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KNOWLEDGE FOR ACTION

EUROPEAN METALWORKER PARTICIPATION: STATE OF PLAY AND BEST PRACTICES ON THE EDGE

A Syndex study
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Associated organizations



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Layout

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Why the decision to study European Works Councils (EWC) within the metallurgy sector and submit a plan to the European Commission? Quite simply because 10 years after the implementation of the recast 2009/38 EU Directive on EWCs, it was time to take stock of how these transnational bodies function and assess how to make them more effective.

The European metallurgy sector is at the core of Europe's industrial base and contributes largely to its economic development. However, it is facing major challenges linked to worldwide competition, resulting in restructuring and relocation plans as well as planned regular factory closures. Considering that EWCs in the metallurgy sector make up a third of all existing EWCs, we can legitimately state that employee representatives, through EWCs, can potentially help the sector meet the several challenges facing it.

This final report marks the end of two years' work and collaboration with major European social dialogue stakeholders, namely European Works Council members and works councils for European companies (SE). Without your upstream contributions by answering questionnaires, followed by your active and meaningful participation throughout seminars organised across Europe, it would have been impossible to optimally reflect how EWCs and European companies within the metallurgy sector function.

For this, I would also like to thank the Syndex experts based in Paris, Brussels, Warsaw, Bucharest, London and Madrid, who have put enormous effort into this project and without whom it would not have seen the light of day.

Putting such a project in place, building it and bringing it to life is an extremely enriching experience. I was fortunate to collaborate with people from diverse backgrounds and different trade union cultures, namely associated trade unions, and especially members of participating EWCs, the leading stakeholders in this adventure. And therein lies all the wealth of an EWC: our differences must be an advantage and not a source of weakness, and communication remains the key to our success.

Today, you have in your hands the final report of the EMWP project: "European MetalWorker Participation: State of play and best practices on the edge", I hope that it will shed light on the functioning to adopt and the practices to avoid in order for your existing or future EWC to be truly considered as a crucial and unique body for social dialogue, information and consultation at the transnational level.

Merci. Mulțumesc. Dziękuję. Gracias. Děkují. Thank you. Tack. Dank.

Caroline BLOT
Project organizer. FGMM-CFDT

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INTRODUCTION

Within the European Union, the idea of creating a transnational employee representation body in the 1990s was an innovative idea for the period. And the idea still remains unique.

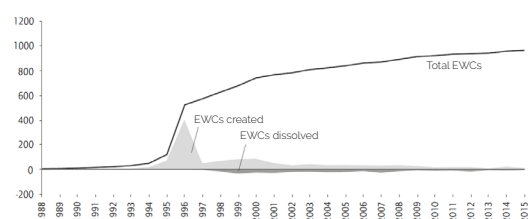
However, 25 years after the adoption of the first directive, it is still difficult to implement European Works Councils (EWC). In fact, only 40% of companies in the European Union that are subject to this obligation have such a body in place.

In a recent study (De Spiegelaere 2017), it appeared that one in three companies conducting a transnational restructuring operation had no EWC.

The absence of such bodies may be explained by ignorance of the regulations in force, the lack of interest in them and/or employer reticence.

It also appeared that new EWCs were being created at a slower pace in recent years.

Establishment and dissolution of EWCs



Source : Too little, too late? Evaluating the EWCs Recast Directive, Stan De Spiegelaere, Bruxelles, ETUI, 2016.

But what certainly raises even more questions is the issue of how these bodies function, their capacity to have real consultative prerogatives and to emerge as a place for discussion, which company managers must listen and must consider.

In a report made public in May 2018¹, the European Commission noted several challenges central to the functioning of EWCs, in particular:

- > The absence of a clear definition of the information to be provided to the body;
- > The absence of a timetable for the information and consultation procedure;
- > The little influence of the EWC opinion following the consultation procedure;
- > An imprecise definition of the notion of "trans-nationality";
- > Difficulties for elected EWC representatives in having their rights respected and the lack of "dissuasive and proportional" sanctions in most national legislations.

Despite these worrying conclusions and in spite of a request by the European Trade Union Confederation, the European Commission has decided not to modify the directive in force.

Several trade union federations in the metallurgy sector in Europe have therefore joined forces in an attempt to see things more clearly. Around 30 EWCs were therefore involved in this project based on several procedures: answering a questionnaire, participating in one or several seminars, or even helping create case studies. The summary below is based on all these elements as well as a review of the recent literature on this topic.

¹ European Commission Report (2018) on the implementation of Directive 2009/38/EC on the establishment of a European Works Council or a procedure in Community-scale undertakings and Community-scale groups of undertakings with a view to informing and consulting workers (recast), Brussels.

#1 EWCs in 2019: WHERE ARE WE?

THE BARE FACTS

There are currently around 1,000 EWCs. At end 2016 the database of the European Trade Union Institute (ISE/ETUI-EWCDB) listed 980 EWCs. Several EWCs have obviously been created since. This data is indicative and should be used with caution as the ETUI, the body that manages this database, has no information on some EWCs that are no longer active. This explains why the number of active EWCs is undoubtedly slightly below 1,000. It should be noted that the revision of the directive in 2009, one of the objectives of which was to boost the creation of new EWCs, has been a failure in this regard because fewer EWCs have been created recently.

Of this total of 1,000, a little over 400 fall within the metallurgy sector. The headquarters of companies concerned are located mainly in Germany, the United Kingdom and France. The Benelux countries and Sweden also make up a significant share.

It should be noted that the increasing importance of European companies (SE) is being felt because roughly 10% of EWCs are in fact established as works councils of the European company (SE).

In the metallurgy sector, among the major companies that have shifted towards an SE structure are: Airbus, Dassault Systèmes, Faurecia, MAN, SAP and Schneider.

This trend could increase in coming years considering the growing number of companies attracted by this status. It should be noted that in Germany, several companies use this means as a way of avoiding obligations with respect to co-determination (Mitbestimmung) by putting in place an empty SE without employees. Several companies in the Czech Republic have also chosen this status.

It should be noted that with respect to employee representation, implementing an SE requires putting in place an employee representation body resulting from negotiation within a special negotiation group.

A substantial portion of agreements in force fall under pre-directive agreements (Article 13 of Directive 1994/45), in which there are often no consultative prerogatives and it is only during a takeover or a switch to an SE status that the body may have consultative prerogatives.

At end 2015, around 40% of EWCs were still not fully governed by the directive or its 2009 recast¹. In fact, the revised directive imposes no obligations to renegotiate the agreements in force. It is only if the company's structure is modified significantly (example by a takeover) that any renegotiation is required.

Generally, EWCs rarely have prerogatives extending beyond consultation (recommendations, assent, etc.).

EWCs in the METALLURGY SECTOR

The metallurgy sector represents a significant share of all existing EWCs, roughly 40%. This represents roughly 380 active EWCs.

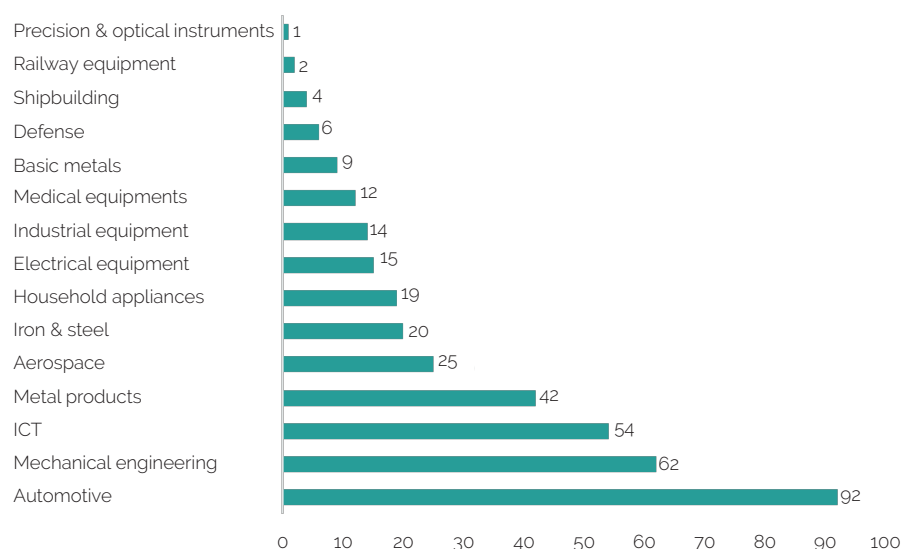
By sector, the automotive sector seems to head the list as regards the number of EWCs, followed by the mechanical engineering, high technology (ICT), aeronautics, iron and steel, household and electrical equipment sectors.

