Industrial relations, social dialogue and worker participation in Europe

Magdalena Bernaciak and Romuald Jagodziński
European Trade Union Institute
www.etui.org

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Overview of the presentation

Part I. A ‘macro’ picture

- industrial relations systems in Europe
- unions, political parties and social dialogue in Europe

Part II. Worker involvement at the plant level

- worker participation in Europe
- ETUI resources on industrial relations and employee participation
Post-war ‘European Social Model’

- set of values, norms and policy instruments - a uniquely European approach to the socioeconomic policy-making

- core elements: basic universal social security systems, collective bargaining institutions and structures of socioeconomic interests’ representation (Ferrera et al., 2001)

- combining economic efficiency with social cohesion (Vobruba, 2001)
Main pillars of industrial relations systems in Europe (Visser, 2008)

1- relatively strong trade unions
2- a degree of solidarity in wage setting thanks to collective bargaining coordination
3- worker participation structures at the plant-level
4- social partners’ involvement in policy-making

BUT

considerable variety of industrial relations systems across Europe
## Industrial relations systems in Europe: an overview

<table>
<thead>
<tr>
<th>Dimension</th>
<th>North European</th>
<th>Central-West European</th>
<th>South European (Mediterranean)</th>
<th>Liberal-West European (Anglophone)</th>
<th>Central-East European (CEE)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade union density (2000-2009)</td>
<td>73.1</td>
<td>33.9</td>
<td>23.5</td>
<td>33.2</td>
<td>19.8</td>
</tr>
<tr>
<td>Collective bargaining coverage (2000-2009)</td>
<td>88.7</td>
<td>76.8</td>
<td>70.8</td>
<td>45.7</td>
<td>24.7</td>
</tr>
<tr>
<td>Predominant level of collective bargaining</td>
<td>sector</td>
<td>sector</td>
<td>sector (FR: company)</td>
<td>company</td>
<td>company</td>
</tr>
<tr>
<td>Predominance of MEB(^a) or SEB(^b)</td>
<td>MEB</td>
<td>MEB</td>
<td>MEB</td>
<td>UK, MT: SEB</td>
<td>SEB</td>
</tr>
<tr>
<td>Practice to extend collective agreements</td>
<td>No (except FI)</td>
<td>Yes(^*)</td>
<td>Yes(^*)</td>
<td>No</td>
<td>Limited</td>
</tr>
<tr>
<td>Statutory minimum wage</td>
<td>No</td>
<td>Yes (DE soon)</td>
<td>Yes (except IT)</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Role of social partners in policy making</td>
<td>Institutionalised</td>
<td>Institutionalised</td>
<td>Varying, politicised</td>
<td>Ad hoc, issue-specific</td>
<td>Politicised; social partners weak</td>
</tr>
<tr>
<td>Role of state in collective bargaining</td>
<td>Limited</td>
<td>Limited; strong legalism</td>
<td>State active, clientelistic relations</td>
<td>State strong but its interventions rare</td>
<td>State dominant, strong legalism,</td>
</tr>
</tbody>
</table>

Notes: \(^*\) in Austria and Italy: functional equivalent to extension; \(^a\) ‘Multi-employer bargaining’; \(^b\) ‘Single-employer bargaining’

Sources: Marginson and Traxler (2005); ETUI (2011); ICTWSS (2015)
Union density in selected West European countries, 1980-2010
Union density in CEE countries, 1990-2010
Trade union density: 2000-2008 vs. 2009-2012/13 and the trend since 2000

*Until 2013; **Until 2011: No data Romania (2000-1 and 2009-13; Countries ranked by 2009-12/13-average)

Source: Müller and Vandaele (2015)
Collective bargaining coverage, selected West European countries, 1980-2010
Collective bargaining coverage

Source: ETUI/ ETUC (2017)
Newly concluded or renewed collective agreements in Greece, Portugal and Spain (2008-2014)

Source: Labour ministries of Spain, Portugal and Greece in Cruces et al. (2015), Schulten (2015); Schulten et al. (2015). * Number of collective agreements registered in the year in question; provisional data for 2014.
Unions’ political involvement and social dialogue in Western Europe

- union-party links in Western Europe: traditionally strong - Pizzorno’s (1978) ‘political exchange’ - but weakening due to:
  - secularisation trends
  - change of social democratic parties’ agenda and the rise of neoliberalism
  - growing diversity of political preferences among workers

