



Welcome to issue no. 4 / 2010 of EWC News.

27th December 2010

Der EBR-Fachinformationsdienst

The training and consultancy network "euro-worksouncil.net" is there to inform you about the activities of European Works Councils and related subjects.

EWC News appears four times a year.
You can download this newsletter as a [pdf file](#) and print it out.

You can find past issues in the [newsletter archives](#).



[Dieser Newsletter auf Deutsch](#)



[Cette newsletter en français](#)

Contents:

- [1. Report on time-off for employee representatives](#)
- [2. Current situation of Danish employee representatives](#)
- [3. Notes from other countries](#)
- [4. European Works Council – action days](#)
- [5. New EWC agreements](#)
- [6. Highlights from the EWC agenda](#)
- [7. Information media for European employee representatives](#)
- [8. No stop to participation dodging through the SE](#)
- [9. The view beyond the European Union](#)
- [10. Interesting web sites](#)
- [11. New publications](#)
- [12. Training and Consultancy Network "euro-worksouncil.net": Examples of our work](#)
- [13. Current Seminar Schedule](#)
- [14. Imprint](#)

1. Report on time-off for employee representatives



Every sixth employee representative in Europe has no right to paid time-off from work, in order to fulfill their mandate. A further 18% can only leave their job from one to two hours per week, to accomplish their work in representation bodies. Nevertheless 29% of all representatives have sufficient time-off and 8% of all elected representatives in Europe are completely released from their job (full time employee representatives). The figures are taken from the latest European

Company Survey of the European Foundation for the Improvement of Living and Working Conditions in Dublin, which is carried out every four years and also covers various other questions.

Difficult situation for East European employee representatives

From a country standpoint we can see a clear east west divide. In the Baltic States and Bulgaria, time-off for employee representatives is particularly low and in other central and Eastern European

countries there are a large number of elected representatives without any paid time-off at all. Only Romania, Croatia and Hungary provide favorable exceptions.

The best figures for time-off come from the Scandinavian countries, Germany and Austria. In the UK where time-off is around the European average but not at all well defined, employee representatives must be particularly flexible. However **new time-off rules came into force in the UK** beginning 2010, but could not yet be taken into consideration in the survey (see [report in EWC News 3/2009](#)).

Difficulties also in West European countries

In Western Europe, **Ireland** and **Italy** come bottom of the class. On the subject of time-off rights for company employee representatives they even come after the Czech Republic, Poland and Slovakia. In Ireland this may be due to the fact that works councils are still a relatively recent phenomenon, and were first introduced, on a legal basis, in 2006. In Italy also, employee bodies such as RSU, which are elected by the employees, do not have a very long history. Italian trade unions were less interested in the reinforcement of company employee representatives than the trade unions of other countries. Even today Italian EWC mandates are quite often occupied by full-time trade union officials instead of company representatives.

Indirectly, the survey also shows in which countries employee representatives are particularly unhappy with their time off rights: namely **France** and **Spain**. On the other hand satisfaction levels ("we have sufficient time off") are very high in the UK, in Scandinavia, Austria, the Czech Republic and Slovakia. Perhaps the expectation level of British employee representatives is lower, following the Thatcher and Blair years, than that of their colleagues on the continent, and so subjectively less time-off is not considered as a restriction.



- [Full text of the survey](#) (see report from page 54)
- [Overview: Industrial relations in Western Europe](#) (in German)
- [Overview: Industrial relations in Central and Eastern Europe](#) (in German)

Works Council Advisers

There are also large differences between individual countries as to whether a works council may call in experts at the employers' expense. The German Hans Boeckler Foundation published a survey on this subject in December 2007 (see [report in EWC News 1/2008](#)).

2. Current situation of Danish employee representatives

Empirical studies on Danish employee representatives



For a long time Scandinavia was considered as the model throughout Europe for strong trade unions. But what is the real situation of company employee representatives in Denmark in the 21st century? This question was examined at the beginning of 2010 in five individual studies carried out by the University of Copenhagen on behalf of the LO Danish trade union confederation. The results were published on 11th October 2010.

