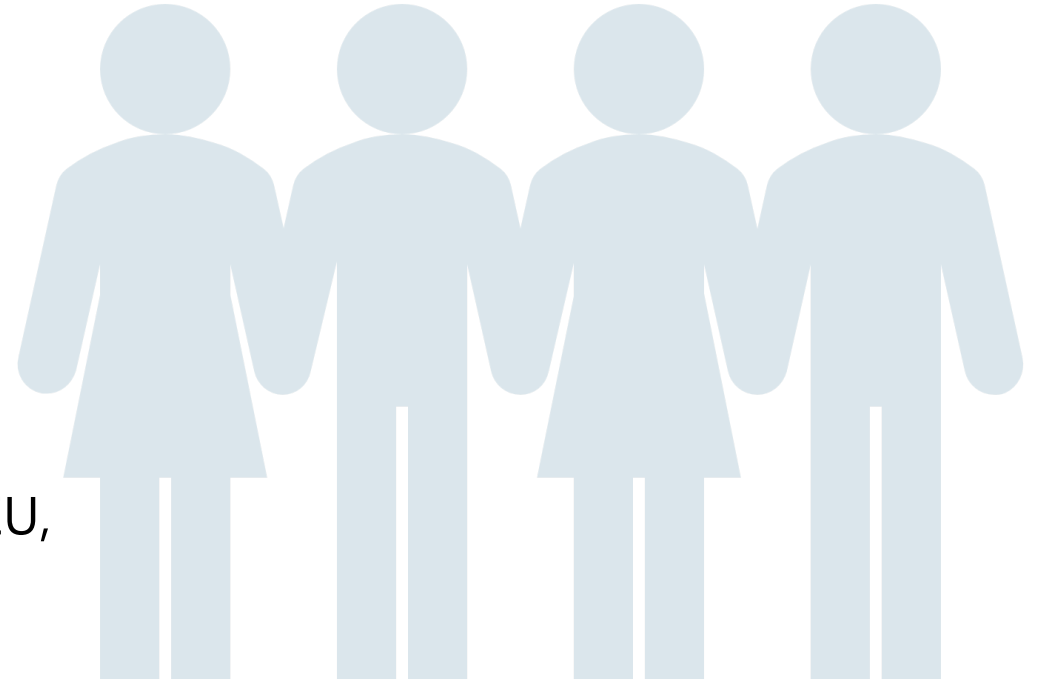




30 years of European works Councils

There are more than 1,000 EWCs in the EU, covering more than 11 million workers. About 4,000 companies in all would however meet the threshold—at least 1,000 employees with at least 150 in each of two or more member states—for their establishment



An EWC- neither European nor a works council?

- A European Works Council gives workers and employees the right to be informed and consulted on a transnational basis. But this concept is a subject of some debate.
- The rights to establish an EWC are not automatic. An EWC must be applied for, and a process called a special negotiating body must be established.
- Establishing an EWC can take up to 3 years. How transnational is the process?
- Once the SNB process is completed, and an agreement is reached, elections will be held for a European Works Council. Failure to reach an agreement means the subsidiary requirements will apply.



Europeanisation- a concept or a process?

- Early scholars were optimistic that EWCs would contribute to a “Europeanization” of industrial relations. But to what extent has this happened.
- Early research on employee experience began a process of identifying concerns on the part of employee reps/unions.
- Very clear that EWCs are deeply influenced/mediated by factors like the member state where the multinational is headquartered, the approach and attitude of trade unions, and the sector where they operate
- Forms of Europeanisation established, but evidence of original purpose not being fulfilled.



Effectiveness- the great EWC debate

- How can EWCs act effectively and develop a European identity? Time, money, information, and power.
 - 4 types of EWCs; Symbolic; service provider; project-oriented; and participatory.
 - Effectiveness based on studies of interaction between the EWC and group management, interaction among EWC members, Interaction between the EWC and national structures of representation, and Interaction between EWCs and trade unions.
 - Lack of effectiveness led to pressure for reform, leading to the recast directive in 2009
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The road to further reform

