



EUROPEAN WORKS COUNCILS

**DO YOU WISH TO
HAVE MORE AT YOUR
DISPOSAL TO PLAY
YOUR ROLE?**



TO HELP YOU
SEE MORE CLEARLY !

SYNDEX ADVISES AND SUPPORTS EMPLOYEE REPRESENTATIVES

SOLUTIONS BY SYNDEX FOR TRAINING AND NEGOTIATION

DO YOU WISH TO SET UP
AN EWC, IMPROVE HOW IT
FUNCTIONS, OR (RE)NEGOTIATE
YOUR AGREEMENT?

OUR SOLUTION

>> THE SYNDEX TOOLKIT

A toolkit with theoretical information, practical exercises or role-playing scenarios.

Objectives

To assist you in (re)negotiating agreements, allowing you to exercise your prerogatives and influence employer decisions. Upon trade unions request!

Examples

Understanding the information and consultation process, and the notion of transnationality. Enhancing the coordination between the different local, national and transnational workers' representative bodies.

DO YOU WISH TO TRAIN AND KNOW
MORE ABOUT SETTING UP AN EWC,
AS WELL AS ABOUT YOUR RIGHTS AS
AN ELECTED EWC REPRESENTATIVE?

OUR SOLUTION

>> SYNDEX TRAINING COURSES

Initial training courses for all new EWC members and an in-depth set of courses on recurrent topics related to the functioning of the EWC.

Objectives

To give you the key information to carry out your mandate and ensure the EWC good functioning.

Examples

Clarifying the roles of the president, secretary, select committee and the elected / nominated representatives of the EWC.

Tips for renegotiating a sound EWC agreement.

Drafting a work programme.

Discover the Syndex toolkit in
4 languages at syndex.eu

Discover our catalogue with all
our training courses at syndex.eu



SOLUTIONS BY SYNDEX FOR OVERCOMING THE CRITICAL PHASES AND ANTICIPATING CHANGES

ARE YOU CONFRONTED WITH A
RESTRUCTURING PLAN? ARE THERE
JOBS AT RISK?

OUR SOLUTION

>> THE RESTRUCTURING MISSION

Objectives

Diversifying your sources of information other than from management; enabling you to make your own analysis of the restructuring plan, its economic benefits and its impact on the company's situation by analysing:

- the relevance of the measures and economic alternatives, and the validity of the motives given;
- the link between the stated objectives and the planned job cuts;
- the impact on the organisation and the workers' working conditions.

Examples

- The divestiture of a business: advice and support in drafting the EWC's opinion.
- Reorganising R&D of a business in several countries: impact on job profiles and the number of jobs.

ONE OR SEVERAL EUROPEAN
SITES WITHIN YOUR GROUP ARE
STRUGGLING: AS THE EWC, DO
YOU WISH TO ENSURE THAT IT IS
SUSTAINABLE?

OUR SOLUTION

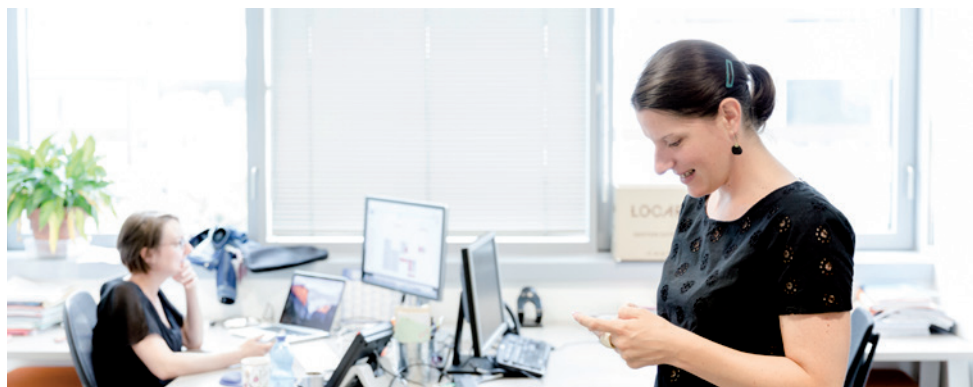
>> THE SITE CV© METHOD

Objectives

To equip the EWC with a methodology to support struggling sites, assist them in pinpointing and highlighting the skills of their workforce with the aim of finding new business.

Examples

- Convincing the group to bring in new business by identifying the site's technical and organisational skills that will allow it to reposition itself at the heart of the group's strategy.
- Highlighting the expertise of the workforce and the organisation of the sites or business units to a new shareholder.



ARE YOU WONDERING ABOUT YOUR COMPANY'S CSR COMMITMENTS OR ABOUT ITS SUSTAINABLE DEVELOPMENT STRATEGY?

OUR SOLUTION

>> THE SD-CSR EXPERTISE

Objectives

To analyse the SD-CSR reports (social and environmental impact, human rights and the fight against corruption). To allow workers' representatives and trade unions to shape management's strategic choices.

Examples

- Following up the implementation of sustainable development agreements in the company or those regarding the supply chain.
- Jobs and skills evolution as part of ecological transitions.

DO YOU WISH TO COMPARE THE WORKING CONDITIONS BETWEEN THE DIFFERENT COUNTRIES IN WHICH YOUR COMPANY IS SET UP, AND AVOID COMPETITION?

OUR SOLUTION

>> THE TRANSNATIONAL COMPARATIVE ANALYSIS

Objectives

To analyse the disparities between countries, by using a methodology tool developed by Syndex to identify the company's corporate practices and assist labour unions form their demands.

Examples

workers' standards of living as a means for analysing pay gaps.

The interpretation of absenteeism: legal differences and managerial policies.

IS YOUR COMPANY UNDERGOING TECHNOLOGICAL CHANGES AND YOU WISH TO ASSESS THEIR REPERCUSSIONS ON THE HEALTH OF THE WORKERS?

OUR SOLUTION

>> THE NEW TECHNOLOGIES AND DIGITALISATION EXPERTISE

Objectives

To analyse and anticipate the changes in the production processes.

To understand the working and health conditions aspects of a project to propose improvement and areas of prevention.

Examples

- New technologies in the commerce sector: e-commerce, click & mortar, robotisation of warehouses, etc.
- Automotive and pharmaceutical sectors, climate change and industry, etc.



DID YOU KNOW?

Syndex offers customised CSR training courses

Courses last between two hours and two days. They will provide you with an introduction to CSR challenges and methods.



TOGETHER, WE DEFINE THE CUSTOMISED SUPPORT THAT IS ADAPTED TO YOUR NEEDS

Syndex is by your side during the restructuring operations, but not just then, because prevention is better than cure.

>> Providing you with long-term support

Building a long-term partnership with you helps us to provide you with the best solution to your needs and to anticipate the changes in your company as well as in its sector.

>> Solutions adapted to your demands and to your situation

Our objective is to ensure that workers take part in the company's decision-making process and to give you the means to support your opinion and reinforce your action. Which is why we adapt our service offer to your needs and to the situation of your company or line of business.

>> The force of a transnational team

For European works councils, Syndex mobilises its European offices: Belgium, Spain, France, Ireland, Poland, Romania, the United Kingdom and Germany.

Our teams are, therefore, closest to the economic, social and trade union-related realities of the European works councils that they support.



Training and using the services of an expert, a right of the EWC

To enable European works council members to give their opinion during a consultation process, the European Directive of 6 May 2009 provides that they may receive training, and use the services of experts.

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