The research shows that collective employee representation exists for only one in every two jobs. While 91% of all jobs in the public service are covered, this applies, in the private sector, to only one in every three jobs. Union representation is particularly weak in IT companies, and on the other hand relatively strong in production sectors. Also union membership has fallen. As in all Scandinavian countries the union membership rate was over 80% for a long time, however in Denmark it fell below 70% in 2008. These difficulties represent a big challenge for the Danish model, which is based rather on collective bargaining and less on legislation.

- [Summary of the study on employee representation](#)
- [Background: The Danish model of employee representation](#) (in German)
- [Digression: Report on health and safety in Denmark](#)

Reactions to the financial market crisis

The study also shows that 90% of all company employee representatives were affected in Denmark by the repercussions of the financial market crisis. There were redundancies in half of the cases, with mostly collectively managed severance conditions. In two thirds of the cases the company employee representatives gave support to their dismissed colleagues. Wage freezes were also reported from one fifth of the Danish employee representatives.

- [Summary of the study on the economic crisis](#)
- [The five parts of the survey for Download](#) (in Danish)
- [Recent reports from the Danish industrial relations](#)

European Work Councils in Denmark



According to surveys by the European Trade Union Institute (ETUI) in Brussels there are currently 31 multinational companies headquartered in Denmark with EWC. So altogether, 3.2% of all European works councils operate according to Danish legislation. A further 34 Danish companies could create a EWC, since they fall under the scope of the EWC Directive. Companies in Denmark with a European works council include the brewery chain Carlsberg, the Radisson Hotels, the heating and pump manufacturers, Danfoss and Grundfos, the toy manufacturer Lego, Danske Bank (see [report in EWC News 1/2008](#)), as well as the facilities management company, ISS (see [report in EWC News 2/2008](#)). The most recent EWC establishment took place only in June 2010 for the retail chain Jysk Nordic (see [report in EWC News 2/2010](#)).

- [EWC Database of the ETUI](#)

3. Notes from other countries

Germany: Federal Government brings EWC legislation to the Bundestag



On 15th December 2010 the cabinet of the Federal Government in Berlin concluded the draft revision of the EWC legislation. This transposes the new EU Directive on European Work Councils in force since 5th June 2009. The German Bundestag now has until 5th June 2011, in order to pass the law. The contents of the bill are to be covered during the Conference for European Work Councils taking place on 24th January 2011 in Hamburg.

- [Federal Government Press release](#) (in German)
- [Trade union assessment on the bill](#) (in German)
- [Program of the EWC conference in Hamburg](#)

France: Non-public hearing on EWC costs



In October 2010 the French Ministry of Labour consulted French social partners and some HR directors in preparation for draft legislation. The main focus was on financial aspects and will contribute to an impact assessment of the new EWC legislation. For example companies should list what costs are involved for the activities of a Special Negotiation Body (SNB). They were also asked whether an operational report of their EWC exists. There were no questions on the difficulties arising for employee representatives.

A total of 60 questionnaires were returned to the Ministry. The official bill is expected in early 2011. A similar assessment was carried out by the British government (see [report in EWC News 1/2010](#)). The new French EWC law will be presented in detail to a German-French Symposium from 29th June to 1st July 2011 in Paris.

Swing to the left for the largest British trade union



On 21st November 2010 the election results were announced: Len McCluskey now stands at the head of Unite, the largest single British union with its' 1.6 million members present in almost all industries of the private sector. "The Red Len" was able to beat three of his rivals with more than 100,000 votes in a general election. The former docker from Liverpool sees his first task in leading a campaign against the welfare cuts of the coalition government. Unite was created in May 2007 following a merger of two cross-industry unions (see [report in EWC News 2/2007](#)).

