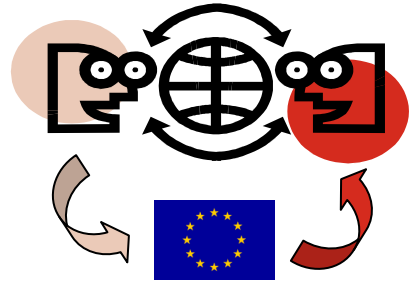


linking the local and the European level



objective of the activity

To have a discussion about the subjects that have recently been dealt with at local level and the different ways in which this has been done.

To exchange experiences with the feedback to and from the European Works Council and local workers representatives and/or staff members in general.

introduction

Since the entry into force of the European directive 2002/14 some system of informing and consulting employees should have been installed in all member states of the European Union. However, according to local habits and legislation, this may be organised in very different ways from one country to another. There may even be parts of the group where no local representation has been organised yet, due to the limited size of the undertaking or simply because nobody took the initiative to get it established yet.

In order to have a better co-operation between members of a European works council, it is indispensable to be aware of this situation. A minimum knowledge of the basic principles of workers representation in the different parts of the group can only benefit the communication and comprehension between members of a European Works Council. If not, there is a huge risk of misunderstanding.

Moreover, it is important to identify the ways in which European and local information and consultation are connected. There is the open question of who should come first, national representation or a European Works Council, or maybe they should act in parallel. But, more importantly, there is the obligation for the members of a EWC to inform their local colleagues of the content and outcome of the information and consultation procedure. This is an aspect that is often forgotten or neglected, and yet it can be the key to success or failure in the eyes of the employees.

task

In working groups gathering all representatives from two or three different countries, have a discussion about these two subjects :

1. Local representation

- What are the major themes you have recently been informed and/or consulted about ?
- What was your position and what was the outcome ?
- In which way is this organised in your country/undertaking ?
- If there is no local representation yet, what is the reason and how could this be solved ?

2. Link with the EWC

- How do you organise the feedback to the local representatives and/or workforce ? If possible, explain this with an example of a subject that was on the agenda of the EWC.
- Which are the obstacles that you have faced organising this feedback and how did you overcome them ?
- If you haven't organised any feedback yet, what is the reason for that ? Which are the obstacles you are facing and how would it be possible to overcome them ?

Among the members of your working group, appoint someone who will lead the discussions and make sure that all opinions can be taken into consideration and a spokesperson who will report back to the plenary session. This report should summarise the answers to the questions that have been asked, with a special focus on "best practices", both in local representation and in linking local and European level.