The distribution of EWCs in the metallurgy sector is linked directly to country size and their industry.

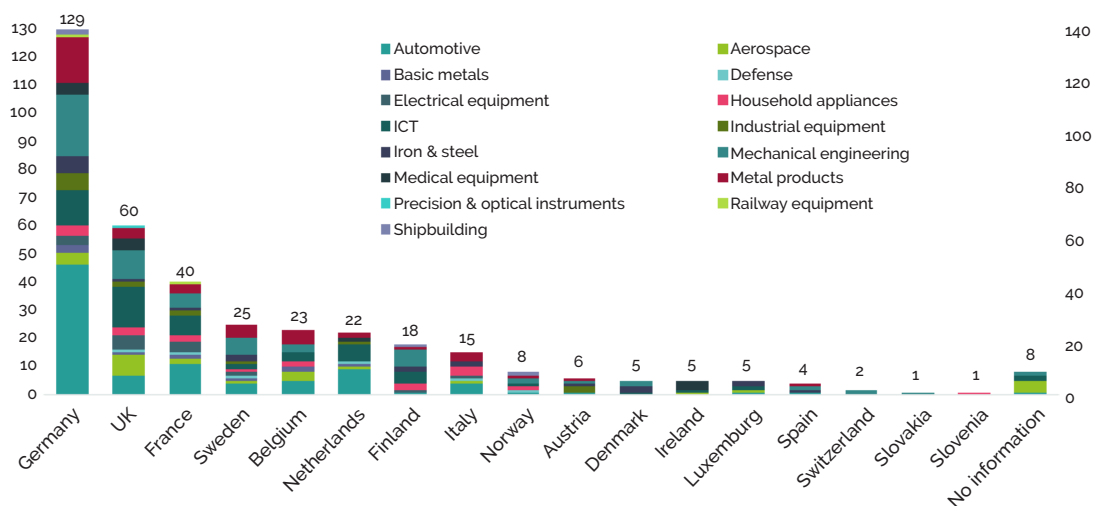
It is hardly surprising, therefore, that Germany is the first country as regards the number of EWCs fol-

¹ European Works Councils and works councils for European companies (SEs) in 2015. Facts and figures. ETUI. 2016.

Existing EWCs by branch of Industry



Existing metal EWCs per country and branch of industry



lowed by the United Kingdom and France. The EWCs of several companies also have their headquarters in Sweden and the Benelux countries.

There are over 50 EWCs present in the Nordic countries (including Finland), i.e. 15% of the total.

Benelux also has some 50 EWCs.

Benelux figures are inflated by the registration of some companies in certain countries: EADS is considered as Dutch headed, Arcelor Mittal as Luxembourg headed, etc.

OFTEN BARE-BONE AGREEMENTS

Based on the questionnaires received, 61% of agreements provide for a single plenary meeting per year. A small third plans two of them. Almost all agreements provide the possibility for a preparatory meeting (90%) or a debrief meeting (63%). However, select committees meet more often, with a half of them meeting more than three times per year.

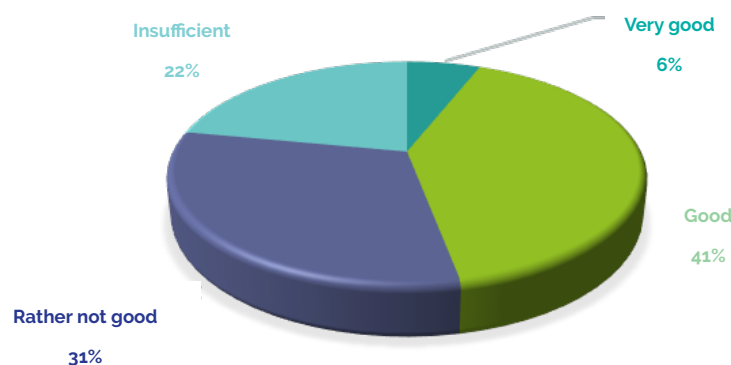
A study conducted in 2015 among EWCs of all sectors illustrated that the overall situation was pointing more towards bare-bone provisions: only 3% of EWCs meet at least three times per year, 23% two times, while 70% have only one annual meeting.¹

Interpreting service is provided almost systematically (93%) and documents are translated (63%) without stating the number of languages actually available or whether interpreting is provided in the preparatory meeting.

THE QUALITY OF INFORMATION VARIES SIGNIFICANTLY

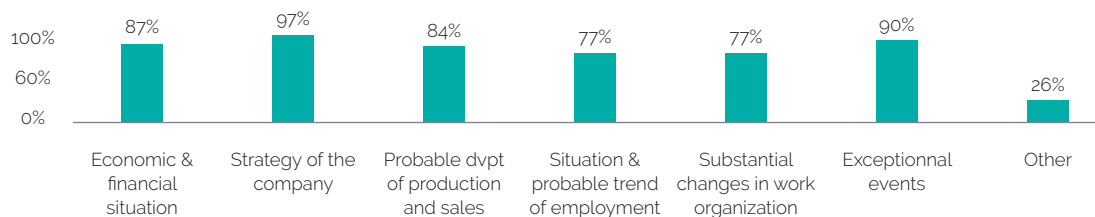
It is difficult to form an assessment regarding the quality of information especially since the assessment of the quality of information may vary significantly from one country to the other due to the existence or non-existence of employee representation systems at the national level. In the responses collected, a very large majority of respondents consider that the quality of information transmitted was good or very good. An overwhelming majority (81%) even believe they receive confidential information. But several respondents who consider that the quality of information provided was good, in fact, received the information during the meeting, possibly orally. This, under no circumstances can be considered as quality information. Other respondents, although stating they receive good information, note nevertheless, that they are scarcely consulted for major issues.

How to assess the level of information provided to the EWC?



¹ De Spiegelaere, Stan and Romuald Jagodzinski (2016) European works council and works council for European companies (SEs) in 2015 - Facts and figures. ETUI, Brussels.

**What type of information is transmitted to the EWC
by the management?**



Through these responses, we can really ask if members truly know on what they should be informed.

Nevertheless, it is rather encouraging that the subjects on which the information is submitted are varied according to the responses,

The "other" category includes responses such as corporate indicators, corporate policy, acquisitions, disposals, health and safety, CSR, training, R&D, etc.

However, at a closer look, it appears that this information is often submitted during plenary meetings, and in some cases, only orally. And fewer than 30% of EWCs receive information sufficiently in advance — that is, more than a few days in advance — making the organisation of their preparatory and plenary meetings less effective.

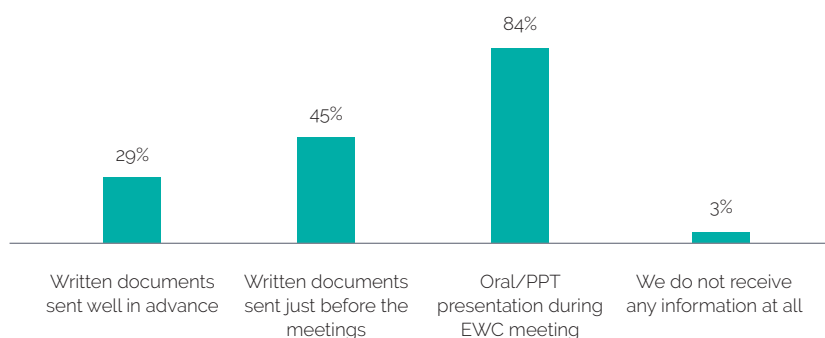
In reality, in pursuing the discussion further, the information appears to be of poor quality: "selective, information without citing any sources", "documents

received during the meeting", "information on restricted topics". These are some of the responses that may be given.

Quite frequently, employers use the notion of confidentiality tiresomely to limit the content of information to be provided, as well as the ability of European Works Council members to share it. Sometimes public documents such as those communicated by the company for the publication of its financial results are stamped confidential. A new (or revised) directive should consider this problem by giving a precise definition of "confidentiality" to end this abusive practice by management.

Finally, due to inadequate training, it is not always easy for employee representatives to get hold of the information, analyse it properly and use it advisedly. In this regard, using an external independent expertise may be beneficial for employee representatives. Agreements often mention this possibility but, in many cases, does this not require some negotiation and or approval by management?

How is the information being transmitted by the management?



WHAT DOES TRANSNATIONAL MEAN?

The notion of transnationality places us at the core of the EWC's prerogatives. In essence, the EWC's field of expertise is European. Consequently, an issue may be considered transnational if it exceeds the competence of local management. And the group's management should have to prove that the issue is local/national and not transnational.