- [Press report on election results](#)

4. European Works Council – action days

Demonstrations force European-wide negotiations



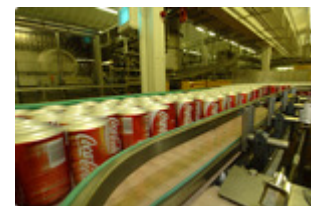
Alstom, the French power station constructor, is planning to dismantle 3,200 jobs in Europe. Central management informed the European works council of its' plans in an extraordinary meeting held on 18-19th October 2010 in Baden (Switzerland). In Germany the Mannheim site is primarily concerned. Following criticism already encountered in Switzerland (see [report in EWC News 3/2010](#)), a day of action was staged throughout Germany on 2nd November 2010 with a participation of 5,000 employees from twelve sites.

Following the day of demonstration, the group's management agreed to negotiate a European-wide framework agreement on restructuring with the European Metalworkers' Federation (EMF). As is the case in other companies (see [report in EWC News 3/2010](#)), Alstom will therefore go beyond the information and consultation rights of the European works council. The EWC is currently evaluating two financial studies of the restructuring plan. Central management is therefore unable to take any unilateral measures before February 2011. The following texts are available only in German:

- [Report on the demonstrations in Kassel](#)
- [Information from the works council of the Mannheim site](#)
- [Resolution of the plenary assembly of the German works councils](#)
- [Background report on the situation in Switzerland](#)
- [Press release from the Swiss white-collar union](#)

Drinks industry employees demand job security

On 27th October 2010, employees from the drinks bottling company Coca Cola Enterprises (CCE) in France, Belgium, the Netherlands and the UK demonstrated against planned cuts in the workforce. Demands were made for a correct consultation procedure and for negotiations on an agreement covering alternative employment opportunities and job security. In the United Kingdom alone, CCE has six bottling stations with 4,500 employees. CCE was spun-off in 1986 from its parent company, The Coca Cola Company, as an independent firm and has a EWC established since 1998 under Belgian law. CCE came under criticism already in 2006 due to the unsatisfactory involvement of the EWC.



- [Press release from the trade union federation EFFAT](#)

5. New EWC agreements

European-wide code of practice for temporary employment



A code of practice covering temporary employment is in force in the Belgian chemical company Recticel since 1st May 2010. It was signed by the EWC and central management in Brussels. Recticel employs over 11,000 employees in 27 countries and manufactures foam products including mattresses and insulating materials for buildings and vehicles. The EWC was created in 2002 under Belgian law.

In the future temporary employees in all countries of the European internal market are to be employed no longer than six months and are to be put on an equal footing with permanent employees for wages, working time and vacation. This applies explicitly also to maternity protection and anti-discrimination. Temporary employees will also have the same means of accessing all the internal recruitment postings as permanent employees.

Monitoring by the European works council

A copy of the new code of practice is to be distributed to all the temporary employees throughout Europe. Local representatives are responsible for controlling its' application. The European works council is informed if the code of practice is violated. Central management is to present an annual report on temporary employment at the plenary meeting of the EWC.

French bank falls short of new EWC Directive

Through the acquisition of parts of the Fortis Belgian banking group (see [report in EWC News 4/2008](#)) the French financial institute, BNP Paribas, has now taken on a genuine European dimension. On 21st June 2010 a revised EWC agreement was finally signed after months of negotiations.



The EWC, established in 1996 under French law will consequently be extended from 32 to 49 members with 13 from France and five each from Italy and Belgium. It meets twice annually with, in the future, representatives from 20 countries including 3 new from the Scandinavian countries. The ten member steering committee meets four times annually and receives a budget of 15,000 € for external advice. Whereas many new EWC agreements are already based on the standards of the new EWC Directive, the largest French commercial bank restricts itself to information only. In the entire agreement there is no word of consultation rights.

