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# Pa RL PARTICIPATION & RIGHTS LETTER

WORKER'S INFORMATION AND CONSULTATION RIGHTS IN EUROPE

## GOOD CORPORATE GOVERNANCE NEEDS STRONG AND FULLY OPERATIONAL EUROPEAN WORKS COUNCILS

In a context in which complex economic integration is more and more dense, some companies have recognised already at the beginning of the 80ies that a European representation of workers' interests at company level represented an important component of good company governance. Transnational social dialogue is a factor of productivity within the company, which contributes not only to improving competitiveness, but also to ensuring, and increasing, the levels and quality of employment.



Unfortunately, this evaluation is only shared by a minor group of employers. There were therefore initially only a few voluntary agreements on workers representation at European level. For many years, most employers and their organisations have strongly been opposed to the creation of a binding EU legislation on this issue, and it is only after long battle, in 1994, that we reached a compromise with the famous Directive 94/45/EC.

Nowadays, there are more than 800 European Works Councils representing more than 14 million workers. Without a juridically binding legislation, this success would not have been possible. Information and consultation rights have made it possible that an increasing number of multinational company managers recognised the fact that involving their employees in a timely manner is in the

interest of the whole company. Strategic company development and restructuring plans can be realised more successfully by integrating workers representatives and their trade unions on time, as well as by taking into account their suggestions and their interests. Good corporate governance, social responsibility, and the existence of strong EWCs, can therefore significantly contribute to the achievements of the goals fixed by the Lisbon Strategy.

In the framework of Social Dialogue, the ETUC, together with Businesseurope (formerly UNICE), CEEP and UEAPME, has organised an exchange of experiences, based on several case studies, which have led to not very surprising results. In the joint report « Lessons learned from European Works Councils » it has been underlined, in particular, that EWCs represent a useful tool to organise transnational information and consultation. *(continued on pag.2)*

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«Openness on the side of management to release information at an early stage and a constructive attitude in the search for solutions on the workers' side are also important» is the conclusion in a joint paper from 1st March 2005. The report also positively underlines the importance of the qualification and of the role of the external experts. This positive evaluation unfortunately are not shared yet by many companies and certain employers' organisations. Workers of more than 1400 multinational companies still do not have any transnational workers' interests representation within the company, even after 14 years since the adoption of the EWC directive!

The legal uncertainties left by the directive have been illustrated by the fact that more and more litigations are being brought in front of courts of justice. In the everyday practice, workers regularly have to experience either violations of rights in force or obstinate refusals from their company directions to set up an EWC. The very recent conflicts within Nokia, Novartis or British Airways only represent the tip of the iceberg of the several problems occurring every day.

Therefore, the ETUC has been demanding, for years, that the European Commission finally engages itself in the revision of the EWC directive – a revision which is due since 1999.

With the opening of the second phase consultation of the social partners, the revision process has started, at last. In the light of the positive experiences and reevaluation of EWCs – also shared by many employers – it has been even more surprising that until very recently Businesseurope has tried to block the revision procedure. It is only when it became clear that the Commission was committed to its aim of presenting a revised text of the directive by June 2008, that the employers have yielded. The ETUC was pleased by their attitude to revise the directive via negotiations in the framework of Social Dialogue. After more than 30 years of rejection from the employers' side of juridically binding rules for the EWCs, this would have represented a 180° turn... But unfortunately we did not get there. ETUC would have also preferred a solution within the framework of the European Social Dialogue. But for this to be practicable, it would have been necessary that Businesseurope clearly showed an actual interest in any substantial result, as well as to ensure that the employers' side was ready to respect a timeframe in order to reach such a result with negotiations... The ETUC regrets that Businesseurope was not in the position under the admittedly difficult circumstances, to contribute to the creation of a robust basis for negotiation. In the end the ETUC had to decline the option to negotiate. ([http://www.etuc.org/a/125?var\\_recherche=EWC](http://www.etuc.org/a/125?var_recherche=EWC)).

Moreover, it has to be pointed out that irritating statements from national employers' associations have recently been launched. For instance, in the March 2008 edition of CBI Lobby Briefing, it is said quite unequivocally that: "The consultation document (of the Commission) contains a number of potentially unwelcome proposals, such as strengthening rights to information and consultation; recognising trade unions' contribution in forming EWC agreements; and giving employee representatives a right to training." This statement shows very clearly that the idea that a good corporate governance needs EWCs to be in the position to function properly is not always shared and considered as a common good by certain employers.