Recital 16 in the 2009 directive is useful in this regard: "The translational character of a matter should be determined by taking account of both the scope of its potential effects, and the level of management and representation that it involves. For this purpose, matters which concern the entire undertaking or group or at least two Member States are considered to be transnational. These include matters which, regardless of the number of Member States involved, are of importance for the European workforce in terms of the scope of their potential effects or which involve transfers of activities between Member States.

A recent decision by a Dutch court perfectly illustrates the challenges entailed in this notion of transnationality. It concerned knowing in this matter, if the company (Alcoa), which was planning to close two factories in Spain, should consult the EWC when the restructuring is to be done in a single country. It was considered that a reorganization in a single country could still be considered transnational. The consequences of this ruling, however, have not yet become clear for other countries. In this case in point, the factory closures in Spain could have an impact on a shared service centre in Hungary. This is a perfect example of the difficulties in defining what is transnational and especially in not necessarily considering two countries at first glance.

It has been observed that since the 2009 revised directive, the probability of including a definition of what is transnational has increased from 65% to

85%¹. However, there is a drawback: the definitions frequently include words such as "decisions that affect employees' interests negatively or unfavourably." But it is important for EWCs to be able to be informed regarding decisions that are not only negative or unfavourable. There should be a consultation on a new work organization, without this necessarily being translated into negative effects for employees.

HOW ARE INFORMATION AND CONSULTATION PROCEDURES CARRIED OUT?

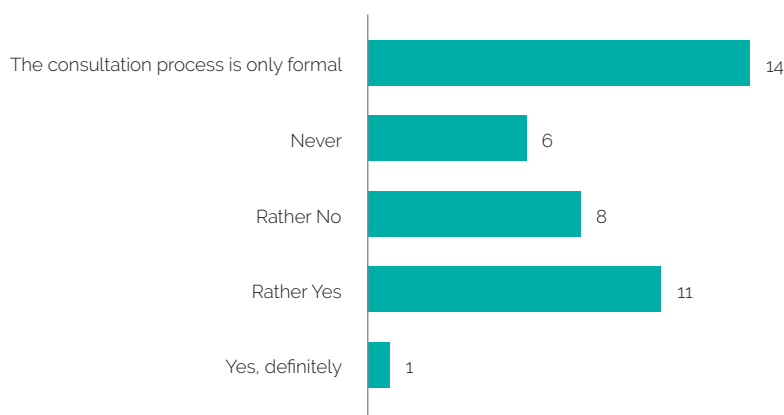
For management, a consultation is a formal ritual that one must go through, more or less willingly. But this ritual may also allow it to test certain ideas, allow information to flow back downwards or facilitate the launch of initiatives. For employee representatives, a consultation must allow them to be informed about a project (and not a decision) in order to be able to question, enrich and change it. In other words, to be heard by management.

A consultation in the spirit of the directive implies the transfer of quality information at an appropriate time. But these first conditions are not always complied with, as the results of our sample indicate.

Furthermore, the spirit of the directive imposes that the different points of view be discussed. But an indispensable condition lies in the holding of at least two meetings to be able to discuss validly, which is not always the case in EWCs. How can there be a discussion around all the different points of view if everything is done in a single meeting? Or if the meeting is but a succession of presentations by management, in which information is presented for the first time during the meeting, and with room for few questions at the end? Or simply, if the information and consulta-

¹ Too little too late? Evaluating the EWC Recast Directive, ETUI (Stan de Spiegelaere) 2016, page 62.

According to you, are the opinions of the EWC taken into account by the management?



tion take place on the same day, leaving the EWC with very little room for manoeuvre?

Furthermore, some consultations are done with the EWC executive or the select committee rather than with the EWC. This relieves the EWC of a part of its prerogatives.

Our study sample shows an overall low level of satisfaction as regards the consultation process. This high level of dissatisfaction is very telling: we touch at the core of what should be the EWC's prerogatives.

The revised directive has certainly clarified areas in stating some notions but it still has not solved all the problems. And even under agreements that have been revised since, the key definitions of "information", "consultation" and what is transnational have often been watered down compared to the definitions given in the directive.

Furthermore, it is often revealed that the deadlines granted are not sufficient to process the information suitably. The right to the use of an expertise is not always guaranteed, or agreement clauses state often that management must agree to or participate in selecting the expert. This means the negotiation is often long and painstaking.

As the European Commission reminds us in the above-mentioned report, another way of looking at

things is to ask ourselves the question of whether it is possible for employee representatives to influence major decisions, especially in crisis situations. In fact, although they are entitled to give an opinion during a restructuring operation - and then again, this is not always the case - they have hardly any influence in their company's decision-making process. However, the restructuring decisions are made often in advance, sometimes several years, before they are effectively implemented.

Finally, for a consultation process to be complete, whenever the EWC gives an opinion management must systematically give a detailed response, within a tight deadline, explaining the reasons for its disagreement and not restating suggestions or proposals that have been submitted.

For now, it appears too often that the effectiveness of the consultation is non-existent or insufficient because the quality or quantity of the information and the time in which the information is transmitted are problematic. According to a recent study among managers, in an overwhelming majority of cases, the consultation takes place after the strategic decision has already been finalized.

¹ EWC on the move: management perspectives on the development of a transnational institution for social dialogue, KU Leuven. Valeria Pulignano and Jeff Turk. 2016.

EXPAND OR STRENGTHEN THE ROLE OF THE EWC?

According to Stan De Spiegelaere et Romuald Jagodzinski, it appears as if the works councils of European companies have broader prerogatives than the mere information and consultation rights. According to their study¹, over a half of the works councils of European companies have the capacity to issue "opinions & comments", "start projects", "make recommendations" and "engage in negotiations". These same bodies also have more competence regarding employment matters. The only precision made in this field is that it would be with respect to the transfer of activities and collective redundancies.

On the question of transnational, worldwide and European agreements, the EWC is sometimes a

stakeholder, and in some cases even central, in negotiating and concluding these agreements. This trend, fought by trade unions, reflects the Europeanization of corporate relationships. There are over twenty-odd agreements involving EWCs in the metallurgy sector² and this figure rose to thirty something in 2018.

It is not about going out in the field of transnational agreements, which is a trade union prerogative, nor in that of employee representation in board meetings or supervisory boards.

Rather, it is about expanding the topics dealt with by EWCs and especially giving them more weight in the decision-making process: detailed responses by management to EWC proposals, impact assessment of EWC proposals, assent on some matters, possibility to give recommendations, etc.

1 EWC and work councils of European companies (SE) 2015. Facts and figures. ETUI. 2016. Stan de Spiegelaere. Romuald Jagodzinski.

2 Transnational company agreements and the role of EWCs in negotiations. Torsten Müllern Hans-Wolfgang Platzer and Stefan Rüb.

#2 GOING FURTHER

The 2009 revised directive made some useful clarifications, especially in giving definitions to key concepts such as "transnational", "information" and "consultation".

Yet, the outcome is also disappointing on several fronts:

- > A significant portion of agreements have not integrated these new provisions;
- > There has been no observed increase in the pace of new EWC creations¹;
- > The consultation often remains a formal exercise and the use of an external expert is often or almost non-existent.

Another limitation is that often the EWC has no legal personality (e.g. in Finland). In Belgium, the EWC cannot bring a civil action, only members or trade unions may do so. And even when it is legally possible for the EWC to go to court, there are several obstacles (lack of a specific budget to pay a lawyer, the courts do not necessarily know the texts in force, etc.).

Twenty-five years after the adoption of the first directive, the number of EWCs is still far from its potential. And the absence of dissuasive sanctions if companies fail to comply with the obligation to create an EWC certainly does not help.

Furthermore, EWCs are often stakeholders with insufficient rights and which struggle to make their

voices heard or assert their point of view. In short, for the voices of employee representatives be heard and their opinion taken into account. The thirty-odd EWCs in our study have shown that much work needs to be done before EWCs became a strong voice.

Consequently, considering the observed practices and the weaknesses contained in the texts in force, a new directive (or a new revision) is required. Among the course of action, we should mention:

- > Renegotiate all Article 13 agreements;
- > Facilitate access to the courts;
- > Provide for dissuasive sanctions for employers that fail to comply with their obligations;
- > Create objective criteria to avoid employers resorting to social tourism;
- > Raise the level of subsidiary requirements to encourage more negotiation;
- > Incorporate employees of franchises or other types of structures that fall outside of the directive;
- > Better formulate the notions of transnationality and exceptional circumstances;
- > Limit the excessive use confidentiality;
- > Introduce the principle of prohibiting the implementation of a plan if a consultation procedure has not been conducted or conducted improperly;
- > Introduce minimum time frames for carrying out consultation procedures and avoid them taking place in a single day.