Revised EWC agreement for catering and retail chain



The EWC agreement for Autogrill was revised on 18th November 2010 in Amsterdam. The company, with headquarters in Rozzano near Milan, established a EWC under Italian law in 2002 and which will now be extended from 13 to 17 members (of which six from Italy). One additional representative each from the USA and Switzerland may participate in the meetings. The EWC selects a five member steering committee. Autogrill, majority owned by the Benetton family, operates motorway restaurants, railway station and airport catering services (see photo of Frankfurt airport) as well

as Duty Free shops.

- [EFFAT trade union federation circular](#)
- [Full text of the EWC agreement](#)

Special [webpage](#) for download of further EWC agreements.

6. Highlights from the EWC agenda

French Energy Group sells British Network

On 8th September 2010 the board of directors of Electricité de France (EdF) decided to sell the British electricity network to the conglomerate Cheung Kong. EdF bought the formerly nationalized British energy group as recently as 2008 and will now split the largest British energy producer into pieces.



The network is to be sold, whereas the French energy group will keep the British power stations. The French state has an 85% majority ownership in EdF. The decision for the sale was announced only after the completion of the consultation procedure with the European works council, which was convened on 3rd September 2010 to an extraordinary meeting in Paris.

The 5,300 British employees involved in the sale fear that the new owner from Hong Kong could compromise their information and consultation rights. In addition the agreement signed in 2005 on

minimum social standards for EdF will no longer apply in the future. Discussions between the British trade unions and the new owner have been underway since 5th August 2010.

- [Full text of the EWC position statement](#)
- [British trade union Prospect circular](#)

EWC criticize CEO compensation



The surprise resignation of UniCredit's CEO gave rise to substantial unrest amongst employee representatives. Italian unions released a public statement on 23rd September 2010 following a meeting with interim management. The previous chairman was particularly in favor of promoting EWC activity and as a consequence to conclude two transnational agreements (see [report in EWC News 2/2009](#)). In its' meeting on 28th September 2010 in Munich, the EWC steering committee also pushed for maintaining the social dialogue currently in practice in all European countries. Furthermore, excessively high severance payouts such as in this particular case are to be excluded in the future. Even before the current events the EWC had criticized management's lack of sensitivity on bonus payments in a regular meeting on 26th May 2010 in Milan.

- [Italian trade union statement](#)
- [EWC Steering Committee press release](#)
- [EWC demands concerning bonus payments](#)

"Diet" for Employees - despite better business results

Following its plenary session on 20th October 2010, the European works council of the electronics company, Alcatel-Lucent, denounced publicly the inconsistent HR policy. The European Committee for Information and Dialogue (ECID), the official name given to the EWC, has been continually confronted with restructuring programs following the merger of the two former companies in 2006. During 2009 alone, one eighth of the workforce was made redundant in Europe provoking massive protest demonstrations (see [report in EWC News 4/2009](#)).

Management's poor information policies provoked an exceptional court decision in Paris in April 2007, when for the first time judges ruled on exact criteria for business reporting to European works councils (see [report in EWC News 2/2007](#)).



- [EWC Position Statement after the last meeting](#)

Electoral observers sent to Spain



In October 2010 the election of the Spanish European works council representatives of the Carrefour French retail chain were overshadowed with substantial irregularities. In order to secure a democratic election, several EWC members from Belgium, Italy and France made the trip to Madrid. They visited supermarkets and held conversations with local employee representatives and Spanish management. During their visit they were able to discover that candidates had been intimidated and as a consequence withdrew their candidatures. Management also gave written instructions to middle management to promote the election of an employer friendly list.

- [Trip report of electoral observers](#)

Philips also under fire

Similar problems are also reported for the Dutch electronics company, Philips. In this case five of

the 23 EWC members are not elected but appointed by management. In Hungary and Sweden employee representatives from Philips have been dismissed.

