



European Work Councils



With the European
Commission

The contribution of middle managers for the improvement of transnational participation, information and consultation in EWC

Synthesis of the project

European Working Councils are subjects of information and consultation, founded by the European Directive 94/45. The EWCs are the only transnational union body of which the establishment is managed by laws, with information and consultation rights, but not of bargaining. The role of the EWCs, for institution of information and consultation, is often respected, but the term "consultation" is definite and intended like an exchange of opinions, a dialogue between the parts, and only rarely the consultation is definite like the possibility of a formal expression, by the EWCs, of opinions and evaluations on the corporate suggests.

Today in all companies there are more and more frequently industrial processes of breaking down, fusion, outsourcing, investments with decreasing of employed and production transfers, and it is joint idea to proceed toward a even more deregulation, where lack of limits and bonds for multinational companies and their not respect for the existent rules in all countries, causes a progressive decreasing of rights and contractual force for trade unions. This economic context, together with the European Union enlargement to 27 countries, make EWC role and importance become more and more important.

Considering all these factors and the importance of EWCs for the social dialogue, APQ developed this project, named "[The contribution of middle managers for the improvement of transnational participation, information and consultation in EWC - VS/2008/0552](#)" project, approved and funded by the European Commission in December 2008 in which Italian and foreigners partners were involved: APQ-CISL (Italy), AGENQUADRI-CGIL (Italy), CIQ-UIL

(Italy), FEDERMANAGEMENT (Italy), EUROCADRES, GNC-CNE (Belgium), ÈSZT (Hungary), SINDFEDS (Bulgaria), UTC - UGT (Spain), UNIONEN (Sweden).

The project was based on by a comparative research which focuses on three key issues:

- An analysis of the new Directive 2009/38/CE of the European Parliament and the Council on European Works Councils, which replaced the earlier Directive 94/45 EC, in order to provide a logical framework for the central theme of the project.
- The analysis of concrete EWC case studies in countries which are partners in the project, highlighting critical issues and best practices on composition, communication, information and bargaining.
- The role that professional and managerial staff in the EWC play and the contribution they can give for a better functioning of it.

This research was implemented and better defined by the partner, after the Seminar in Trevi, where P&M representatives in EWC of different countries, experts, the steering committee, trade unionists, employers', Communitarian and national representatives will take part in.

The final result of the project it's a [Sensitisation Guide](#), that brings together the key points addressed in research, expanded and developed and wants to be a simple and easy tool for those who want to reflect on the operation performed and the role played by EWCs and particularly on the contribution of P&MS to a greater participation and consultation within the EWCs, which is the objective of the project.

In order to develop the project the activities carried out were:

1. Kick off meeting, where the steering Committee of the project was be set up and the action plan definitely defined; moreover details for the study have been clarified and strong points of the communitarian lines were individuated and deepened, to sustain

among associated and to underline during comparison with other subjects.

2. Local activities, for the data and documents collecting about EWC presence and their functioning in relative countries.
3. Central Seminar in Trevi, where P&M representatives in EWC of different countries, experts, the steering committee, trade unionists, employers', Communitarian and national representatives have taken part in.
4. Follow up and coordination meeting, for the elaboration of the final document by the steering committee which has established modalities for its efficacy communication.
5. Dissemination, aimed to the promotion and sensitisation toward the new directive about EWC and the seminar results. The dissemination tools were the project's site in evolution and the publication of the Sensitisation guide.