

EU co-funded project  
***OPEN CORPORATION – making multinationals more transparent, inclusive and  
accessible to employee involvement  
(VS/2015/0380)***

Final Conference  
Turin, 06 December 2017

# “Survey on EWCs”



With the financial support of the European Union

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OPEN EWC – making multinationals more transparent, inclusive and  
accessible to employee involvement  
(VS/2015/0380)

The European Project Open EWC intends to gather and distribute information on the composition and functioning of European Works Councils, allowing members of the EWC, national and European union federations, companies and workers to compare good practices for a continuous improvement of EWC activities. In addition it intends to perform a survey on how EWC members perceive and fulfill their role.

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The analysis and comparison of these two aspects will allow the Open EWC staff to propose improvement paths to the various actors of this noble experience of «participation, information and consultation»:

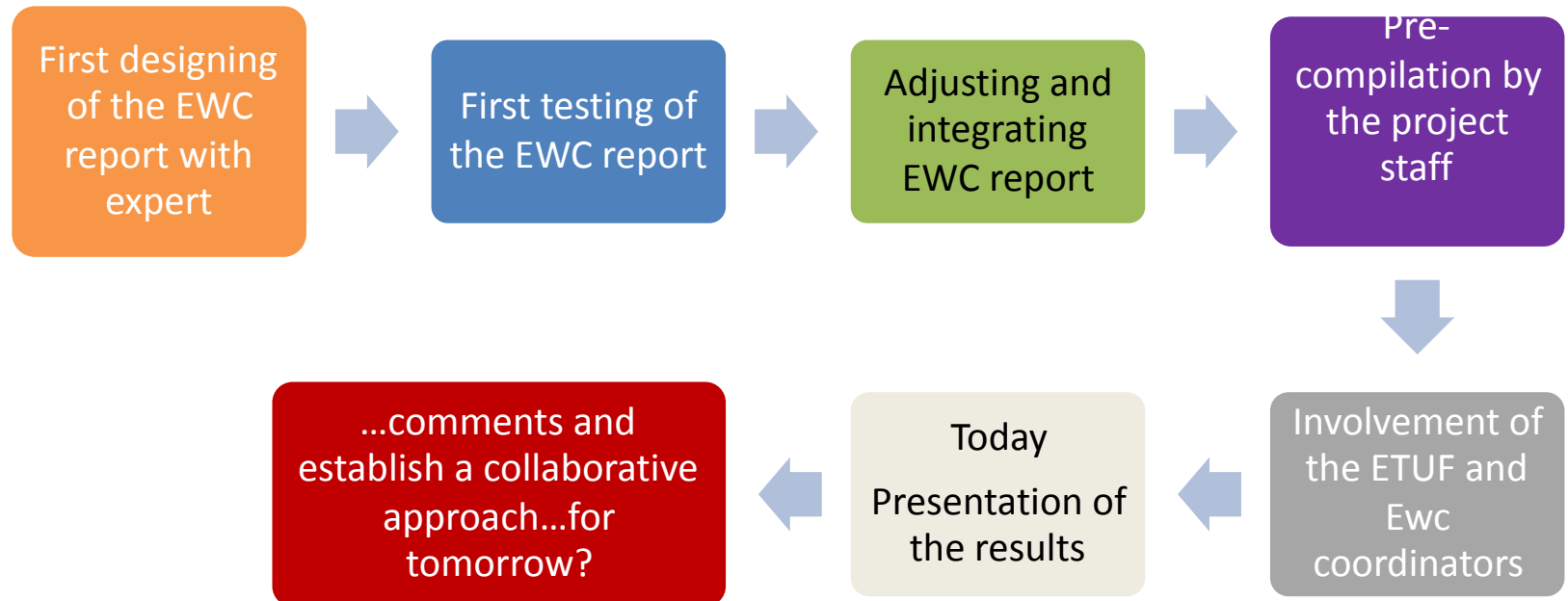
- Trade union organizations
- Companies
- CEWC members

To gain a better knowledge of these situations, the project staff has prepared a data sheet for information gathering which is available online for EWC members.