- [Report on the practices at Philips](#)
- [Research results: The EWC in the authoritarian business culture](#)
- [Overview of election rules in the individual EU countries](#)

7. Information media for European employee representatives

Update on European Union labour and social policies



The Directorate-General for Employment, Social Affairs and Equal Opportunities of the European Commission in Brussels releases an English language newsletter every two weeks in which it informs about its work, legislative initiatives and events.

- [Fields of activity of the Directorate-General](#)
- [Current news from the Directorate-General](#)
- [Subscription to Directorate-General newsletter](#)

New statistics on European Works Councils



The EWC database managed by the European Trade Union Institute (ETUI) in Brussels has published new tables with statistical data. According to the data, as of October 2010, altogether 969 European works councils have been established, and a further 49 companies are currently in the process of negotiating the establishment of their first EWC. The tables are available in seven languages.

- [Current EWC figures according to the database](#)
- [Tables Download](#)

Up to date reports on collective bargaining

The European Trade Union Institute (ETUI) in Brussels produces a monthly English language newsletter about current trends in collective bargaining in the individual European countries. The newsletter is edited in co-operation with the University of Amsterdam and is also available on-line.



- [Newsletter - previous issues](#)
- [Newsletter subscription](#)



Video clips from Austria

The VÖGB training center has produced various video clips as part of their union training program. They explain in German language the establishment and operation of European works councils, social dialogue as well as the legislative process in the European Union.

- [Documents on international trade union work](#) (in German and English)
- [Video on EWC and European level social dialogue](#)
- [Video on legislative process in the European Union](#)

8. No stop to participation dodging through the SE

Metal Industry Company avoids employee participation



Impreglon from Lüneburg (Germany) has been operating as an SE since 27th October 2010. Through its transformation into a European Company, the supplier of coating systems was able to replace the previous board of directors and supervisory board by a three member administrative board. The participation of employee representatives has been ruled out through the SE transformation. In Germany there are 340 employees in seven sites, a works council exists only at the Landsberg site. There are also subsidiaries in France, Italy, Hungary, Poland, Sweden, Switzerland, as well as in the United Kingdom and the Netherlands. The Impreglon example resembles that of Mensch und Machine Software AG, which was converted in 2006 into a SE (see [report in EWC News 2/2007](#)).

- [Company report on the transformation](#) (in German)



Trading company avoids employee participation

Berner Holding from Künzelsau (Germany) was also able to keep employee representatives away from the supervisory board through its SE transformation. With around 1,400 employees, the German workforce of this family run business lies just under the threshold of 25% of the European workforce. They therefore lose the protection of German participation rights. The Berner group does business in assembly technology and chemicals and has grown substantially in the last years through acquisitions. It operates at present in 20 countries of the European internal market with almost 6,000 employees. The transformation into "one of the most modern legal forms", according to a company press-release, took place in November 2010. "Modern" apparently means a form that avoids employee participation rights.

- [Company press release](#)

European Commission little concerned with Participation dodging

On 19th November 2010 the European Commission submitted a report on the legal form of the European Company (SE) in preparation for the revision of the SE legislation. This was already planned in 2008 (see [report in EWC News 3/2008](#)). The report is based on public hearing and a conference in May 2010 in Brussels (see [report in EWC News 2/2010](#)). The modified legal texts are to be drafted before 2012.



The passages on the election of Special Negotiation Bodies and on the time-line for negotiations for employee representation in the SE are of particular interest for employee representatives. The process is described as being far too complex and time-consuming, particularly in companies with few foreign employees. Not a single criticism can be found in the document of the opportunity which the SE Directive provides to avoid employee participation.

- [European Commission press release](#)
- [Implementation of the SE statutes - full text of the report](#)
- [Commission staff working document](#)
- [Position paper of the European Trade Union Institute](#)
- [Background: Employee Participation in the SE](#) (in German)

9. The view beyond the Europe

Spanish Oil Company fosters world-wide social dialogue



The Repsol "World Works Council" established in 2008 held a meeting from 16th to 20th October 2010 in Sevilla (Spain). The former nationalized oil and natural gas producer is market leader in Spain and Argentina and the largest private energy group in Hispano America. The council is made up of representatives from Spain and four Latin American countries with another four

additional countries to follow shortly. Since 1997 Repsol has also a EWC.