¹ As agreed in the European Commission evaluation in 2018. Report on the implementation by the Member States of Directive 2009/38 on the establishment of a European Works Council or a procedure in Community-scale undertakings and Community groups of undertakings for the purposes of informing and consulting employees (Recast). 14/05/2018.

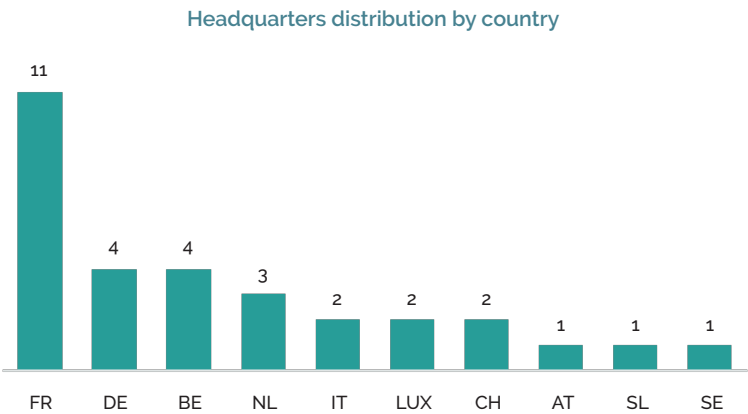
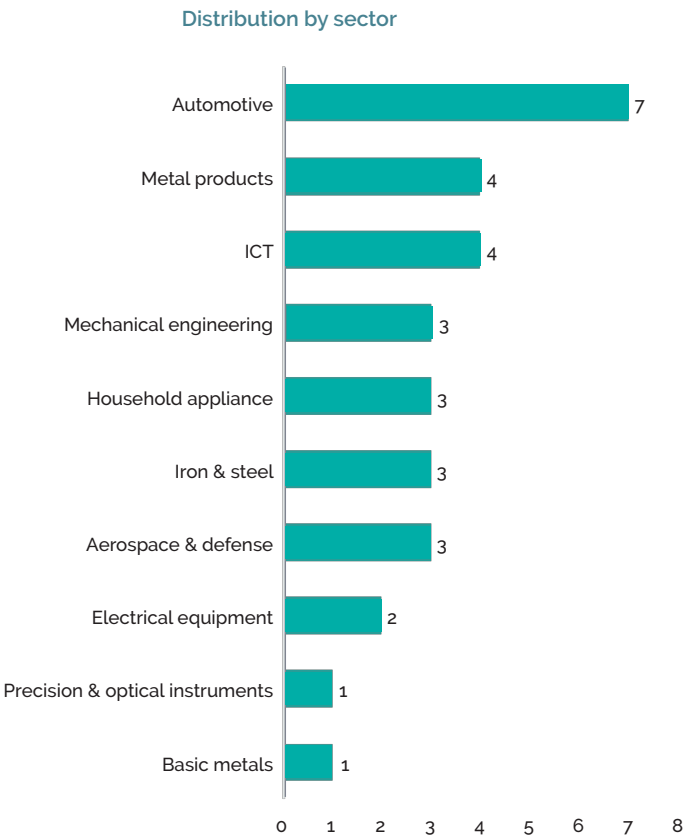
#3 ANNEXES

ANNEXE 1

LIST OF EWC SAMPLE

- | | |
|-------------------------|------------------|
| > Bosch | > Bekaert |
| > Essilor International | > Mora (Gorenje) |
| > Prysmian Group | > Magna |
| > ArcelorMittal | > Valeo |
| > SEB | > Wilo |
| > Whirlpool Company | > Aperam |
| > STMicroelectronics | > Constellium |
| > Dassault Systèmes | > Eramet |
| > MBDA | > Ericson |
| > Bombardier | > Renault |
| > CNHI | > Toyota |
| > Honeywell | > Legrand |
| > Schneider | > Vallourec |
| > Faurecia | > Wincor Nixdor |
| > Norauto | > Otis |
| > ABB | > Nexans |

ANNEXE 2: SOME DATA ON
THE SAMPLE




ANNEXE 3: QUESTIONNAIRE RESULTS


CONSTELLIUM	
Date of creation:	1989
Applicable law:	Dutch
Permanent members:	12
Plenary meetings per year:	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5+</div>
Select committee meetings per year:	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5+</div>
Preparatory meetings without management	<div>Before</div> <div>During</div> <div>After</div>
Availability of interpretation/translation	<div>Yes</div> <div>Partly</div> <div>No</div>
Access to information	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> <div>10</div>
Quality of consultation process	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> <div>10</div>
Scope of social dialogue	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> <div>10</div>
Communication with local levels	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> <div>10</div>
Access to training	<div>Yes</div> <div>No</div>
Access to an independent expert	<div>Yes</div> <div>No</div>
Does the EWC has its own budget?	<div>Yes</div> <div>No</div>
Overall evaluation of EWC functioning	<div>Not good at all</div> <div>Rather not good</div> <div>Good</div> <div>Very good</div>
Comments An EWC characterized by good practices but (only) from a formal point of view (opinions are never taken into account and decisions have already be decided) 1. Full member can be replaced in case of non-attendance even if the agreement doesn't mention the formal existence of alternate member. 2. Access to information include some atypical dimensions: a. Social dimension b. Legal organization and capital repartition of the group c. R and D expenditure 3. Full members of the EWC are allowed to visit sites of group inside their respective countries or their respective divisions / business unit. Fees are paid by the group. 4. The EWC has an allowance for internal communication at his disposal, in addition to interpretation and translation	

nd = no data

APERAM

Date of creation: 2013
 Applicable law: Luxembourg
 Permanent members: 14

Plenary meetings per year:  1 2 3 4 5+

Select committee meetings per year:  1 2 3 4 5+

Preparatory meetings without management

Before	During	After
yes	yes	no

Availability of interpretation/translation

Yes	Partly	No
X		

Access to information

Quality of consultation process

Scope of social dialogue

Communication with local levels

1	2	3	4	5	6	7	8	9	10
								X	
	X								
		X							
		X							

Access to training

Access to an independent expert

Does the EWC has its own budget?

Yes	No
X	
X	
	X

Overall evaluation of EWC functioning

Not good at all	Rather not good	Good	Very good
		X	

Comments

Some weaknesses have to be pinpointed: the direction strongly regulates the communication with the local levels and demonstrates a lack of cooperation. Admittedly select comitee meetings are organised frequently but in function of events (takeover etc). Thus, the consultation process is considered as formal in the survey : It is organised once the decisions have already been taken

In contrast, two good practices should be noted:

*Possibility for the EWC to meet central direction when it's needed

*Information and consultation processes include digital and health & security issues (there is also a specific working group to deal with H&S)

nd = no data

WILO SALMSON

Date of creation: 2008
 Applicable law: German
 Permanent members: 14

Plenary meetings per year: 

Select committee meetings per year: nd

Preparatory meetings without management

Before	During	After
no	yes	no

Availability of interpretation/translation

Yes	Partly	No
	X	

	1	2	3	4	5	6	7	8	9	10
Access to information								X		
Quality of consultation process			X							
Scope of social dialogue										
Communication with local levels								X		

	Yes	No
Access to training	X	
Access to an independent expert	X	
Does the EWC has its own budget?	X	

Overall evaluation of EWC functioning

Not good at all	Rather not good	Good	Very good
		X	

Comments

If the level of information provided to the EWC seems correct, supports and reports prepared by the direction are not sent in advance and the social dimension is not tackled by the information and consultation processes.

Two administrators emanate from the EWC: They are full members of the supervisory board with voting rights, exactly at the same level and with the same prerogatives than other members issued from shareholder's side.

However:


-Their reports to EWC might be softened


-Agendas of supervisory board meetings are forwarded to EWC but not the minutes (and not even orally).

nd = no data

VALEO

Date of creation: 1997
 Applicable law: French
 Permanent members: 17

Plenary meetings per year:  2

Select committee meetings per year:  4

Preparatory meetings without management

	Before	During	After
	yes	no	no

Availability of interpretation/translation

	Yes	Partly	No
			X

Access to information  9

Quality of consultation process  8

Scope of social dialogue  5

Communication with local levels  5

Access to training

Yes	No
X	

Access to an independent expert

Yes	No
X	

Does the EWC has its own budget?

Yes	No
X	

Overall evaluation of EWC functioning

Not good at all	Rather not good	Good	Very good
		X	

Comments

The EWC is informed and consulted through a wide process which includes especially gender equality and social responsibility dimensions.