The ETUC has asked the Commission to put forward a revised draft directive on the basis of its consultation document by the beginning of June, in order to enable the European Parliament and the Council to adopt it by the end of 2008.

The ETUC and its affiliates will follow this process constructively in the coming weeks and has started the campaign: "On the offensive: For stronger European Works Councils".

Reiner Hoffmann, Deputy General Secretary of the ETUC

## THE REVISION OF THE DIRECTIVE: STATE OF THE ART

In art. 15 of the EWC Directive (94/45/EC) the European Commission bound itself to pursue a review of the directive by the 1999. In April 2004, almost five years after the deadline set out in the Directive itself, the European Commission officially started the review of the European Works Council (EWC) Directive. In its communication (April 2004 EC Communication), the Commission emphasised the positive contribution that EWCs had made, particularly in dealing with structural changes.

The responses of the European social partners to the Commission's consultation document could hardly have been more different. The employers' organisation BusinessEurope (former Unice) expressed a vehement opposition towards the legislative revision by the European Commission, claiming the best way to make EWCs more effective was to leave it up to the bargaining partners to decide in each case about the optimum solutions (may 2004 Position of BDA + Unice letters to Commissioner Dimas). Thus, according to BusinessEurope any legislative action by the Commission



would lead to imposing superfluous burdens on companies

and, consequently, would turn out counter-productive. Progress, in BusinessEurope's view, should take place at company level in the sense of an exchange of best practice. It has been constantly emphasized that dealing with the extension of EWCs into the new EU countries of central and Eastern Europe had a higher priority than any possible revision of the Directive.

The European Trade Union Confederation (ETUC) has for a long time had a detailed list of proposals for improving the Directive (December 2003, January 2004 Trade Union Memorandum, February 2004 ETUC Priorities\_2004). Those demands were reiterated in the ETUC's response to the Communication of the European Commission opening the first stage of consultations on the revision. For example, it has been calling for SE Directive's more precise definition of cross border information and consultation rights to be incorporated into the EWC Directive. In fact, this could help to solve a common problem faced by many EWCs – that, as before, they are often not informed until after decisions have been taken. Other key ETUC demands include: a greater involvement of the European trade union industry federations, improved training rights for EWC members, a reduction of the maximum length of negotiations to one year, a precise procedure for the renegotiation of agreements (especially 'art. 13 agreements'), a tightening of the definition of confidentiality, tougher penalties when a company ignores the rights of the EWC and a reduction of the threshold for setting up an EWC from the current 1,000 employees across the EU to 500. In March 2005 the Commission has issued a communication COM 2005(120) "Restructuring and unemployment" by which it announced the opening of the second stage of consultations with social partners. The communication was based, among others, upon a joint seminar by UNICE, CEEP and ETUC (march 2005, see ibidem). The ETUC has rightly criticised this move by the Commission as not in line with the formal requirements for a valid opening of the second stage of public consultation. Subsequently, a period of a relative stagnation took place until March 2006 when the European Parliament adopted a resolution on "Restructuring and Unemployment" (2005/2188(INI), see ibidem) followed by ECOSOC Position on EWC revision (see ibidem). The EP spoke out again in May 2007 in this regard. Both organs of the EU called upon the Commission to step up its actions in favour of the formal revision of the directive.

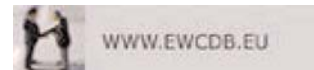


The Commission seemed not to have reacted to those important calls until October 2007 when it announced its Work Programme for 2008, where the formal revision of the EWC directive was reinstalled (see *ibidem*). This point was explicitly welcomed by the EP in its resolution of December 2007 (*ibidem*). In February 2008 the Commission formally (re)opened the second stage of consultations with social partners by indicating elements to be revised and asking ETUC and BusinessEurope on their responses and suggestions. More importantly, the social partners were invited to indicate whether they were willing to engage into negotiations.

BusinessEurope, after having denied the necessity of revision and declined any actions in this regard, has accepted the invitation to negotiations (see *ibidem*; reply to EC on the 2nd stage consultation). It has, however, not been possible, despite intensive informal efforts, to secure the agreement of the employers to complete negotiations within the necessary timetable for the revision to be accomplished by the end of 2008. Nor have employers given any indications that they would be prepared to move significantly on the ETUC key demands. In the end the ETUC had to decline the option to negotiate.