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The process



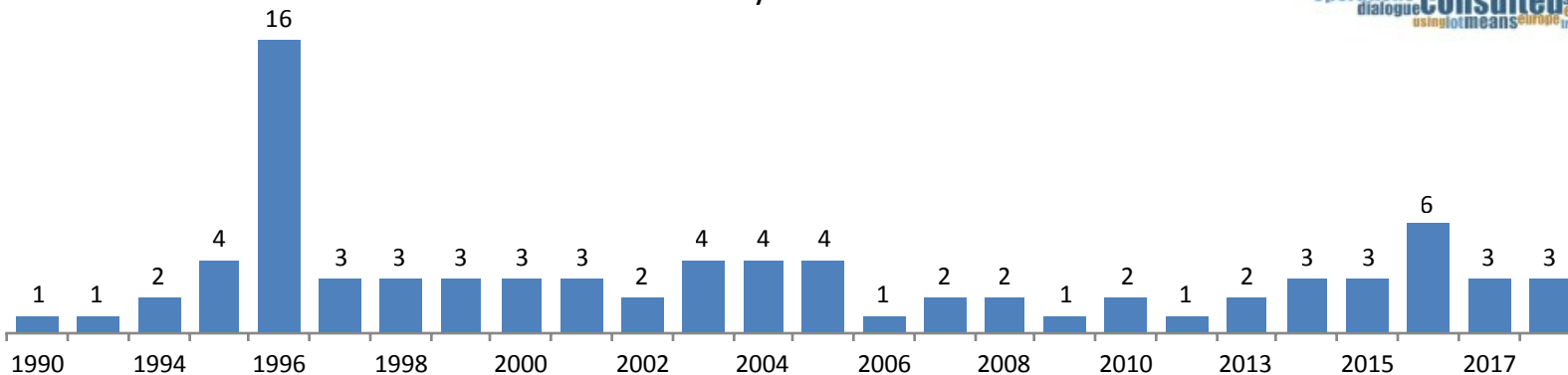
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What type of EWC

Type of EWC	N
Established ex art. 6, directive 1994 and Recasting 2009	45
Established in companies SE	4
Established pre-directive	23
Not specified	10
<b>Totale</b>	<b>82</b>



Establishment year of current EWC





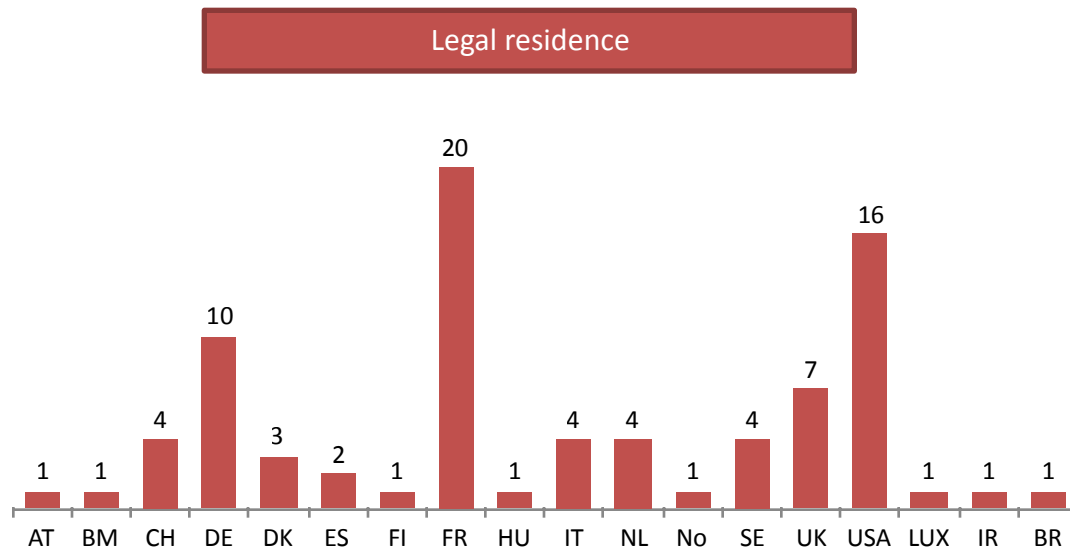
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38 sectors involved