But opinions expressed by the ECW are not deeply taken into account by the corporate level. This EWC is “functional” but face difficulties to have an impact on the way the group is managed. Furthermore, the access to formations is limited (once upon 4 years)

nd = no data

MAGNA INTERNATIONAL

Date of creation: 2016
 Applicable law: Austrian
 Permanent members: 16

Plenary meetings per year: 
 Select committee meetings per year: 

Preparatory meetings without management

Before	During	After
yes	yes	yes

Availability of interpretation/translation

Yes	Partly	No
		X

	1	2	3	4	5	6	7	8	9	10
Access to information								X		
Quality of consultation process							X			
Scope of social dialogue					X					
Communication with local levels								X		

	Yes	No
Access to training	X	
Access to an independent expert	X	
Does the EWC has its own budget?	X	

Overall evaluation of EWC functioning

Not good at all	Rather not good	Good	Very good
		X	

Comments




Bonne prise en compte par la direction
 Pas d'information sur l'égalité F/H
 Pas d'expertise => des possibilités d'améliorer le fonctionnement


nd = no data

GORENJE

Date of creation: 2002
 Applicable law: Slovenian
 Permanent members: 17

	1	2	3	4	5+
Plenary meetings per year:					
Select committee meetings per year:	nd				
	<i>Before</i>		<i>During</i>	<i>After</i>	
Preparatory meetings without management	no		yes	no	
	<i>Yes</i>		<i>Partly</i>	<i>No</i>	
Availability of interpretation/translation					

	1	2	3	4	5	6	7	8	9	10
Access to information										
Quality of consultation process										
Scope of social dialogue										
Communication with local levels										

	Yes	No
Access to training		
Access to an independent expert		
Does the EWC has its own budget?		

	<i>Not good at all</i>	<i>Rather not good</i>	<i>Good</i>	<i>Very good</i>
Overall evaluation of EWC functioning		nd		

Comments


The EWC shows a rather good level of satisfaction as regards the quality and scope of the information transmitted. Plenary meetings take place twice a year, which is more than the statutory minimum. All regular topics (economic, finance, strategy and employment) are covered and the EWC members have access to confidential information. Various and topical themes are also addressed, such as H&S issues, evolution of skills and competencies, gender equality and social and environmental responsibility.


The EWC is consulted on both regular and exceptional events, and in the latter case, has access to central management at its request. Opinions of the EWC seem rather taken into account but divergences between unions appear to be a limitation of the EWC's good functioning.

nd = no data

BEKAERT

Date of creation: 2000
 Applicable law: Belgian
 Permanent members: 15

Plenary meetings per year:  1 2 3 4 5+

Select committee meetings per year:  1 2 3 4 5+

Preparatory meetings without management

Before	During	After
yes	yes	yes

Availability of interpretation/translation

Yes	Partly	No
		X

Access to information

1	2	3	4	5	6	7	8	9	10
							X		

Quality of consultation process

1	2	3	4	5	6	7	8	9	10
				X					

Scope of social dialogue

1	2	3	4	5	6	7	8	9	10
	X								

Communication with local levels

nd

Access to training

Yes	No
X	

Access to an independent expert

Yes	No
X	

Does the EWC has its own budget?

Yes	No
	X

Overall evaluation of EWC functioning

Not good at all	Rather not good	Good	Very good

nd

Comments

Despite the good level of quality of information transmitted, access to interpretation and translation and the high number of topics addressed, the EWC's consultation seem to only be a formal process without any leverage on decisions taken. Plenary EWC meeting are only organized once a year and written documents are just sent before the meetings, which infringe the EWC's real effectiveness. Furthermore, cultural differences and divergences in union strategies are mentioned as a drag on EWC functioning.

Pas d'information sur l'emploi

Pas de consultation sur l'égalité pro, la RSE et la digitalisation

Informations envoyées avant la réunion

Inormations descendues aux national : responsabilité du selected commetee

nd = no data

ABB

Date of creation: 1994
 Applicable law: German
 Permanent members: no data

Plenary meetings per year: 
 Select committee meetings per year: nd

Preparatory meetings without management

Before	During	After
yes	yes	yes

Availability of interpretation/translation

Yes	Partly	No
	X	

Access to information 
 Quality of consultation process 
 Scope of social dialogue 
 Communication with local levels nd

Access to training

Yes	No
X	

Access to an independent expert

Yes	No
X	

Does the EWC has its own budget?

Yes	No
X	

Overall evaluation of EWC functioning

Not good at all	Rather not good	Good	Very good
	nd		

Comments

ABB's EWC meet twice a year and the level of information provided is considered as good. A wide range of themes are covered, from business development and strategy to employment trends and work organization. The scope of the dialogue encompassed topical issues such as H&S, gender equality and digitalisation. However, the process seems to be only formal without much substance as the same level of information is provided to everyone, from employees to EWC members.


nd = no data


NORAUTO	
Date of creation:	2005
Applicable law:	French
Permanent members:	12
Plenary meetings per year:	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5+</div>
Select committee meetings per year:	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5+</div>
Preparatory meetings without management	<div>Before</div> <div>During</div> <div>After</div>
Availability of interpretation/translation	<div>Yes</div> <div>Partly</div> <div>No</div>
Access to information	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> <div>10</div>
Quality of consultation process	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> <div>10</div>
Scope of social dialogue	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> <div>10</div>
Communication with local levels	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div> <div>6</div> <div>7</div> <div>8</div> <div>9</div> <div>10</div>
Access to training	<div>Yes</div> <div>No</div>
Access to an independent expert	<div>Yes</div> <div>No</div>
Does the EWC has its own budget?	<div>Yes</div> <div>No</div>
Overall evaluation of EWC functioning	<div>Not good at all</div> <div>Rather not good</div> <div>Good</div> <div>Very good</div>
Comments <p>The communication of the information collected through the EWC seem to be adequately transmitted to national and local levels, mainly through meetings. However, the level of the information gathered at EWC level is not considered as satisfactory and the social dialogue process is seen as only formal without much influence on decisions taken.</p> <p>Lack of technical expertise is quoted as an obstacle to social dialogue, which cannot be overcome by access to training which is limited to 1 day dedicated to EWC functioning. In addition to this, the EWC agreement does unfortunately not provide the right to have access to an external expert.</p>	

nd = no data

FAURECIA

Date of creation: 2007
 Applicable law: French
 Permanent members: 25

Plenary meetings per year:  1 2 3 4 5+

Select committee meetings per year:  1 2 3 4 5+

Preparatory meetings without management:

Before	During	After
no	yes	no

Availability of interpretation/translation:

Yes	Partly	No
	X	

Access to information:  1 2 3 4 5 6 7 8 9 10

Quality of consultation process:  1 2 3 4 5 6 7 8 9 10

Scope of social dialogue:  1 2 3 4 5 6 7 8 9 10

Communication with local levels: nd

Access to training:

Yes	No
X	

Access to an independent expert:

Yes	No
X	

Does the EWC has its own budget?:

Yes	No
	X

Overall evaluation of EWC functioning:

Not good at all	Rather not good	Good	Very good
	X		


Comments


The agreement is negotiated every 4 years
 No information is transmitted to the members, which is an obvious problem for this EWC
 According to the survey no consultations are organized even in case of exceptional events
 Nevertheless formations are available for members, regarding functioning, economic aspects and even languages.
 And last but not least, members face lot of challenges in terms of coordination. From cultural differences to political divergences, the survey pinpoints a complicated situation for members themselves.

nd = no data

DASSAULT SYSTEMES

Date of creation: no
data
Applicable law: French
Permanent members: 21

Plenary meetings per year: 

Select committee meetings per year: 

Preparatory meetings without management

	Before	During	After
	yes	yes	yes

Availability of interpretation/translation

	Yes	Partly	No
		X	

Access to information

Quality of consultation process

Scope of social dialogue

Communication with local levels

	1	2	3	4	5	6	7	8	9	10
Access to information		X								
Quality of consultation process				X						
Scope of social dialogue					X					
Communication with local levels					X					

Access to training

Access to an independent expert

Does the EWC has its own budget?