- 1980s and 1990s: social pacts and ‘competitive corporatism’

- austerity and the erosion of ‘social partnership’ in crisis-ridden countries

BUT

new European conditionality (fiscal discipline and country-specific recommendations) => re-nationalisation of negotiations and trade union action (Erne, 2015)
Politics and social dialogue in CEE

- political parties and unions in CEE: *liaisons dangereuses*?
- ‘illusory corporatism’ in the course of the systemic transition (Ost, 2000)
- crisis: social dialogue revival or ‘PR corporatism’?
- reforms in Hungary and Romania: weakened and ‘diluted’ social dialogue structures

⇒ unions moving away from politics towards direct mobilisation and economic unionism; ↑ of bipartite negotiations, use of campaigns and direct democracy tools
Part II:
Workers’ participation in Europe
Why worker participation?

• ‘accumulating evidence from north-western Europe shows that well-functioning employee representation can play an important role in the modernisation and performance of a workplace’ (EU-Commission 2006: 77), even if some managers still regard employee involvement as an unnecessary burden;

• **company decisions are becoming increasingly centralised**, leaving little space for autonomous management action at local or national level
  - EWC I&C rights provide worker reps with **access to first hand information** with the central management;

• **Issues dealt by central management are of transnational nature** – the need to match the levels of management and worker representation

• **The SE directive** on employee involvement opens the door for labour to be able to have an organised and serious voice at the central level
  - substantial voice in the running of a company and its businesses: **social interests have to be considered in management decisions, not only the interests of shareholders and investors.**
Information, consultation and participation rights in the EU

- The existing Community rights of employees
  - I&C: to be informed and consulted
  - Participation: representation on the company’s supervisory or administrative board (participation) and co-decision making / influence

- Still fragmented: in total, some 14 EU Directives deal with information and consultation in some kind (general or specific) + 20 on health & safety
  - a clear expression of the willingness at European level to make employees citizens at their workplace.
  - → also mirrored in the EU Charter of fundamental rights (referred to in the Lisbon Treaty) which gives information and consultation rights the status of a basic right of European citizens.
The palette of workers’ information and consultation rights

The right of employees to have a say in their companies about their jobs and working conditions is laid down in almost 40 pieces of EU legislation.
Articulation between the levels
Worker involvement in Europe – an unfinished jigsaw

Collective agreement
Direct participation
Plant level interest representation
Financial participation
Co-determination on plant level
Industrial policy / CSR
Worker participation on European level

**Directive on establishment of European Works Councils**
Transnational information and consultation rights in community scale undertakings

**Information and Consultation directive**
National minimal standards on information and consultation (from March 2005)

**Directive on employee involvement in the European Company (SE)**
Obligatory worker involvement:
Information, Consultation and co-determination (Board level employee representation)

**Trans-border company mergers**
Worker participation on European level

**Information and Consultation directive**

- Directive on establishment of European Works Councils
  - (from March 2005)
  - Transnational information and consultation rights in community scale undertakings
    - Directive 94/45/EC and 2009/38/EC

- Directive on employee involvement in the European Company (SE)
  - (from October 2004)
  - Obligatory worker involvement:
    - Information, Consultation and co-determination
Interest representation (plant level) systems in Europe

- I&C framework directive 2002/14/EC – a ‘foreign’ component of national IR?
- Competition potential between unions and works councils
- Problem in SMEs: no union, no works council

Map showing different interest representation systems across Europe:
- Single channel: by trade unions
- Two-tier representation system: by trade unions + works council

Reference: Pichot 2003
Interest representation across the EU

In the 28 EU states + Norway:

• main representation is through works councils with no statutory provision for unions at the workplace (Austria, Germany, Luxembourg and the Netherlands), elected by all employees

• Representation essentially through the unions (Cyprus, Denmark, Finland, Italy, Lithuania, Malta, Romania and Sweden)

• mixture, although sometimes unions dominate (Belgium, Croatia, the Czech Republic, France, Greece, Hungary, Norway, Poland, Portugal, Slovakia, Slovenia and Spain – by law; Norway, by collective agreement)
  • major differences between the countries:
    • In Greece, Portugal, Poland and others works councils more in theory than in practice
    • Works councils rare in Czechia, where, for a period, works councils could only be set up if there was no union.
    • In Hungary, Slovakia and Slovenia, the rights and duties of the works council and the local union body overlap to some degree
    • In Croatia, possible for the rights & duties of the works council to be taken on by the union representative if no works council exists (common)
    • Belgium and France, the union is clearly the dominant partner