- [World Works Council - meeting report](#)
- [Collective bargaining and international labour relations at Repsol](#)

Banks disregard employee rights in the Caribbean

While the island states in the Caribbean sea are very popular off-shore havens for both North American and European banks (not least for tax purposes), there is a serious amount of catching up to be done when it comes to respecting employee rights. Their practices were made public by the global trade union federation, UNI, in a conference held in Kingston (Jamaica) on 3rd November 2010. Demands were made for the compliance to fundamental employee rights for Caribbean bank employees and the abandoning of unattainable performance objectives.



- [Jamaican conference report](#)

World-wide framework agreement for French energy group



An agreement was signed on 19th November 2010 in Paris covering world-wide fundamental rights, social dialogue and sustainable development between GdF-Suez and three international trade unions federations. The group makes a commitment to its 200,000 employees in 40 countries throughout the world not only to respect exactly defined principles, but also to take into consideration social aspects when selecting its suppliers. GdF-Suez also concluded an outstanding EWC agreement in May 2009 (see [report in EWC News 2/2009](#)).

- [Report on the signing](#)
- [Company Press Release](#)
- [Full text of the framework agreement](#)

Wood processor accepts world-wide social standards

An international framework agreement was signed on 30th November 2010 in Frankfurt am Main for the Bavarian wood processing company Pfleiderer. In the future minimum social standards and sustainable development are to apply not only in the locations within the EU, but also in Russia, Canada and the USA. The international framework agreement was concluded with support of the European works council, established in 2007 (see [report in EWC News 3/2007](#)).



- [Report on the signing](#) (in German)
- [Company press statement](#)
- [Full text of the framework agreement](#)

10. Interesting web sites

World-wide barometer for working life



The “WorkBarometer” database supplies key data on the job market and the labour relations for 175 countries in the world. So far there exist 26 indicators, including unemployment, gender ratios, social security, working time and conditions, union membership levels and number of labour disputes. The database is maintained by the team of the international Wage Indicator founded in 2004

- [WorkBarometer website](#)

Timely influence on restructuring



The European Commission launched, in March 2005, a consultation of social partners on company restructuring, a key aspect of European works councils’ activity. As part of the ARENAS project, “Good practice” seminars were organized in all 27 European Union countries with a view to broadening knowledge on the subject. The results have been presented in a final report available since October 2010 as well as documented on their own web site.

- [ARENAS project website](#)
- [Full text of the final report](#)

Privatization Watchdog



An internet portal operated by a Milan based research institute reports on current privatization cases in Europe. France and the Netherlands are at present in leading position. The website is available in English.

- [Privatization barometer website](#)

News from Finland

The latest news on labour and social policies as well as on Finish trade unions are available on an English language website. **Trade Union News FROM FINLAND**

- [Finnish trade union website](#)

We have arranged various further interesting web-pages into a [collection of links](#).

11. New publications



Conference book on labour relations

This book published in June 2010 examines several aspects of European labour and social policies. The authors summarize the lectures that they gave during a conference on “Employee Interests and Participation in a European Social Model” as part of the doctoral program of Hans Boeckler Foundation. Besides contributions on the monetary union and social security systems in the EU, of particular interest are those on the social dialogue at industry branch level and on participation within the European Company (SE). The analysis of current labour relations in the Baltic countries, in Romania and in Poland is particularly recommendable for EWC members. The book is available only in German.