Sector	Number of EWC
B6 - Extraction of crude petroleum and natural gas	2
C - Manufacturing	34
Conglomerate (company)	2
D35.1.3 - Distribution of electricity	2
E - Water supply	1
F - Construction	4
G - Wholesale and retail sector	7
H - Transportation	4
I - Food service and accommodation	9
J61 - Telecommunications	3
K64.1 - Monetary intermediation	5
M69 - Legal and accounting activities	3
N - Travel and temporary employment agency	5
O84.1.2 - Regulation of the activities of providing health care, education	1
Total	82

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## What countries and ETUFs



ETUF	N
EFBWW	5
EFFAT	25
EFFAT - IndustriALL-europe - UNI Europa	1
EPSU	4
ETF	4
IndustriALL Europe	14
IndustriALL Europe - UNI Europe	4
UNI Europa	23
Not specified	2
<b>Total</b>	<b>82</b>

If the HQ is not in EU28, what country serves as EWC basis	
-	70
Belgium	1
Denmark	1
France	1
Ireland	3
Italy	1
Netherland	1
United Kingdom	4
<b>Total</b>	<b>82</b>



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## EWC members

<b>Total EWC member</b>	<b>891</b>	<b>100</b>
of which women	187	21,0
of which union members	307	34,5
of which substituted	155	17,4



	Average	Max	Min
EWC members for TNC	30,7	150,0	3,0
Female EWC members for TNC	8,1	19,0	2,0
Union members as EWC Members	16,2	35,0	3,0
EWC substitutes	12,9	35,0	1,0
% of women	8,2	69,2	0,0
% of union member	14,4	100,0	0,0
% of substitutes	7,5	100,0	0,0

Higher number of EWC members: ThyssenKrupp AG

Higher number of female EWC members: Unicredit

Higher number of union members: Nestlè

Higher female rate: ISS A/S

Higher union membership: Solvay



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## Select committee members

### • captain - structure

EWC



SELECT COMMITTEE



CHAIR/SECRETARY



	Total	Of which female	Of which unionised	Female rate	Union membership
Average number for TNC	5,6	2,2	4,4	36,7	81,4
MAX	11	6	9	75	100
MIN	3	1	3	20	37,5
Sum	136	35	88		

In Metro 5 out of 8 Members of the Select Committee are not unionised

In Manpower Group 6 out of 8 Members are female

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## Number of meetings



	1 year before			2 years before		
	Total meeting s	of which EWC meeting	of which Select committee meeting	Total meeting s	of which EWC meeting	of which Select committee meeting
Average	4,1	1,5	3,4	4,5	1,6	3,7
Max	13,0	3,0	11,0	13,0	3,0	11,0
Min	1,0	1,0	1,0	1,0	1,0	1,0
Sum	90	36	72	90	35	70

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## Participants in EWC meetings in the last years



	Total EWC participants	1 year before				Total EWC participants	2 years before			
		worker rep.	management rep.	external experts	other		worker rep.	management rep.	external experts	other
Average	37,4	27,2	11,6	5,0	7,8	37,9	21,5	12,8	5,1	2,0
Max	150,0	93,0	37,0	25,0	25,0	150,0	37,0	44,0	25,0	5,0
Min	10,0	8,0	2,0	1,0	1,0	10,0	8,0	3,0	1,0	1,0
Sum	973,0	653,0	278,0	99,0	101,0	871,0	473,0	268,0	82,0	28,0

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## Agenda Items and confidentiality

	1 year before		2 years before	
	Agenda Items per year	of which confidential information	Agenda Items per year	of which confidential information
Average	7,3	4,0	8,1	2,6
Max	18,0	11,0	20,0	10,0
Min	3,0	1,0	3,0	1,0
Sum	169,0	52,0	154,0	29,0

### • captain - structure

EWC



SELECT COMMITTEE



	1 year before		2 years before	
	Agenda Items per year	of which confidential information	Agenda Items per year	of which confidential information
Average	8,0	2,8	8,8	2,8
Max	40,0	8,0	40,0	5,0
Min	1,0	1,0	1,0	1,0
Sum	120,0	34,0	115,0	28,0

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## Information and communication meetings for EWC members