• unions have been the sole channel, but legislation now offers additional options (Bulgaria, Estonia, Ireland, Latvia and the UK)

In many countries, national legislation implementing the EU’s information and consultation directive has complicated the picture.
One common feature of most states is that unions play a central role.
Worker participation on European level

Information and Consultation directive

Directive on establishment of European Works Councils

Directive on employee involvement in the European Company (SE)

(from March 2005)

National minimal standards on information and consultation

Transnational information and consultation rights in community scale undertakings

Directive 94/45/EC and 2009/38/EC

(from October 2004)

Obligatory worker involvement:

Information, Consultation and co-determination
the 2009/38 legal framework

- undertakings concerned
the 2009/38 legal framework

- subsidiary requirements: competences of the EWC

- structure of the group
- economic and financial situation
- development of activities, production and sales
- changes in the organisation
- situation and trend of employment
- new working methods
- transfers of production
- collective redundancies
- mergers, cut-backs or closure of undertakings

information + consultation
meeting with management, obtain a motivated response to any opinion
In practice I&C exchange

New areas of I&C:

- Changes to working methods / organisation
- Company structure
- New technology policy
- Reorganisation of production
- Research and development policy
- Collective redundancies
- Vocational training
- Equal opportunities
- Health and safety
- Environmental protection
- Trade union rights
- Working time
- Corporate social responsibility / Sustainability
- Human resource management practices
- Data protection
- Profit sharing/financial participation
- Pensions
- Parental leave
- Pay
the 2009/38 legal framework

- role of the representatives

  - inform local representatives or the whole workforce
  - to have the means required to apply the rights stemming from this directive
  - to collectively represent the interests of the employees

  - provided with training without loss of wages
  - confidentiality

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EWCs: at a glance

1126 EWCs are currently active

On average over the last five years, 25 NEW EWCs have been established per year

8% of EWCs are established as SEWorks Councils

39% of EWCs (pre-directive Article 13 agreements) are not fully covered by the EWC directives

Less than one in ten EWCs have competences extending beyond information, consultation and giving opinions

1 in 3 EWCs have NO training provision

Only 10% of agreements explicitly entitle representatives to visit the company premises

In 40% of EWCs, representatives of European Trade Union Federations are allowed to attend meetings

3% of the EWCs have the competence to negotiate with the management on transnational issues
EWC Recast Directive at a glance


How to establish an EWC?

- Collect necessary information + establish contact between employee representatives
- Initiative by employees or management
- Negotiation by Special Negotiation Body
- Agreement
- No agreement
- EWC under subsidiary requirements

Where to establish an EWC?

- ≥ 1000 employees
- ≥ 150 employees in 2 member states

EWC competence

- All establishments in all member states of the EEA

EWC organisation: mandatory elements

- Who should meet?
- Meeting frequency
- Meeting organisation
- Role & competences
- Linking between levels and reporting
- Training
- Budget/Expenses and other resources

EWC organisation: optional elements

- Select committee
- Languages
- Access to premises

And much more... See www.ewcdb.eu
How did EWCs grow over time?
Figure 6 EWCs’ sectoral distribution

- Metal: 373
- Services: 239
- Chemicals: 190
- Food, hotel and catering: 95
- Building and woodwork: 79
- Transport: 37
- Textile: 26
- Public services: 20
- Unknown/other: 12

More than 3/4 of all EWCs are in the metals, chemicals and services industries.
What country do they come from?

Figure 7  EWCS' headquarter countries

- **Number of EWCS**
  - 0-40
  - 40-80
  - 80-120
  - 120-150
  - 160-200

- **EEA**
  - Other

- **NON-EEA**
  - Other

**EEA = EU28 + Iceland + Norway + Liechtenstein**

- **151 EWCS** have been set up in companies with their **HQ in the US**
- **20% of EWCS** are established in companies headquartered **in Germany**
EWCs: company size matters

**Figure 9** Company size

- Large > 10,000: 32%
- Medium 5,000 > 10,000: 15%
- Small < 5,000: 35%
- Unknown: 19%

**Figure 10** EWC company activity in European countries

- Activities in 10+ European countries: 10%
- Activities in 5 to 10 European countries: 42%
- Activities in less than 5 countries: 18%
- Unknown: 30%

