC SERVICES IN EUROPE"**

To discuss the vital economic and social contribution of public services, challenge assumptions underlying current EU policies and identify research questions. The events are open to all.

For programs, registrations and further information: <http://www.epsu.org/a/3056>

### **EPSU SOCIAL DIALOGUE AND COLLECTIVE BARGAINING CONFERENCE , 3-4 DECEMBER 2007**

The Conference will take place in brussels and will focus on the future of European industrial relations in the public services. The debate will be important under several points of view: first of all, in terms of taking a strategic view of EPSU's work in social dialogue and collective bargaining; secondly in terms of providing an initial opportunity to discuss these issues in the run up to the EPSU Congress in 2009.

For further information, please see the web page: <http://www.epsu.org/a/3054>



## UTILISATION OF BUDGET LINE 04030303 ON INFORMATION, CONSULTATION AND PARTICIPATION OF REPRESENTATIVES OF UNDERTAKINGS: TRENDS OF 2007

There were 2 deadlines in 2007 for submitting applications for EC funding to run transnational projects in the field of information, consultation and participation rights. Only a small number of applications were selected out of the dossiers submitted in the first deadline (12 March 2007). The evaluation committee should give answers to the applications submitted at the 2nd deadline (5th September 2007) in early November. A few trends have been noted, and the use of this budget line in 2007 has shown some differences compared to the previous years, the most important of which are the following:

- new types of promoters: a substantially higher proportion of EWCs have submitted applications as project promoters. Most of these projects consist in training sessions for their members as the main action, to tackle specific issues such as strengthening the functioning of the EWC in situations of restructuring (such as a project currently run by the Air France-KLM EWC) or integrating new members in the EWC following a take-over (such as an AXA EWC project).

- new countries involved: Bulgarian confederation Podkrepa submitted an application for a project consisting in a training programme for Bulgarian members of EWCs (cross-sectoral).

- a stronger sectoral coordination - most EIFs submitted a few project applications. The most common actions promoted by these projects include: training of "their" EWC coordinators, identifying multinationals where there is no EWC and starting negotiations.

A list of projects and promoters which benefited from a grant under this budget line in 2006 can be found at the link below:

[http://ec.europa.eu/employment\\_social/calls/results/2006/vp\\_2006\\_003\\_en.pdf](http://ec.europa.eu/employment_social/calls/results/2006/vp_2006_003_en.pdf)

### **A FRUITFUL UTILIZATION OF THE BUDGET LINE 04030303: THE UGT PROJECT "INFORMATION AND CONSULTATION OF WORKER REPRESENTATIVES IN THE ENLARGED EUROPEAN UNION: SOCIAL DIMENSION OF ITS PRACTICAL IMPLEMENTATION".**

The transnational project promoted by UGT involved trade unions' representatives from Spain, Hungary, Poland, Italy, Portugal, UK and France, as well as EWC delegates. The exchange of information and experiences focused on the practical obstacles that workers' representatives have to confront when facing transnational and cross-sectoral restructuring such as mergers, take-overs or sales of of branch of activity.

These complex business operations pose new internal coordination challenges to national trade unions, European Industry Federations and EWCs: in order to play a central role, they are called to strengthen their expertise and communication capacities, and to react promptly, which is to say to be able to effectively deal with the situation on time. The core of the exchange tackled the necessity to reform the current EC legislation in its essence under several aspects, as it too often fails in granting the exercise of fundamental participation rights of workers in Europe.

In five of the seven countries involved, the transposition of the 2002/14/EC Directive suffered delays and lack of prior involvement of the social partners.

As a result, it has been transposed "at its minimum", and, above all, a clear definition of the meaning of information and consultation and of the "appropriate time modalities" is missing or at least severely questioned.

In exchanging experiences on the application of what Directive 94/45/EC allows, and in spite of the limits laid down, the EWCs involved gave all in all a not negative assessment of the action they were able to perform. Nevertheless, they underlined that, because of the inadequate existing rules, the information and consultation processes are frequently perceived as mere useless formalities. There often is no consultation de facto: the procedure takes place too late to allow the organization of a reaction, or even after the final decision has been taken.