Therefore the ETUC has asked the Commission to proceed as legislator on the basis of its consultation document by the beginning of June, in order to enable the European Parliament and the Council to adopt it by the end of 2008.

## NEWS ON THE EUROPEAN COMPANIES (SE)



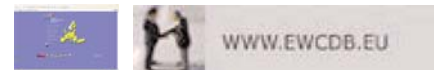
### **137 EUROPEAN COMPANIES SET- UP IN 17 COUNTRIES**

The number of European Companies (Ses) is currently continuously increasing, as indicated in the SE factsheets of the ETUI-REHS. Currently at least 137 SEs (24 more than two months ago, cft. PaRL Issue 1 – February 2008) have been registered in seventeen countries out of which 39 can be considered as “normal SEs” in the sense that they have business activities and employees. Most of the established companies are registered in Germany (63 SEs).

Further information including an overview and detailed information on all SEs registered and planned are available on line at the page:

[http://www.workerparticipation.eu/european\\_company/se\\_companies](http://www.workerparticipation.eu/european_company/se_companies)

## NEW EWC AGREEMENTS



### **AGREEMENT FOR THE CREATION OF CEVA'S EUROPEAN WORKS COUNCIL**

The CEVA Logistics, born from the merge of two huge companies, TNT Logistics and EGL Eagle Global Logistics, in August 2007, employs more than 54,000 people and its global network comprises more than 1,000 locations. CEVA is a non-listed company owned by affiliates of Apollo Management, L.P., one of the leading private equity investors in the world. CEVA's CEO is John Pattullo. The agreements, submitted to the UK legislation, provides that the EWC will be involved in transnational matters, affecting two or more countries, and other matters of significant strategic interest for the group, even if affecting only one country. A Select Committee is foreseen, meeting for the preparation of the regular meetings and twice a year for other reasons. Two regular meetings for the first year, and then a regular one plus another one if necessary are foreseen. An extraordinary meeting and a follow up one are allowed as well.

Experts chosen by the EWC are provided, and a confidentiality clause has been included. Training shall be provided as well on request of the EWC.

## ON THE OFFENSIVE FOR STRONGER EUROPEAN WORKS COUNCILS: THE ETUC CAMPAIGN FOR THE REVISION OF THE EWC DIRECTIVE



On 1 May 2008, the ETUC launched a campaign for stronger European Works Councils (EWCs). The ETUC has long been calling for revision of the EWC directive. ETUC recently had to abandon the hypothesis to enter into negotiations with BusinessEurope in the framework of the social dialogue, due to the belief that it would not be feasible to reach agreement in time for the issue to be dealt with in the lifetime of the current Commission and Parliament.

The campaign includes a series of activities, first of all devoted to raise awareness on the issue among all the workers. For this reason the first commitment consist in spreading knowledge about their scope, their role and their way of functioning. One of the main actions is represented by the organisation of a huge European Conference (please see below in the newsletter, section "Upcoming events") which will take place in Brussels on 9th-10th June 2008. Another action is the regular issue of InfoSheets, written by experts and trade union operators in the sector, containing fundamental information about EWCs. They are addressed to all workers: any worker must be informed and aware of the importance of EWCs

# ON THE OFFENSIVE:



## FOR STRONGER EUROPEAN WORKS COUNCILS

### EUROPE MUST STRENGTHEN WORKERS RIGHTS NOW!

[www.etuc.org](http://www.etuc.org)



EUROPEAN TRADE UNION CONFEDERATION (ETUC)

in the framework of workers' participation rights in Europe. The InfoSheets are available in several European languages, in order to reach and be fully comprehensible by many workers as possible. They will be sent by e mails to those who are interested. They are also available on the ETUC website at the page <http://www.etuc.org/a/4951>

## NEWS FROM ETUC



### EUROPEAN TRADE UNIONISTS DEMONSTRATE IN LJUBLJANA IN PURSUIT OF HIGHER PAY

The ETUC demands equality of treatment for all workers, including migrants, young people, women and men.