- [Further information about the book](#)
- [Information on the doctoral program](#)
- [On-line book order](#)

Critical analysis of Globalization growth engines

There exist more than 3,000 free trade zones in 130 countries throughout the world. Governments use them to attract foreign investment capital and to establish transnational companies which usually produce for export. They are convinced that it has an effect on employment and promotes growth in the domestic economy as well as giving access to new technologies. The analysis published in July 2010 by the DGB trade union educational department throws a critical eye on free trade zones. The paper unmasks this global "beauty contest" in front of investors and uncovers the social, economic and development policy effects. The paper is available only in German.

- [Paper Download](#)



Communication Manual for Employee representatives



In September 2010 the European Metalworkers' Federation (EMF) in Brussels published this manual, which not only describes its' own communication strategy, but also offers support for employee representatives. The chapters on internal, external and crisis communication can certainly be of great use outside the metalworking industry. Further chapters are dedicated to the Internet as well as to audiovisual media. The manual comprises 92 pages.

- [Communication manual download](#)

Current situation of Czech trade unions

On 13th December 2010 the European Trade Union Institute (ETUI) in Brussels released the first of a series of country reports on trade unions in central and Eastern Europe. The book describes the history and present day trade union landscape in the Czech Republic. If at the beginning of the 90's, 80% of employees were still union members, the figure has at present fallen to a little more than 10%. Similarly to France, Czech trade unions are nevertheless in a position to mobilize nearly one million people on the streets such as during the general strike in June 2008. Concerning company employee representation the country has developed its own "Czech model" (see [report in EWC News 1/2007](#)).



- [Country report download](#)

We have collected further literature on a [literature webpage](#).

12. Training and Consultancy Network "euro-workscouncil.net": Examples of our work

Third European conference of gravure printing



Almost 50 employee representatives from ten countries and 30 firms in the printing industry met from 29th November to 2nd December 2010 in Hamburg. This third conference organized by UNI Graphical trade union federation focused on company restructuring and industry specific EWC work. Dr. Werner Altmeyer (photo) from the training and consultancy network "euro-workscouncil.net" presented background

information on industrial relation systems, on the new EWC Directive and on specific developments of European works councils beyond information and consultation.

- [Homepage with complete conference documentation](#) (in German)
- [Report on the lecture of Werner Altmeyer](#) (in German)
- [Presentation of the systems of industrial relations](#)

Evaluation of the Rediter project

On 20th December 2010, the Rediter project partners met in Brussels with representatives from the European trade union federation UNI to evaluate the series of joint seminars. Workshops on the new EWC Directive were held over the last months in five countries such as in May 2010 in Madrid (see [report in EWC News 2/2010](#)), in October 2010 in Sibiu (Romania) and also in October 2010 in Berlin (see [report in EWC News 3/2010](#)). The training and consultancy network "euro-works council.net" was the German partner in this project which is sponsored by the EU. Early 2011 a report will be established and published.



- [Further information on the Rediter project](#)

Magazine reports on works council conference in Paris

The German-French conference organized for the first time by the training and consultancy network "euro-works council.net" in July 2010 in Paris found an echo in the German technical press. The magazine "der betriebsrat" ("The Works Council") gave an extensive report on it in its November 2010 edition.

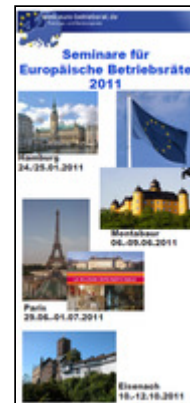
- [Report on the works council conference in Paris](#) (in German)

13. Current Seminar Schedule

Flyer for Seminar Program 2011

Since January 2009 the training and consultancy network "euro-works council.net" organizes conferences and seminars for members of European works councils, SE works councils and Special Negotiation bodies. So far 191 employee representatives from 97 companies have taken part (representing approximately 10% of all companies in Europe, with an established EWC). The majority of participants came from Germany and France, but also nine other countries were represented. A leaflet have been produced for the year 2011 giving an overview of the planned events:

- [Download of the seminar programm 2011](#) (in German)