35% of the EWCs are established in companies with less than 5000 employees.
Figure 13  EWC employee representation size

- **EWC** Under 10 employee representatives
  - 9%

- **EWC** 10 to 19 employee representatives
  - 27%

- **EWC** 20 to 29 employee representatives
  - 12%

- **EWC** 30+ employee representatives
  - 6%

Unknown: 46%
Figure 17 EWC procedural competences

- Information and consultation: 94%
- Giving opinion/comments: 43%
- Reaching consensus: 6%
- Initiate projects: 4%
- Negotiations: 3%

4% of EWCs have the explicit competence to initiate projects.
3% of EWCs have the competence to negotiate with the management on transnational issues.
EWCs: what can they discuss?

Figure 19 Thematic competences of EWCs

- Economic and financial situation of the company: 72%
- Employment situation and forecasts: 67%
- Corporate strategy and investment: 67%
- Evolution in business, production and sales: 65%
- Changes to working methods/organisation: 61%
- Company structure: 55%
- New technology policy: 53%
- Mergers, take-overs or acquisition: 53%
- Closures or cutbacks: 53%
- Transfers/relocation: 51%
- Collective redundancies: 47%
- Reorganisation of production: 47%
- Health and safety: 32%
- Environmental protection: 28%
- Vocational training: 24%
- Human resource management practices: 14%
- Equal opportunities: 12%
- Research and development policy: 6%
- Working time: 4%
- Corporate social responsibility: 3%

Figure 20 Excluded competences

- Individual matters: 8%
- Terms and conditions of employment: 8%
- Negotiations: 11%
- Right of existing information and consultation bodies (national level): 14%
- Compensation, salaries/remuneration and benefits: 15%
- Rights and obligations of management: 16%
- Collective bargaining/national legislation: 22%

In 28% of EWCs additional topics can be discussed upon agreement.
EWCs: how frequently they meet?

**Figure 21: Plenary meetings**

- 70% meet once a year.
- 23% meet twice a year.
- 3% meet more than twice a year.

1/4 of EWCs meet more than once a year in a plenary meeting. In 50% of the EWCs, the plenary meetings are spread over more than one day.

**Figure 22: Preparatory & debriefing meetings**

- 41% are preparatory meetings.
- 44% are preparatory and debriefing meetings.
- 15% are unknown/unspecified.

**Figure 31: Minimum guaranteed select committee meetings**

- 8% meet once a year.
- 9% meet twice a year.
- 4% meet 3 times a year.
- 5% meet 4 times a year.
- 3% meet more than 4 times a year.
- 11% meet on request.

*etui.*
Employers’ assessment of EWCs potential

Figure 27: Overview of views of companies on benefits associated with operation of EWC (%)

- more effective decision making: 44%
- improved understanding of management decisions: 8%
- improved relations between management & employees: 22%
- increased trust: 29%
- better exchange of information: 80%
- better corporate culture at European level: 63%
- helped in a situation of organisational change: 44%
- enhanced productivity: 62%
- better ability to talk directly to Group management: 79%
- better ability to talk to employee reps from other countries: 88%

Source: GHK survey based on responses from 49 companies

R. Jagodzinski © etui (2012) Informia II final conference: EWCs as an opportunity for I&C rights
Worker representatives’ assessment of EWCs

Figure 28: Overview of views of employees on benefits associated with operation of EWC (%)

- More effective decision making: 41%
- Improved understanding of management decisions: 78%
- Improved relations between management & employees: 63%
- Increased trust: 61%
- Better exchange of information: 98%
- Better corporate culture at European level: 73%
- Helped in a situation of organisational change: 59%
- Enhance productivity: 46%
- Ability to talk directly to Group management: 91%
- Ability to talk to employee reps from other countries: 98%

Source: GHK survey based on responses from 41 EWC employee delegates
Problems / factors limiting full exploitation of EWC potential

Employers’ views:

- Lack of employee representativeness, commitment and dissemination of information to the local level
  - Articulation between the levels
  - Mixed composition (trade union members, not affiliated)
  - Lack of knowledge among EWC members
  - Lack of continuity / circulation (substitutes)
  - Language barrier: “(...) Language training is not really bringing results because of low levels of participation and short periods of time spent as EWC members”

- "Too many employee representatives come to meetings unprepared or are not willing or able to suggest items for the agenda. This means the EWC is not dynamic”.