More than 50 trade union organisations from all over Europe responded to the European Trade Union Confederation (ETUC) call to take part in the demonstration in Ljubljana on Saturday 5 April 2008 to demand higher wages. This Euro-demonstration, part of the ETUC's ongoing campaign for more equal pay, agreed at the 2007 Seville Congress, coincided with the informal ECOFIN Council meeting of finance ministers in Slovenia. The demonstration has also been the first of its kind to be organised in one of the newer Member States of the EU. The strong support of the ETUC's Slovenian affiliate organisation the ZSSS (Slovenian Association of Free Trade Unions), made a major contribution to the success of the event. "This is a campaign launched in some anger and with real commitment. Getting a fairer deal for workers across Europe is a top ETUC priority" says ETUC General Secretary John Monks. Workers across Europe have had enough of shrinking purchasing power and excessive wage moderation, making it more and more difficult for them to maintain decent living standards for themselves and their families. Since 1995, while wages have fallen as a share of Gross Domestic Product (GDP) across the EU, profits have risen. Top managers earn up to 300 times more than their workers, leaving more than 30 million people on poverty wages, while an average 15% wage gap separates men and women (for more information see the Benchmarking 2007 extract). The ETUC insists on the recognition to trade unions of the freedom to undertake collective wage bargaining without the interference of governments, finance ministers or the European Central Bank. While Jean Claude Trichet, president of the BCE called for a wage moderation, fearing an inflationary price-wages spiral, more than 35,000 trade unionists from some 30 countries took the streets in Ljubljana, proving that stagnating wages and purchasing power is a common problem and claiming that workers have to share the global economic growth. A trade union delegation earlier met Slovenian Prime Minister Janez Janša to present the demonstrators' demands. During the manifestation, several trade union leaders took the podium, as the French Bernard Thibault (CGT) and Jean Claude Mailly (FO), as well as the secretariat of ETUC: all affirming that it is not acceptable that 30 million workers in Europe live in poverty. More details in the ETUC press releases.

## NEWS FROM THE EUROPEAN INDUSTRY FEDERATIONS



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

#### **EFFAT HAS WELCOMED THE ETUC'S DECISION ON THE EWC DIRECTIVE REVISION PROCESS.**

In a recent official statement, EFFAT commends its many detailed observations on the consultation document to the European Commission, the European Parliament and the EU Member States. The small amount of time left for new business under this Parliament should be used by the Commission to proceed along the lines of its proposal for EWC revision. By taking this position the ETUC has left the European social partners open to make their inputs into the legislative process without creating

potentially disastrous delays to that process in the unrealistic hope of reaching a quick and acceptable agreement through European social dialogue.



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

### **LEGISLATE ON REVISION OF EWC DIRECTIVE NOW ! SAYS 8 MILLION UNION FEDERATION**

The Executive Committee of the European Federation of Public Service Unions approved the position of the ETUC regarding its decision not to negotiate on the Revision of the European Works Council Directive, 22 April 2008. The EPSU Executive requests the European Commission to introduce the Draft proposal for amendments to the EWC Directive as soon as possible but no later than end of May.

The European Commission Communication used for the 2nd phase of consultation and the ETUC comments on it provide a solid basis and are the indication of Europe's working men and women expect. Information and consultation rights need to be strengthened, and resources and a clear legal framework given to EWCs to do their work, react to restructuring, mergers and take-overs and in general ensure that democratisation of the workplace does not lag behind the transnationalisation of capital.

Comments EPSU Deputy General Secretary Jan Willem Goudriaan and responsible for EPSU EWC coordination: 'If the European Commission does not act now and introduce the revision of the EWC Directive, it signals that Europe's companies have a veto over social legislation. It indicates that they have the European Commission in an iron grip to promote only one and one agenda only that of liberalised markets, competition and greed. The damage to the European project will be significant'.

For further information, please read the EPSU press release.



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

### **UNI-EUROPA URGES THE COMMISSION TO PROCEED WITH THE LEGISLATIVE PROCESS TO REVISE THE EWC DIRECTIVE, THUS STRENGTHENING THE EUROPEAN SOCIAL MODEL.**

In a letter addressed to Commissioner Spidla, Uni-Europa underlines the necessity to strengthen the rights of European workers' representatives enacting the revision of the EWC directive as following the ETUC demands.

The text of the letter is available on the Uni-Europa website, in English and in several other languages.

