

industrialAll Europe & European Works Councils

ICTU European Seminar
'Congress Unions Working Together in Europe'
Dublin, 7 October 2024

industrialall-europe.eu

industriAll European Trade Union

about us

- representing 7 million workers in the metal, chemical, energy, mining, textile, clothing and footwear sectors and related industries and activities
- vis-à-vis European institutions, companies, industries and employers' associations
- 200 affiliates in 39 European countries
- member of the ETUC and partner of IndustriALL Global Union



industriAll European Trade Union

about us

priorities

- industrial policy
- collective bargaining (including EFA)
- sectoral social dialogue
12 EU committees (chemical, gas, paper, steel...)
- building trade union power
- company policy



some numbers

- **+/- 1200** active EWCs & SE Works Councils

@ industriAll Europe

- **546** European Works Councils
- **111** SE Works Councils
- **38** based on Irish legislation (N°5)
42 based on UK legislation
- **34** EWC request being prepared
6 request for negotiations sent
25 running EWC negotiations, **2** IE
16 running SE WC negotiation



iAE support for EWCs

promote and assist the establishment of **new** EWCs

- select priority companies
- guidelines & toolbox for negotiating agreements
- appoint and support trade union **experts for the SNB**



sustain **active** EWCs

- back-office for all questions related to functioning
- manage agreements in EWC database
- coordination in case of restructuring
- 263 EWC/SE **coordinators**
appointed by our affiliates
7 from Unite covering 18 EWCs



recommendations for EWCs

industriAll recommendations

- restructuring, adaptation of the EWC after a merger/acquisition
- strengthening trade union presence
- decarbonisation & Just Transition
- equal opportunities
- digitalisation, artificial intelligence
- energy prices & cost of living
- in preparation: sustainability & due diligence, legal disputes...



joint recommendations of the European Trade Union Federations

- Brexit
- (post-)COVID
- Ukraine
- revision of the EWC Directive



a new Directive!

what has been done

- **“Radtke” report of the European Parliament** 2.02.2023
better definitions transnational and consultation, union experts, sanctions, clear rules for start of SNB and confidentiality, 2 meetings/year...
- **proposal new Directive European Commission** 24.01.2024
ambiguity on “art. 13” agreements, quotas men/women, opening to online meetings
- **amendments commission employment European Parliament** 3.04.2024
franchising, no online, suspension of decisions until end of I&C process
- **opinion European Economic and Social Committee** 30.05.2024
divided: employers issue their own opinion
- **position Council of the European Union** 10.06.2024
weakening text on sanctions, minimal modifications



a new Directive?

what is yet to come

- **approval of amendments commission employment in European Parliament**
impact of new political balance of power?
- **“trialogue” negotiations Parliament/Commission/Council**
should lead to final compromise text
impact new Commission? impact EU presidency (Hungary, Poland)?
- **final approval by the Parliament and the Council**
2025?
- **transposition into national law**
2026-2027?

but... huge opposition by the employers!



a new Directive!?



Revision of the European Works Council Directive

Joint recommendations from the European Trade Unions to members and trade union experts in SNBs and EWCs

As of 7 June 2024

This document provides information and guidance for trade union experts and workers' representatives in Special Negotiating Bodies (SNBs) and European Works Councils (EWCs) about the ongoing process of the revision of the European Works Council Directive and its implications both for the negotiations of future EWCs and for the operations of existing EWCs.

MAIN MESSAGES

1. There is no new EWC Directive for the moment or in the near future, as it could take years before a new EWC Directive is adopted and enters into force.
2. The 2009/38/EC EWC Directive remains applicable as it is, with no change. There is, therefore, no obligation or emergency to amend your EWC agreements to fit a new legal framework (which does not yet exist).
3. Should you have any questions or doubts, please contact your national or European trade union.

**TO BE
CONTINUED...** →

Transnational Restructuring Navigator



Transnational Restructuring Navigator

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<https://restructuring-navigator.eu/>

► **Explore the transnational restructuring navigator**

Make your choice to find the information you are looking for. Check 'How it works' if you need help on making your selection.

It's simple!

1



Choose the type of restructuring that you are facing

2



Choose the level of worker representation you want to investigate

3



Choose the entry point

1 Restructuring type — 2 Restructuring role — 3 Restructuring phase

Join us!



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