- Unrealistic or erroneous expectations of the role of EWCs (negotiating forum)
- Slowing down decision making and breaches of confidentiality
- Removing individuals from their day-to-day job
Problems / factors limiting full exploitation of EWC potential

- Worker representatives’ views (1):
  - Lack of early and comprehensive information (see J. Waddington 2010)
    - Lack of frequency/timeliness
    - Lack of comprehensiveness
    - No info / no useful info / useful info but no consultation
    - Confidentiality
  - Lack of training in understanding company financial reports hinder effective exchange of information and consultation
    - → potential bias / lack of autonomy
      - lack of training in interpreting company financial statements = difficult for employee representatives to formulate an informed opinion and interpret the information
    - → Access to experts could help in this respect, but not always possible
Worker participation on European level

- Directive on establishment of European Works Councils

- Information and Consultation directive

- Directive on employee involvement in the European Company (SE)

Transnational information and consultation rights in community scale undertakings

Directive 94/45/EC and 2009/38/EC

(from March 2005)

National minimal standards on information and consultation

(from October 2004)

Obligatory worker involvement: Information, Consultation and co-determination
What is a European Company (SE)?

new, supranational company form since October 2004

- Stock company
- Scope: EU and EEA („EU-28 + 3“)
- Common EU standard, but for many questions national law continues to apply
- It‘s an option, not an obligation
- Over 30 years long project (since the 1970s)
- workers‘ information and participation rights must be secured

Goal: increasing/facilitating the cross-border flexibility

- Cross-border mergers, transnational company structure, transfer of seat (HQ), European image/reputation…
### Directive on establishment of EWCs

<table>
<thead>
<tr>
<th>Community scale undertakings</th>
<th>Initiative of employees (or employer) necessary, optional</th>
</tr>
</thead>
<tbody>
<tr>
<td>(&gt; 1000 workers in MS and &gt; 150 workers in 2 MS)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Negotiations between employee reps and management</th>
<th>Agreement or subs. requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Max. 3 years</td>
</tr>
</tbody>
</table>

| European works councils with information and consultation competence in transnational matters |

### Directive on employee involvement in SE

<table>
<thead>
<tr>
<th>Affected companies</th>
<th>Initiative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stock companies willing to transform their legal form</td>
<td>Employer, obligatory (!)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Process</th>
<th>Negotiations between employee reps and management</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Agreement or subs. requirements</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Negotiations' period</th>
<th>SE-Works council with (improved) transnational information and consultation rights</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 months, max. 1 year</td>
<td>+ possibly: reps in supervisory / executive board (<em>co-determination</em>)</td>
</tr>
</tbody>
</table>

### EWC and SE: worker representation in community scale enterprises
**Co-determination / participation in Europe**

**Participation** (Mitbestimmung) is “right, to nominate a part of members of supervisory or executive boards“ (SE-Directive)

**Scope**: 

- **Comprehensive participation**
  - State-owned and private undertakings
  - (11 MS + Norway)

- **Limited participation**
  - State owned or private undertakings
  - (7 MS)

- **No / very limited participation**
  - No legal or collective agreement based regulations (only occasional)
  - (7 MS)

---

Co-determination / participation in Europe

**Unternehmensmitbestimmung in der europäischen Union**

- Weit gehende Mitbestimmung (Red)
- Eingeschränkte Mitbestimmung (Orange)
- Keine oder sehr beschränkte Mitbestimmung (Beige)

Map of Europe showing participation levels.
What does SE bring?

- Improved transnational info & consultation rights +
- Internationalisation of worker participation in supervisory or management boards (co-determination rights)

Requierements:
- Common recognition (across borders) for worker representatives;
- Articulation between various levels of worker participation
- European profile and European/transnational mandate for workers‘ reps;

Influence of SE regulations on:
- Cross-border merger directive 2005/56/EC
- Cross-border transfer of registered offices of companies (planned directive)
Total number of registered European Companies (SEs) by year of establishment (2004–Q1 2017) *

* Transformed/deregistered companies are excluded.

2,695 European Companies (SEs), registered in 27 countries

Employee involvement in SEs (n=2,757)

“Information and consultation procedures at transnational level should (...) be ensured in all cases of creation of an SE”

SE Directive, recital 6

- SEs with no involvement rights or unknown
- SEs only with information and consultation rights
- SEs with information, consultation and participation rights

Employee involvement is the exception, not the rule in SEs.