Hamburg Conference for European Works Councils



Transposition of the EWC Directive – current status

24.01.2011 in Hamburg

Employee representation in the United Kingdom after change in government

25.01.2011 in Hamburg

(both dates may be booked separately)

- [The conference program](#)
- [Report on Hamburg conference in January 2009](#)
- [Report on Hamburg conference in January 2010](#)

EWC seminar on Legislation and Financial data

On 5th June 2011 the new EWC legislation came into force. It is the appropriate time to offer the possibility for a detailed examination of the legal text in its final version. To this end a EWC legal seminar will take place on the 6th and 7th June 2011 at Montabaur castle.



An EWC economics seminar will follow, which highlights the new legal situation under the aspect of restructuring. How can a European works council prepare an "opinion", in order to complete the consultation procedure? This seminar will be held from 7th to 9th June 2011 at Montabaur castle and is also appropriate for SE works councils. Both seminars may be booked together or separately and English interpreters will be available on request. Montabaur castle is located half way between the airports of Cologne and Frankfurt and has a high-speed railway link nearby.

- [Program and registration form](#) (in German)

French-German Conference in Paris



A second conference for works council members from Germany and France is to be held in Paris from 29th June to 1st July 2011. The new French EWC legislation will be presented along with reports from experienced French and German EWC members on their work.

Why a conference in Paris?

The philosophy behind information and consultation in the EU Directive on European works councils as well as in employee participation in the European Company (SE) is closely tailored around French industrial relations. An exact knowledge of the subtleties of the French model is indispensable for growing a European works council from a song and dance act into a fully fledged representative body. The conference will have simultaneous interpretation. The program will be available shortly for download. The following texts are available only in German:

- [Report on French employee participation](#)
- [Report on last conference in Paris in July 2010](#)

Renegotiation of EWC agreements

Following the coming into force of the new EWC legislation it is advisable in many companies to renegotiate the EWC agreement. To this end we are offering a workshop to enable an exchange of experience and to make a critical analysis of participant's EWC agreements. The workshop will be held from 10th to 12th October 2011 in Eisenach on the Wartburg castle (photo). English interpreters will be available on request.



- [The Wartburg workshop program](#) (in German)

Seminars of the Institute for Further Education of Works Councils (ifb)



Since 1998 the ifb has been offering EWC seminars which were developed in conjunction with the training and consultancy network "euro-workscouncil.net".

Basic seminar: The European Works Council from A to Z

11. – 15.04.2011 in Berlin
07. – 11.11.2011 in Munich

Advanced seminar and idea exchange

02. – 06.05.2011 in Cologne
21. – 25.11.2011 in Stuttgart

- [Further information on the basic seminar](#)
- [Further information on the advanced seminar](#)

Workshop for SE works council members

In 2011 the training and consultancy network "euro-works council.net" will be organising another SE workshop. Since the number of SE works councils is still relatively small, the next date will be coordinated with any interested participants by telephone. Anybody interested should please fill in and return the following questionnaire.



- [SE works council questionnaire](#) (in German)

In-house events

Please find a survey of possible subjects of in-house events here:

- [Topics for in-house training](#)
- [Topics for in-house lectures](#)

14. Imprint

EWC News is published by:

Training and consultancy network "euro-betriebsrat.de" GbR
Von-der-Tann-Straße 4, D-20259 Hamburg
www.euro-betriebsrat.de (German)
www.euro-works council.net (English)
www.euro-ce.org (French)

Authors collaborating on this issue:
Werner Altmeyer, Sandro Maier, Rudolf Reitter

Distributor of the German version: 14,491 readers
Distributor of the English version: 1,978 readers
Distributor of the French version: 1,992 readers

Newsletter archive: www.ewc-news.com

You can [obtain](#) or [cancel](#) EWC News here.

We are always pleased to receive comments and suggestions in relation to this newsletter as well as reports on your EWC activities. Please write us at: info@euro-works council.net