### **"STAGE ONE" – FIRST TRANSNATIONAL TRAINING FOR ANTALIS EWC**

"We have reached stage one", summarized a UK representative "finally we understood what we can do". "De-mystified and clarified" said another member, making reference to the general perception of trade union involvement in European Works Councils. Being in place for already three years, it was only now that the EWC of Antalis received its first transnational training. It was only now that the members learned about some essentials: What is an EWC meant for? What are the legal provisions and limitations for an EWC? What are the key differences of worker representation in Europe? What are common problems and practices? What are possible fields of cooperation?

The EWC agreement provides for one plenary meeting per year. Not enough to constructively discuss current issues with management and at the same time building a team and developing a common understanding, position and strategy. The members work in three languages and bridge six different systems and traditions of worker



representation. Yet, situation will become more complex once the representatives from Germany, Scandinavia and Central and Eastern Europe are found. The Education department of the ETUI carried out the three days training. Given the long-standing experiences in training with EWCs from different sectors, the members were provided with concrete and very practical information and tips. Additionally, Clive Bell, deputy chair of the SCA EWC was invited to present their structure and work. Thus inspired, the Antalis members concluded the training with clear ideas on how to improve the general functioning of their EWC but

also on what needs to be done in preparation of the upcoming plenary meeting. And this is a lot, given alone the recent take over of MAP by Antalis.

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

### JOINT RESEARCH-ACTION PROJECT ON EUROPEAN WORKS COUNCILS

On 27th November 2007, Euratex (the Association of European Employers of Textile and Clothing Industry) has accepted within the framework of the Social dialogue at branch level, the EIF-TCL request to launch during the Autumn 2008 a research-action project of one year on the theme of European Works Councils. The objective would be to assess the situation not only in this branch but also outside of it, to define best practices etc. The theme has still been included in the 2008 working programme.

For further information please visit the website <http://www.etuf-tcl.org/?&lg=en> or contact FSE: [THC.fse.thc@skynet.be](mailto:THC.fse.thc@skynet.be)

## UPCOMING EVENTS



**EUROPEAN CONFERENCE: ON THE OFFENSIVE FOR STRONGER EUROPEAN WORKS COUNCILS**

ETUC is launching a campaign to make sure that the revised Directive on the European Works Councils, a

crucial piece of legislation, is adopted before the end of 2008. Together with the Hans Böckler Foundation, and in cooperation with the European Industry Federations, the ETUC will organise a conference on 9 and 10 June 2008 on EWCs. At this conference workers representatives on European Works Councils will discuss practical experiences which illustrate the urgent need for the revision of the EWC Directive.

Details on the programme of the conference are available on the ETUC website <http://www.etuc.org/a/4952>

## NEWS FROM THE TRADE UNIONS WORLD

“VICTORY IS FOR THE ONES WHO BELIEVE AND DESERVE IT”



*This introductory speech has been held by Mr Mustafa TURKEL, General Secretary of TURK-IS, in a seminar organised in the framework of a project run by SDA under the mandate of ETUC and in partnership with UNI-Europa and TURK-IS: «Towards social Europe to strengthen Trade Union action in Turkey» (VP/2007/0341). This project is co-financed by the EC under budget line 04030302, and consists of training seminars for Turkish workers of the media, entertainment and sport sectors. Three seminars were therefore held (one per sector),*

*aiming at training and informing the Turkish participants on industrial relations systems of their branch in Europe, and providing them with models of interesting practices in the EU (works councils, collective bargaining, labour law) which could be duplicated in Turkey.*

Trade union movement is going through a difficult period in Turkey and in the world. As a country Turkey is facing with serious interior and exterior difficulties while trying to deal with economic and social contradictions. The Turkish trade unions' expectations of a government which will support the concept of social state and develop policies for the interest of the workers still continue. However, all the policies implemented, the laws put in force and the social security act, includes regulations which are against the workers and the pensioners. The present Trade Unions Act of the military coop enforced in the 80's is unable to meet the present demands and creates serious obstacles confronting trade union organizing activities. The Trade Unions, Strike and Lockout Act debated at the Grand National Assembly must immediately be amended while the obstacles confronting trade union organizing activities must be lifted.

A period in which new distortions are displayed in economic and social life leaves us no option but to struggle in order to give effect to the trade union movement. Effective struggle is inevitable and it is our historical responsibility. The trade union leaders and the workers should create joint areas of struggle and should stop the way they helplessly defend their vested rights, instead they should start an offensive struggle aiming to earn new rights. The Confederation TÜRK-İŞ is focused in success and victory. Today, they are planning their future together with their staff. From time to time they will face difficulties trying to overcome their problems, however the responsibility to their members will give them strength.