© etui (2017) sefactsheets@etui.org Current state of SE founding
Outlook

- Prospectively, interest representation at EU level will no longer serve merely to extend national structures to the European sphere
  - No longer using European structures to serve particular national interests
  - Will develop its own function: platform for balancing national and/or local interests and developing joint strategies.

- The European level will not replace local and national institutions
  - National level also in future will be the main actors in defining a common European approach
  - To interpret and implement the strategies developed at transnational level

- Transnational Collective Bargaining – a prospect?
Challenges and outlook

- Various scenarios for EU Social Model / EU industrial relations
  - No development / defence of the current achievements/status quo
  - Disenchantment with EU originating initiatives & reinforcement/return to national level IR
  - New boost for EU / multi-speed Europe → boost for stronger social policy
- Challenges
  - Social policy out of neo-liberal mainstream
    - Social Pillar
    - Refit
    - Problem with implementation (vs. transposition)
    - EUCJ jurisprudence in Laval & Viking
  - A Framework Directive for Workers Participation (ETUC Resolution)
  - TCB
  - Internationalisation of workers’ representation & legal dumping in social rights
  - Social Partners’ lack of willingness to communicate / compromise / cooperate
Resources for workers' participation
Towards a central comprehensive information service on workers' participation

**EWCDB.EU**
The database on European Works Councils and SE works councils agreements
- A: Completely rebuilt in 2015
- B: More content and better search facility
- C: Create your own statistics and charts
- D: Analysis of agreements
- E: Open access policy

**WORKER-PARTICIPATION.EU**
The gateway to information on worker's participation issues in Europe
- K: The main portal in Europe on worker's participation
- L: Compare national industrial relations systems
- M: EWCs, SEs, corporate governance and company law, social dialogue, board-level employee representation
- N: Contents available in English, German and French

**EWCTRAINING.EU**
Tailor-made trainings for your EWC, SE works council and SNB
- F: New online portal for training for EWCs, SE works councils as well as individual EWC and SE works council members
- G: Language courses
- H: Full training offer
- I: Training materials
- J: Your right to training across the EU

**SE DATABASE**
The ETUI's European company (SE) database
- P: Comprehensive information on SE companies and workers' participation
- Q: Streamlined around participation
- R: Open access policy
WELCOME TO WORKER-PARTICIPATION.EU

HIGHLIGHTS

Expert workshop on the impact of the Recast Directive on European Works Councils

The reNEWed European Works Councils database portal is online

The annual 2016 conference of the European Workers' Participation Competence Centre is on

'The right and duty of European Works Councils to report back to the workforce: broad uptake, little specificity', by Stan De Spiegelaere & Romuald Jagodzinski (ETUI)

New website on EWC Training by the ETUI's Education Department
Welcome to the renewed EWC database portal

Looking for up-to-date information on European Works Councils?

News

- New Policy Brief on reporting back in EWCs
- NEW: ETUI's new training

Statistic of the month

Who reports back?

33%
The ETUI's education department offers tailor-made training for European Works Councils, Special Negotiation Bodies (SNB), and SE Works Councils.

Full service seminars

On-site seminars

Latest EWC resources

News

- The ETUI database on EWCS and SE Works Councils has been totally renewed!
- New ETUI book on implementation of the EWC Recast Directive

more news
SE database

EUROPEAN COMPANY (SE) DATABASE - ECDB

The ECDB provided by the ETUI offers key information on both established SEs and companies planning to adopt SE status. A specific focus of interest is the aspect of worker involvement within these SEs. A factsheet is available for each planned or already established SE and the database is updated regularly.

The ECDB aims to provide information on the use of the SE statute and to monitor implementation of the SE Directive in the area of worker involvement where the Directive contains provision for a legally binding procedure of negotiations on worker information, consultation and participation. The number of SEs has been increasing continuously since the SE legislation came into force. The ECDB delivers key data to facilitate observation and analysis of developments in this rather new but dynamic field of European company law and European industrial relations. Since 2006 the ETUI has been regularly issuing information on registered SEs. The information is compiled by the ETUI’s ECDB team under co-ordination of Anders Carlson, Aline Hoffmann with support of the SEEurope research network.

Use of the SE Factsheets

Registration for access to the ECDB is free of charge. You can register here. The ECDB is a not-for-profit service of the ETUI. The collection and compilation of data requires significant resources. For this reason a subscription is required for access to the advanced functions of the ECDB.

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