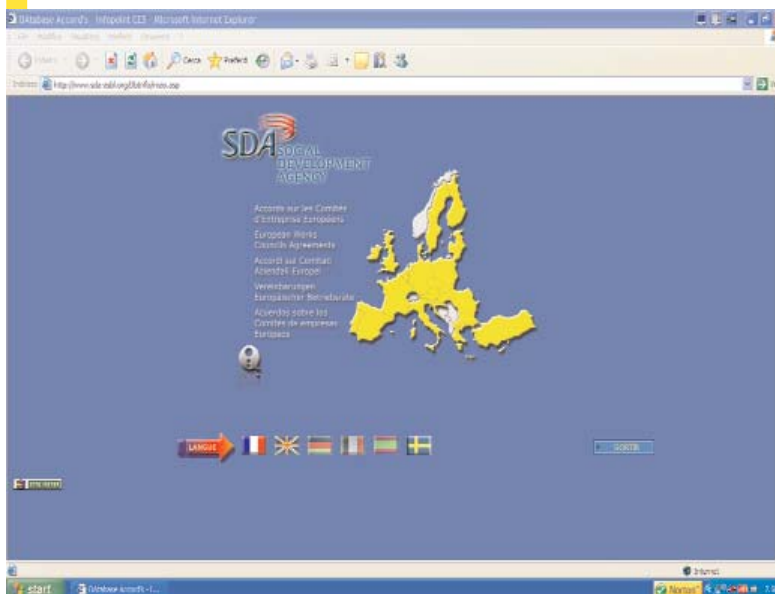
Moreover, the information is frequently accompanied by an unfair use of secrecy and confidentiality as pretexts, and, sometimes almost in the forms of the intimidation.

In order to actually be in the position to participate in the decision making process within undertakings, the EWC delegates testified that receiving actually relevant information, in a timely manner, being able to share and use it and, in case, to claim for the application of sanctions, are necessary -although not sufficient- conditions.

In full accordance with the ETUC 2004 resolution (link alla pagina) and following positions, they confirmed the need to revise the current legislation and place cornerstones which enable workers to fully enjoy information and consultation rights.

For further information: a dedicated web site will be soon made available; <http://www.ugt.es/index1.html>; [mmonaco@etuc.org](mailto:mmonaco@etuc.org)

## EWC DATABASE INFOPOINT-SDA



The EWC Infopoint-SDA Agreements Database has been developed and run for a number of years as part of the Infopoint project (supported by the European Commission). It contains an analysis of EWC agreements from copies of signed originals in five languages - English, French, German, Spanish and Italian. The SDA collects the agreements in co-operation with European Industry Federations.

The agreements are analyzed and the information gathered are input into over sixty searchable fields. The database currently covers over 730 agreements and is constantly updated.

## PUBLICATIONS, REPORTS, OTHER SOURCES

### **Mitbestimmung**



#### **LOGGING ON TO EMPLOYEE INVOLVEMENT: [HTTP://WWW.WORKER-PARTICIPATION.EU](http://www.worker-participation.eu)**

The web service - on line since May 2007 , provided by ETUI-REHS - and developed with the support of the *Hans Böckler Foundation* aims to help users see a comprehensive range of information by providing continuously updated empirical and theoretical information on industrial relations and employee involvement in Europe. Read the entire article on the Web Mitbestimmung international edition 2007 at the page:

[http://www.boeckler.de/cps/rde/xchg/SID-3D0AB75D-91A8BA04/hbs/hs.xsl/164\\_88619.html](http://www.boeckler.de/cps/rde/xchg/SID-3D0AB75D-91A8BA04/hbs/hs.xsl/164_88619.html)



#### **EUROPEAN LABOUR LAW**

by Roger Blanpain, Kluwer Law International, The Hague, 2006.

This book was originally published as a monograph in the *International Encyclopaedia for Labour and Industrial Relations*. The one in reference is the updated version of a tool that represents a pillar of the legal approach, by the one of the Professors of Law of the Catholic University of Leuven, who also directed the *Encyclopaedia*.