	Yes	No
Access to training	X	
Access to an independent expert	X	
Does the EWC has its own budget?	X	

Overall evaluation of EWC functioning

	Not good at all	Rather not good	Good	Very good
Overall evaluation of EWC functioning			X	

Comments

According to the survey, the level and quality of transmitted information is poor but consultations are more developed especially regarding exceptional events and major changes in terms of production or organization. But these consultations are deeply formal : decisions are in fact already be decided. EWC's members have access to training and an independent expert which are better points to counterbalance the challenges presented previously. Cultural differences are other obstacles members might tackle in the future.

nd = no data

WHIRLPOOL

Date of creation: 1996
 Applicable law: Italian
 Permanent members: 29

Plenary meetings per year:  1 2 3 4 5+
 Select committee meetings per year: 

Preparatory meetings without management

	Before	During	After
	yes	no	no

Availability of interpretation/translation

	Yes	Partly	No
		X	

	1	2	3	4	5	6	7	8	9	10
Access to information				X						
Quality of consultation process						X				
Scope of social dialogue			X							
Communication with local levels			X							

	Yes	No
Access to training	X	
Access to an independent expert	X	
Does the EWC has its own budget?		X

Overall evaluation of EWC functioning

	Not good at all	Rather not good	Good	Very good
	X			

Comments

Access to information deal with strategic, financial and exceptional issues. Some documents are transmitted before the meeting but no confidential aspects are presented.
 Wirhpool's EWC is not the only one in this situation but according to the survey consultations are very formal and decisions are already be decided. Besides, there is no coordination between national and European level

nd = no data

STMICROELECTRONICS

Date of creation: 1999
 Applicable law: No data
 Permanent members: 23

Plenary meetings per year:  1 2 3 4 5+
 Select committee meetings per year: 

Preparatory meetings without management

Before	During	After
yes	yes	yes

Availability of interpretation/translation

Yes	Partly	No
	X	

	1	2	3	4	5	6	7	8	9	10
Access to information							X			
Quality of consultation process			X							
Scope of social dialogue										
Communication with local levels										X

	Yes	No
Access to training	X	
Access to an independent expert	X	
Does the EWC has its own budget?		X

Overall evaluation of EWC functioning

Not good at all	Rather not good	Good	Very good
	X		


Comments


The scope of information is good but the consultation process is absolutely not efficient, neither on topics nor on the way it's managed by the direction. Consultations are very formal and decisions have already be taken. The access to independent expert has to be accepted by the direction. That's a weakness even if the EWC has in the past benefited from this possibility. The main internal difficulties is linked with national union's strategies.

nd = no data

SCHNEIDER ELECTRIC

Date of creation: 2010
 Applicable law: French
 Permanent members: 14

Plenary meetings per year:  1 2 3 4 5+

Select committee meetings per year:  1 2 3 4 5+

Preparatory meetings without management

	Before	During	After
	yes	no	yes

Availability of interpretation/translation

	Yes	Partly	No
		X	

Access to information

Quality of consultation process

Scope of social dialogue

Communication with local levels

	1	2	3	4	5	6	7	8	9	10
Access to information					X					
Quality of consultation process							X			
Scope of social dialogue								X		
Communication with local levels								X		

Access to training

Access to an independent expert

Does the EWC has its own budget?

	Yes	No
Access to training	X	
Access to an independent expert	X	
Does the EWC has its own budget?		X

Overall evaluation of EWC functioning

	Not good at all	Rather not good	Good	Very good
Overall evaluation of EWC functioning			X	

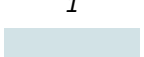
Comments


This EWC has good access to information but the process of consultation appears to be wider than average in the rest of the survey, even on specific issues such as social responsibility or digitalization. Regarding training and access to an independent expert, the EWC seems to have good practices compared to the others. The only negative points are linked to the behavior of the direction. The direction doesn't often take into account the opinion of the EWC and a lack of cooperation has been reported.

nd = no data

HONEYWELL

Date of creation: 1999
 Applicable law: Belgian
 Permanent members: 32

Plenary meetings per year:  1 2 3 4 5+

Select committee meetings per year:  1 2 3 4 5+

Preparatory meetings without management

Before	During	After
yes	yes	yes

Availability of interpretation/translation

Yes	Partly	No
X		

Access to information  1 2 3 4 5 6 7 8 9 10

Quality of consultation process  1 2 3 4 5 6 7 8 9 10

Scope of social dialogue  1 2 3 4 5 6 7 8 9 10

Communication with local levels  1 2 3 4 5 6 7 8 9 10

Access to training

Yes	No
	X

Access to an independent expert

Yes	No
X	

Does the EWC has its own budget?

Yes	No
	X

tt

Overall evaluation of EWC functioning

Not good at all	Rather not good	Good	Very good
		X	


Comments


Plenary meetings are organised once a year only but the select committee meets more than three times a year. Interpretation and translation are available but written documents are transmitted only shortly before or during EWC meetings. The level of information transmitted is considered of good quality although the EWC does not have access to confidential information. Consultations cover a wide scope of topics but are reduced to a formal process due to lack of time, technical expertise and the fact that opinions expressed by the EWC are not considered by management. From a positive point of view, the EWC has the right to be assisted by an expert, but right for training is not included in the EWC agreement, which is currently being renegotiated.

nd = no data

CNH INDUSTRIAL

Date of creation: 2014
 Applicable law: Dutch
 Permanent members: 22

Plenary meetings per year:  1 2 3 4 5+

Select committee meetings per year:  1 2 3 4 5+

Preparatory meetings without management

	Before	During	After
	yes	no	yes

Availability of interpretation/translation

	Yes	Partly	No
			X

Access to information

Quality of consultation process

Scope of social dialogue

Communication with local levels

	1	2	3	4	5	6	7	8	9	10
Access to information									X	
Quality of consultation process						X				
Scope of social dialogue		X								
Communication with local levels			X							

Access to training

Access to an independent expert

Does the EWC has its own budget?

	Yes	No
Access to training	X	
Access to an independent expert	X	
Does the EWC has its own budget?		X

Overall evaluation of EWC functioning

	Not good at all	Rather not good	Good	Very good
Overall evaluation of EWC functioning	X			


Comments


The CHNI EWC is informed and consulted on the usual topics and the level of information provided is considered as rather good. The fact that the information is transmitted on a written form well in advance should be reported as a good practice. However, the information seems not efficiently communicated to national or local levels. Furthermore, opinions expressed by the EWC are reported not to be considered sufficiently by management. On the whole, the EWC functioning is reported as not good at all due to intrinsic difficulties (such as cultural differences and divergence in trade union strategies) but also adverse conditions (such as the lack of collaboration from the management and a consultation process restricted to its formal form).

nd = no data

BOMBARDIER

Date of creation: 1996
 Applicable law: UK
 Permanent members: 30

Plenary meetings per year:  1 2 3 4 5+

Select committee meetings per year:  1 2 3 4 5+

Preparatory meetings without management

	Before	During	After
	yes	yes	yes

Availability of interpretation/translation

	Yes	Partly	No
			X

Access to information

	1	2	3	4	5	6	7	8	9	10
							X			

Quality of consultation process

	1	2	3	4	5	6	7	8	9	10
			X							

Scope of social dialogue

	1	2	3	4	5	6	7	8	9	10
			X							

Communication with local levels

	1	2	3	4	5	6	7	8	9	10
								X		

Access to training

	Yes	No
	X	

Access to an independent expert

	Yes	No
	X	

Does the EWC has its own budget?

	Yes	No
		X

Overall evaluation of EWC functioning

	Not good at all	Rather not good	Good	Very good
		X		

Comments

The fact that the Bombardier EWC is only informed and not consulted on the various matters discussed is a serious obstacle to the social dialogue at European level. If the level of information provided is generally considered as insufficient, it seems nonetheless that the transmission to the national and local levels of the information gathered is rather done properly. However, languages differences are quoted as a drag in this matter.

nd = no data

SEB

Date of creation: 1998
 Applicable law: French
 Permanent members: 23

Plenary meetings per year:  2
 Select committee meetings per year: nd

Preparatory meetings without management: 

Availability of interpretation/translation: 

Access to information: 
 Quality of consultation process: 
 Scope of social dialogue: 
 Communication with local levels: 

Access to training: 
 Access to an independent expert: 
 Does the EWC has its own budget?: 

Overall evaluation of EWC functioning: 


Comments


Despite the fact that SEB EWC is granted the usual average prerogatives (wide scope of topics covered, access to confidential information, right to interpretation, translation and an external economic expert), the EWC functioning is not seen as particularly good. The lack of time and technical expertise to properly analyse the matters addressed within the EWC could be overcome in the long run with appropriate training, which is not available to EWC members. On the whole, the EWC role is perceived as formal only as the opinions expressed are not taken into account by top management.

nd = no data

ARCELORMITTAL

Date of creation: 1995
 Applicable law: Luxembourg
 Permanent members: 42

Plenary meetings per year:  1 2 3 4 5+

Select committee meetings per year:  1 2 3 4 5+

Preparatory meetings without management

	Before	During	After
yes	yes	yes	yes

Availability of interpretation/translation

	Yes	Partly	No
			X

Access to information

Quality of consultation process

Scope of social dialogue

Communication with local levels

	1	2	3	4	5	6	7	8	9	10
Access to information							X			
Quality of consultation process							X			
Scope of social dialogue			X							
Communication with local levels								X		

Access to training

Access to an independent expert

Does the EWC has its own budget?

