

# Exchanging Experience for Better Application of the Revised EWC Directive

International Workshop (on-line)  
24-25 FEB 2021

Preliminary general findings after national presentations



with financial support from the  
European Union

# Strengthens



- More power for unions and workers
- Trade unions' and workers' influence/engagement (empowerment)
- Better knowledge in internal company processes / Better understanding corporate governance
- Transnational competences
- Knowledge, experience, good practices exchange at the international level
- Confidence between unions and management
- Reinforcement of social dialogue
- EWCs' strength comes from TU strength
- Legal instrument / legal base

# Weaknesses

- Lack of information on what is happening in companies without trade unions (possibility of labour law violations)
- Lack of information exchanges towards unions (different levels) – transparency (recommendation: more and better trade unions' engagement)
- Limited influence on overall policy
- Language / interpretation
- Trust (confidence)
- Limited number of experts (recommendation: more experts)
- Lack of knowledge, experience, good practices exchange at the national level (recommendation: meetings and seminars)
- Lack of resources (recommendation: EWCs capacity building; more trainings: national activities and European EWCs training center)
- Employers' reluctance
- Text of the Directive is not precise/clear (recommendation: more meetings; reinforcement of new competences – TCAs; lobbying for direct participation in general board's meetings – relations with supervisory boards / boards of directors; study visits in companies)
- Focusing on large companies only





# Opportunities

- Better contacts and connections
- Trade union solidarity
- Part of industrial democracy and democracy as such
- Allies for the HR departments
- Knowledge, experience, good practices exchange at the international level (strategic TU alliances)
- Reinforcement of Social Europe and social cohesion in the EU (no more social dumping)
- Trade unions – EWCs feedback
- Coordination of actions for EWCs at the sector and national TU level



# Threats

- Poor communication channels (different levels)
- Different national industrial relations models in Europe
- Different strength of trade unions in different countries
- Limited general knowledge on EWCs among workers and within society (recommendation: promotion EWCs public visibility; campaign)
- Alienation (lack of sense)
- Confidentiality
- Limited number of EWCs
- Union density
- Limited protection of the EWCs members leads to anxiety about the workplace stability
- Which level (international or national) is responsible for decision making?