#### **CONTRATTARE LA CITTADINANZA SOCIALE**

Quaderni di diritto sindacale. Ediesse edition, 2007

An Italian publication on the relationships between trade unions and the political actor, with a particular attention to the local dimension. The starting point for the analysis is the circumstance that the welfare public policies are dealt with at local level much more than in the past. The consequent involvement of several social actors on the territory also poses questions of contradiction: if, on the one hand, a major participation of the citizens is granted, on the other hand a risk of fragmentation raises.

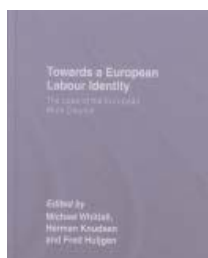
For further information and orders: [ediesse@cgil.it](mailto:ediesse@cgil.it)



#### **INDUSTRIAL RELATIONS IN THE NEW EUROPE. ENLARGEMENT, INTEGRATION AND REFORM**

by Peter Leisink, Bram Steijn, Ulke Veersma, Edward Elgar, Cheltenham, 2007

The state of European integration is a contested issue raising many important questions: what is the impact of enlargement on the social standards in old and new EU Member States? The authors are expert researchers from Western and Eastern Europe, and their work comes at a timely moment for scientific and political audiences.



#### **TOWARDS A EUROPEAN LABOUR IDENTITY: THE CASE OF THE EUROPEAN WORKS COUNCIL**

by Michael Whittall, Knud Knudsen, Fred Huijgen, Routledge, London, 2007.

Comparative in perspective and based on empirical research, this book brings a collection of contributions and insights on how employee representative from different European countries perform their jobs as members of the European Works Councils.



### **SURVEY ON CHANGING EMPLOYMENT PRACTICES AND PRECARIOUS WORK** By International Metalworkers' Federation

Metalworkers globally confront a deepening challenge as employers attempt to make the terms and conditions of employment more precarious. This tendency is clearly identified around the world with forms of employer pressures to outsource, subcontract and use contract and temporary labour instead of employing permanent workers. The survey confirms to what extent employers evade their obligations to precarious workers with respect to social security and pensions, maternity and family leave, overtime payments, vacation and holidays, and occupational health and safety. It also points to how precarious conditions disproportionately impact young workers, women workers, those with limited or no skills, and migrant workers, and how wages of precarious workers are much less than for permanent workers. For the pdf version:  
[http://www.imfmetal.org/main/files/07090410362966/Report\\_precarious\\_survey\\_E.pdf](http://www.imfmetal.org/main/files/07090410362966/Report_precarious_survey_E.pdf)



Fondazione  
Marco Biagi

**ADAPT**

### **ADAPT- FONDAZIONE MARCO BIAGI**

This website (IT, EN, ES) of the study centre of Italian University of Modena usually publishes several papers, documents and other interesting material in several languages that can be downloaded for free.

For further information:

<http://www.fmb.unimore.it/on-line/Home/Adapt.html>



### **BRASIL METAL - CMN/CUT: CONFEDERACAO NACIONAL DOS METALURGICOS**

The newsletter from another continent  
<http://www.cnmcut.org.br/default.asp>



TURKEY-EU TRADE UNION COORDINATION COMMISSION  
TÜRKİYE-AB SENDİKAL KOORDİNASYON KOMİSYONU

### **BULTEN NEWSLETTER**

Information from Turkey - EU Trade Union Coordination Commission Yücel Top, Integration Committee, Turkey, contact:

Responsible of the National  
[yuceltop@yahoo.fr](mailto:yuceltop@yahoo.fr)

### **2007 RAPPORT ANNUEL DES VIOLATIONS DES DROITS SYNDICAUX**

Confédération Syndicale Internationale, CSI, Bruxelles, September 2007

For information:

<http://survey07.itucsi.org/getcontinent.php?IDContinent=0&IDLang=EN>

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#### **CONTRIBUTIONS BY:**

Marco Cilento, Reiner Hoffmann, Romuald Jagodzinski, Norbert Kluge,  
Alex Martin, Marina Monaco, Claudio Stanzani, Michael Stollt.

MANAGING DIRECTOR: Claudio Stanzani