	Yes	No
Access to training	X	
Access to an independent expert	X	
Does the EWC has its own budget?		X

Overall evaluation of EWC functioning

	Not good at all	Rather not good	Good	Very good
Overall evaluation of EWC functioning			X	

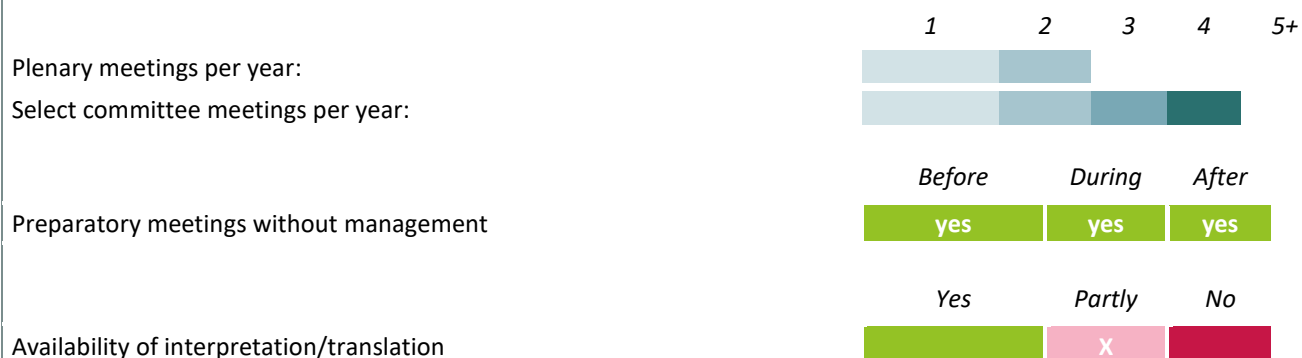
Comments

Information about various and topical issues are sent to the EWC, from traditional business matters to emerging topics such as environment protection and digitalisation. Nevertheless, the general level of information provided is considered as insufficient and the EWC members feel restricted to a formal role only. The level of training provided to EWC members is generous, 12 days per member and per mandate - 6 days provided by the management and 6 days provided by the unions. Topics covered by training are diverse, from economic to HR issues (such as gender equality or cultural differences across Europe). Divergences between union strategies are perceived as a major obstacle. This is certainly why preparatory meetings without top management are considered as useful for the EWC good functioning.

nd = no data

PRYSMIAN GROUP

Date of creation: 1998/2012
 Applicable law: Italian
 Permanent members: 27



Comments

The Prysman EWC seems a good example of a well-functioning EWC. The EWC is informed and consulted on various matters, but, most importantly, the select committee seems particularly active. It meets at least four time a year, benefits from confidential information and is jointly responsible for sharing the obtained information with the other levels (national or local). It is organised with a president, a vice-president and a secretary. When needed, supplementary call conferences are organised with the select committee to facilitate the dialogue. As for the EWC itself, means are given to representatives to help them preparing EWC plenary meetings at national level, which means that members of sites or plants of each country meet ahead of the plenary meeting to prepare questions for management. Despite a level of information and a functioning considered as good, EWC members regret the formal aspect of the consultation process, which intervene when the decisions are already taken.

nd = no data

MBDA

Date of creation: 2003
 Applicable law: Dutch
 Permanent members: 19

	1	2	3	4	5+
Plenary meetings per year:					
Select committee meetings per year:					
	Before	During	After		
Preparatory meetings without management	yes	yes	no		
	Yes	Partly	No		
Availability of interpretation/translation			X		

	1	2	3	4	5	6	7	8	9	10
Access to information								X		
Quality of consultation process							X			
Scope of social dialogue					X					
Communication with local levels					nd					

	Yes	No
Access to training	X	
Access to an independent expert	X	
Does the EWC has its own budget?		X

	Not good at all	Rather not good	Good	Very good
Overall evaluation of EWC functioning		X		


Comments


The MBDA EWC meets three times a year for plenary meetings, which is significantly above the average number of EWC meetings. The select committee also meets three times a year, which is more common. The scope and the quality of information provided is considered as generally satisfying and the EWC has access to confidential information, when appropriate. The EWC may be assisted by an external economic expert and the members have access to training on several issues, such as EWC functioning, economics and European industrial relations. The EWC functioning is, as often, hampered by cultural and language differences as well as divergences in trade union strategies, which are nonetheless limited thanks to the company's favourable economic situation.

nd = no data

ESSILOR

Date of creation: 2000
 Applicable law: French
 Permanent members: 18

Plenary meetings per year:  1 2 3 4 5+

Select committee meetings per year:  1 2 3 4 5+

Preparatory meetings without management

Before	During	After
yes	yes	yes

Availability of interpretation/translation

Yes	Partly	No
	X	

	1	2	3	4	5	6	7	8	9	10
Access to information							X			
Quality of consultation process								X		
Scope of social dialogue			X							
Communication with local levels					X					

	Yes	No
Access to training	X	
Access to an independent expert	X	
Does the EWC has its own budget?		X

	Not good at all	Rather not good	Good	Very good
Overall evaluation of EWC functioning			X	

Comments

The Essilor EWC meets once a year for plenary meetings and the select committee meets three times a year. The scope of information provided is wide and the EWC is consulted on all relevant issues, but, most importantly, the EWC's good functioning seem to be related to its dedicated European website used to convey information, to access to training (40h per year and per employee representative), and to the fact that EWC members are under the impression that their opinion is considered by management.

nd = no data

ERAMET INDUSTRIES

Date of creation: 2000
 Applicable law: French
 Permanent members: 32

Plenary meetings per year:  1 2 3 4 5+
 Select committee meetings per year: 

Preparatory meetings without management

Before	During	After
yes	yes	yes

Availability of interpretation/translation

Yes	Partly	No
		X

	1	2	3	4	5	6	7	8	9	10
Access to information							X			
Quality of consultation process							X			
Scope of social dialogue		X								
Communication with local levels			X							

	Yes	No
Access to training	X	
Access to an independent expert	X	
Does the EWC has its own budget?		X

Overall evaluation of EWC functioning

Not good at all	Rather not good	Good	Very good
	X		

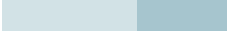
Comments


The EWC has access to the regular scope of information usually covered in such a body. The means at its disposal seem also appropriate (right to interpretation, translation and right to resort to an external expert) except for the EWC budget, which is missing. Moreover, the functioning of the EWC seems to be not entirely satisfying, which can be partly explained by the lack of coordination between the European and the national and local levels or by the absence of transmission of confidential information, which restrains the focus of the matters discussed. Written information transmitted ahead of meetings could also foster a better functioning of the body and enhance social dialogue at European level.

nd = no data

ERICSSON

Date of creation: 1995
 Applicable law: Swedish
 Permanent members: no data

Plenary meetings per year:  1 2 3 4 5+

Select committee meetings per year:  1 2 3 4 5+

Preparatory meetings without management

Before	During	After
yes	no	yes

Availability of interpretation/translation

Yes	Partly	No
X		

Access to information  1 2 3 4 5 6 7 8 9 10

Quality of consultation process  1 2 3 4 5 6 7 8 9 10

Scope of social dialogue  1 2 3 4 5 6 7 8 9 10

Communication with local levels  1 2 3 4 5 6 7 8 9 10

Access to training

Yes	No
X	

Access to an independent expert

Yes	No
X	

Does the EWC has its own budget?

Yes	No
	X

Overall evaluation of EWC functioning

Not good at all	Rather not good	Good	Very good
	X		

Comments

Information transmitted to EWC members cover a wide range of topics, but the articulation between the European and the local level is infringed by the confidentiality policy. EWC members meet several times per year and are consulted on the main issues but seem reduced to a formal role without much influence on decisions. Training and right to an external expert are included in the agreement but are insufficient to overcome this significant obstacle.

nd = no data

VOLVO

Date of creation: no data
 Applicable law: Swedish
 Permanent members: 26

Plenary meetings per year:  1 2 3 4 5+
 Select committee meetings per year: 

Preparatory meetings without management
 Before During After
 yes no yes

Availability of interpretation/translation
 Yes Partly No


Access to information
 Quality of consultation process
 Scope of social dialogue
 Communication with local levels

	1	2	3	4	5	6	7	8	9	10
Access to information							X			
Quality of consultation process			X							
Scope of social dialogue					X					
Communication with local levels			X							

Access to training
 Access to an independent expert
 Does the EWC has its own budget?