The TÜRK-İŞ Confederation will struggle for:

- a new period of effective trade union fight
- unity and cooperation
- democratic, secular state of social justice and preserving the constitutional order
- a world with peace and brotherhood

For further information please contact Mrs. Pinar Alkan, [alkanp@hotmail.com](mailto:alkanp@hotmail.com)



### **TRANSNATIONAL TRAINING FOR THE CREATION OF NEW EWCs**

On 20th and 21st February 2008 the transnational training course for the creation of new European Works Councils has taken place in Barcelona. It has been organised by the International Department of CISL Lombardia, in the framework of the European project “PONT DES CEE – Plate forme d’Outils Novateurs Transnationaux DES Comités d’Entreprises Européens”, promoted by CISL in partnership with Cgil, Uil Lombardia, Ccoo de Catalunya, Cfdt Rhône Alpes, Podkrepa.

The participants were some 40 trade union representatives active in multinational companies, which do not have constituted a EWC yet, even if falling in the implementation field of the EWC directive, and trade union external representatives who will follow negotiations within SNBs.

The role of the EWCs, contents and shadows of the EWC Directive 94/45EC, legislative community instrument supporting them have been some of the core topics of the working groups.

The objective of the training was to provide knowledge and competences to trade unions' internal and external delegates, allowing them to implement and contribute to the take off of the procedure for the establishment and the negotiation of new EWC agreements.



### **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).

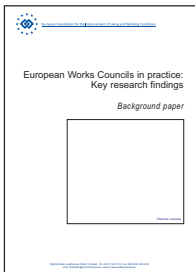
It contains an analysis of EWC agreements from copies of signed originals in five languages: English, French, German, Spanish and Italian. The SDA collects the agreements in co-operation with European Industry Federations. The agreements are analyzed and the information gathered are input into over sixty searchable fields. The database currently covers over 730 agreements and is constantly updated.

## PUBLICATIONS



### **INFORMATION AND CONSULTATION OF EMPLOYEES' REPRESENTATIVES IN UNDERTAKINGS**

The publication is the final outcome of the UGT project financed by the budget line 03 "Information and consultation of worker representatives in the enlarged European Union: social dimension of its practical implementation" (see PaRL, Issue 3 – October 2007, page 12). The publication will be available soon in English and Spanish. For further information, please refer to [bruselas@labour-asociados.com](mailto:bruselas@labour-asociados.com)



### **EUROPEAN WORKS COUNCILS IN PRACTICE: KEY RESEARCH FINDINGS. BACKGROUND PAPER**

The very recent (March 2008) publication by the European Foundation for the Improvement of Living and Working Conditions put into light EWCs as highly significant in terms of European industrial relations. They represent the first genuinely European institution of worker interest representation at enterprise level. They reflect the growing recognition of the need to respond to the 'Europeanisation' of business emerging from the Single European Market with the Europeanisation of worker representation, by supplementing existing national channels of information and consultation. The contents of the paper regard the context in which EWC operate, EWCs in practice, EWCs in the New Member States, EWCs and transnational restructuring, EWCs and International Framework Agreements. The paper is available on line English: <http://www.eurofound.europa.eu/pubdocs/2008/28/en/1/ef0828en.pdf>



### **THE ROLE OF THE INTERNATIONAL FINANCIAL INSTITUTIONS IN SOUTH EASTERN EUROPE COUNTRIES AND EUROPEAN INTEGRATION PROCESS: STRATEGIES FOR THE TRADE UNION MOVEMENT**

ISCOS-Cisl has recently completed a regional project "The role of IFIs in the SEE Countries and European Integration process: strategies for Trade Union movement" with partners from Romania, Bulgaria, Macedonia, Croatia (supported by the European Commission), Bosnia & Herzegovina, Serbia, Montenegro, and Albania. This initiative was aimed at increasing the capacity of trade union organisations in analysing the economic and social impact on local labour markets of International Financial Instruments and European economic policies. National reports have been produced from this project in English and local languages. You can ask copies to Paola Simonetti: [p.simonetti@iscos-cisl.org](mailto:p.simonetti@iscos-cisl.org)

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