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legal situation. Renegotiation of the EWC agreement is absolutely necessary if it does not include sufficient provisions for this.]

The Directive gives EWC reps the right to visit production sites in the company that do not have a EWC rep, use this to the maximum. Employers might grant EWC reps other site visits, but they will not do so if EWC reps do not ask.

The Directive requires the employer to meet its obligations to provide information and conduct consultation in accordance with each transposition of the Directive in domestic legislation in which there are workers employed by the company relevant to the EWC, even where there is not a serving EWC rep in that country. Use this to the full to support trade union strategy and to promote trade union organising.

Maximise the use of external experts at EWC meetings. Seek to influence the themes that experts address and to influence the choice of expert.

Use the facilities of the EWC Secretariat to the maximum.

Continually explore whether resources can be secured from your employer's EWC budget to support developments on the employee's side, to be steered by EWC reps.

Stabilire relazioni dirette e socializzare con gli altri delegate CAE. Utilizzare i momenti informali per conoscere gli altri membri del CAE. Rompere lo schema per cui i singoli delegate CAE o l'intero CAE si relazionano solo con il management e cercare lo scambio di informazioni con i delegati CAE degli altri paesi.

Negoziare formazione linguistica, ma senza compromettere la disponibilità del servizio di interpretariato. Formazione linguistica e interpretariato non sono in alternative, perché la precisione di un interprete durante una riunione ricca di dettagli tecnici e la fluidità di poter comunicare in situazioni informali utilizzando una lingua comune.

Sia attraverso la formazione nel CAE che nella formazione sindacale introdurre moduli formativi dedicati alla interculturalità, al lavoro di gruppo in contesto internazionale e alla comprensione e valorizzazione del potenziale di una dimensione multiculturale di relazioni.

Under some EWC agreements EWCs can set up working groups on themes/proposals, which meet outside and in between EWC and Steering Group meetings.

Be alert to the employer presenting very general information, which might shelter the company from accusations of non-compliance, but the information actually gives insufficient detail about issues to enable the EWC to function effectively.





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Where ever possible, establish the right, or win a standing invitation to, a trade union officer to attend Special Committee and EWC meetings.

Dynamise, and resource where necessary, the communication between EWC reps, trade union officers and workplace trade union reps.

Usare i delegate CAE come ponti per stabilire legami, definire strategie e alleanze tra organizzazioni sindacali responsabili dell'organizzazione dei lavoratori nei diversi siti nazionali della MNC.

In a structured way, build links with sister unions that organise in workplaces home and abroad including arranging exchange trips to ensure that sister unions build a common understanding and build a platform for joint strategies, to build common understanding and inter-cultural intelligence.

Liaise with sister unions on EWC to insist on training for EWC reps paid for by employer.

Use strong, robust and effective EWCs as a case study, or demonstrator of good practice.

Develop a database, or similar, of case-study experience which documents both successes and failures of TU interventions at EWCs that EWC reps and trade union officers can access, to share good practice.

Link an experienced trade union EWC rep on a strong EWC with a trade union EWC rep on a new or weak EWC, in a mentoring role or 'buddy system'.

A trade union must ensure that there are sufficient active, well trained and capable workplace reps, and workplace trade union organisation, to work in parallel with the trade union EWC reps.

With the scientific support of