	Yes	No
Access to training		X
Access to an independent expert		X
Does the EWC has its own budget?		X

Overall evaluation of EWC functioning

	Not good at all	Rather not good	Good	Very good
Overall evaluation of EWC functioning		X		

Comments

The Volvo's EWC lack of means to effectively exert its prerogatives. There is no access to training or to an independent expert, and the EWC has no special budget. Moreover, the articulation between the local and the European level could be improved, especially in a context where cultural differences are pointed out as a difficulty for cohesion between unions from different countries.


nd = no data


TOYOTA

Date of creation: 1996
 Applicable law: Belgian
 Permanent members: 28

Plenary meetings per year:  2
 Select committee meetings per year: 

Preparatory meetings without management: 

Availability of interpretation/translation: 

Access to information:  1 2 3 4 5 6 7 8 9 10
 Quality of consultation process:  1 2 3 4 5 6 7 8 9 10
 Scope of social dialogue:  1 2 3 4 5 6 7 8 9 10
 Communication with local levels:  1 2 3 4 5 6 7 8 9 10

Access to training:  Yes No
 Access to an independent expert:  Yes No
 Does the EWC has its own budget?:  Yes No

Overall evaluation of EWC functioning: 

Comments

The Toyota EWC sets a good example of good practices as regard European social dialogue. Written translated information covering all topical issues are sent ahead of meetings, which are organised twice a year for the plenary meetings (more than the statutory minimum) and four to five times a year for the select committee. The EWC has at its disposal a budget, training and the right for an external economic expert. Language and cultural differences are, however, pointed out as obstacles.

nd = no data

LEGRAND

Date of creation: 2000
 Applicable law: French
 Permanent members: 18

Plenary meetings per year:  1 2 3 4 5+
 Select committee meetings per year: 

Preparatory meetings without management

	Before	During	After
	yes	yes	No

Availability of interpretation/translation

	Yes	Partly	No
			X

Access to information

	1	2	3	4	5	6	7	8	9	10
						X				

Quality of consultation process

	1	2	3	4	5	6	7	8	9	10
						X				

Scope of social dialogue

	1	2	3	4	5	6	7	8	9	10
								X		

Communication with local levels

	1	2	3	4	5	6	7	8	9	10
										X

Access to training

	Yes	No
	X	

Access to an independent expert

	Yes	No
	X	

Does the EWC has its own budget?

	Yes	No
	X	

Overall evaluation of EWC functioning

	Not good at all	Rather not good	Good	Very good
		X		


Comments


Despite a wide scope of topics covered through information and consultation processes, Legrand's EWC functioning is not considered as satisfying due to the lack of effect on decisions, which are already taken when presented in front of the members. Training provided addresses the usual issues and is completed by a half-day course dedicated to intercultural sensibilisation, which appears to be appreciated in a cross-cultural body. The EWC has its own budget, foreseen to cover expertise costs.

nd = no data

VALLOUREC

Date of creation: 1999
 Applicable law: French
 Permanent members: 30

Plenary meetings per year:  1 2 3 4 5+

Select committee meetings per year:  1 2 3 4 5+

Preparatory meetings without management

Before	During	After
yes	yes	yes

Availability of interpretation/translation

Yes	Partly	No
		X

Access to information  1 2 3 4 5 6 7 8 9 10

Quality of consultation process  1 2 3 4 5 6 7 8 9 10

Scope of social dialogue  1 2 3 4 5 6 7 8 9 10

Communication with local levels  1 2 3 4 5 6 7 8 9 10

Access to training

Yes	No
X	

Access to an independent expert

Yes	No
	X

Does the EWC has its own budget?

Yes	No
	X

Overall evaluation of EWC functioning

Not good at all	Rather not good	Good	Very good
	X		


Comments


Although the scope of information provided is decent, documents are not sent but only provided during meetings, which is a serious limitation of the EWC prerogative. Besides, the internal functioning of the EWC is not particularly good due to lack of articulation with the local level, cultural differences and divergences in union strategies.

nd = no data

WINCOR NIXDORF

Date of creation: 2015
 Applicable law: German
 Permanent members: 14




Plenary meetings per year:  1 2 3 4 5+

Select committee meetings per year:  1 2 3 4 5+

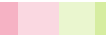

Preparatory meetings without management

Before	During	After
no	no	no

Availability of interpretation/translation

Yes	Partly	No
		

Access to information

1	2	3	4	5	6	7	8	9	10
									

Quality of consultation process

1	2	3	4	5	6	7	8	9	10
									

Scope of social dialogue

1	2	3	4	5	6	7	8	9	10
									

Communication with local levels

1	2	3	4	5	6	7	8	9	10
									

Access to training

Yes	No
	

Access to an independent expert

Yes	No
	

Does the EWC has its own budget?

Yes	No
	

Overall evaluation of EWC functioning

Not good at all	Rather not good	Good	Very good
			

Comments

Wincor Nixdorf EWC functioning seems to be of particularly poor quality. The scope of information provided is narrow and the quality is shallow. Consultations are not organised and when expressed, opinions of the EWC are not taken into account. In addition, there is no opportunity for EWC members to meet without the management.

nd = no data

OTIS

Date of creation: 1998
 Applicable law: Belgian
 Permanent members: no data

	1	2	3	4	5+
Plenary meetings per year:					
Select committee meetings per year:					
	Before	During	After		
Preparatory meetings without management	yes	yes	yes		
	Yes	Partly	No		
Availability of interpretation/translation					

	1	2	3	4	5	6	7	8	9	10
Access to information							X			
Quality of consultation process			X							
Scope of social dialogue					X					
Communication with local levels							X			

	Yes	No
Access to training	X	
Access to an independent expert		X
Does the EWC has its own budget?		X

	Not good at all	Rather not good	Good	Very good
Overall evaluation of EWC functioning		X		

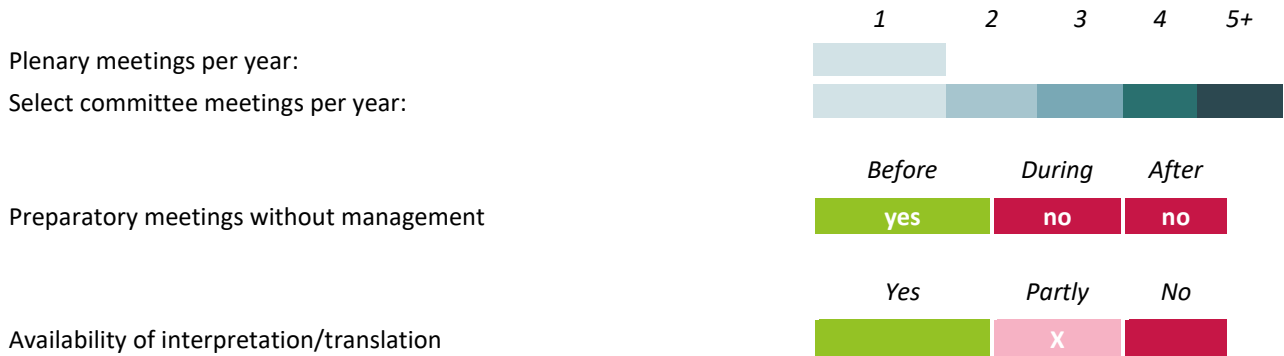
Comments

The functioning of Otis EWC is rather judged as unsatisfying to the extent it lacks means to properly address issues at stake. Documents are not sent sufficiently early, training is for EWC functioning only and the right to an external expert is not included in the agreement. Therefore, the EWC members are stuck in a formal role without chance to produce relevant analysis and to be a fully social dialogue partner.

nd = no data

BOSCH

Date of creation: 1998
 Applicable law: German
 Permanent members: 39



Comments

The quality and the scope of the information provided is considered as rather good (many topics are addressed and some information is of world scope), but it is sent too shortly before the meetings to be effectively used and analysed by the EWC members. This lack of time is a thorny issue for an EWC encompassing 23 countries, which implies that coordination is particularly time consuming.

The fact that documents and information are sent at the last minute is seen as a lack of collaboration from the management and condemn the EWC to a formal role only. Moreover, members have reported that there is little time for exchange and that their opinions are rarely taken into consideration. Communication between EWC members beyond plenary meetings (only once a year) is also seen as problematic, especially due to language issues.

nd = no data



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