	Average	1 year before			Average	2 years before		
		Max	Min	Sum		Max	Min	Sum
Number of information meetings for employees per year	1,6	4,0	1,0	19,0	1,5	4,0	1,0	15,0
- assemblies	1,1	2,0	1,0	11,0	1,3	3,0	1,0	12,0
- video call	2,0	4,0	1,0	10,0	2,0	4,0	1,0	10,0
Number of information meetings for alternate members per year	1,3	2,0	1,0	5,0	1,5	2,0	1,0	3,0
Number of information meetings for national and/or European trade union federations	1,3	2,0	1,0	8,0	1,3	2,0	1,0	9,0
Number of direct official communications sent to all EWC components	5,7	15,0	2,0	63,0	5,7	12,0	1,0	57,0
- on behalf of the Secretary	4,4	12,0	1,0	44,0	4,4	12,0	1,0	44,0
- on behalf of the management	3,3	6,0	1,0	20,0	15,5	100,0	1,0	124,0

Only 11 EWCs  
out of 32  
provided  
information on  
communication  
to all EWC  
components



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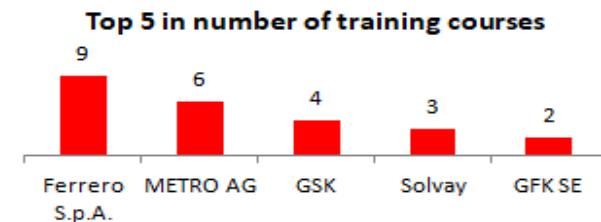
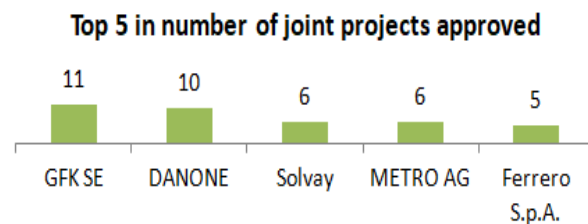
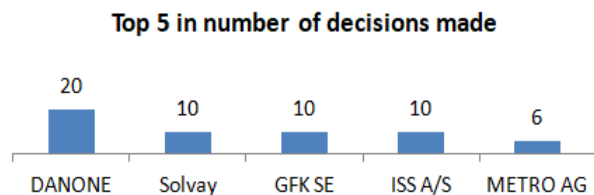
## Updating of the list of EWC members

	Yes	No	Do not know	Missing	Total
Is the list of EWC members updated yearly	17	5	3	57	82
out of 82 (completed and precompiled)	20,7	6,1	3,7	69,5	100,0
out of 32 (only completed)	53,1	15,6	9,4		
Does the Secretary yearly send the updated EWC members list to the European Trade Union Federation?	5	12	7	58	82
out of 82 (completed and precompiled)	6,1	14,6	8,5	70,7	100,0
out of 32 (only completed)	15,6	37,5	21,9		

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## EWC Performance in decision making process

	1 years before				2 years before			
	Number of decision made in a year	Number of joint projects approved in a year	Number of training courses	Training coursed dedicated to substitutes	Number of decision made in a year	Number of joint projects approved in a year	Number of training courses	Training coursed dedicated to substitutes
Average	3,2	3,0	1,8	1,2	3,2	1,8	1,3	1,0
Max	10,0	10,0	8,0	2,0	10,0	6,0	3,0	1,0
Min	1,0	1,0	1,0	1,0	1,0	1,0	1,0	1,0
Sum	45,0	30,0	24,0	12,0	45,0	25,0	16,0	7,0



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## Social network and information on line



37,5% (12 out of 32)

2

PUBBLICO

10

PRIVATO

5 out of 12 EWCs' web  
sites documents are  
published only in  
English and the  
language of HQ country



5 out of 32



2 out of 32



All EWCs are in  
the ETUI DB



**etui.**



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## Policy on EWC functioning

Are there specific policies in place (rules) regarding EWC functioning?	Yes	No	Yes	No	not specified
	21	5	65,6	15,6	18,8
If yes in what topics?	Numbers		%		
Deadlines regarding the sending of the agenda	18	3	86	14	
Deadlines on information	15	6	71	29	
Deadlines on consultation	14	7	67	33	
Deadlines on availability of translations	6	15	29	71	
Accessibility of information	14	6	67	29	
Accessibility of meeting place	14	7	67	33	
Accessibility of logistics conditions for participation (e.g. paid leaves, prepaid tickets...)	18	4	86	19	
Sustainability of meeting in terms of preferred transportation means	8	11	38	52	
Sustainability of meeting in terms of accessibility and attention to special needs (also food requirements)	11	7	52	33	

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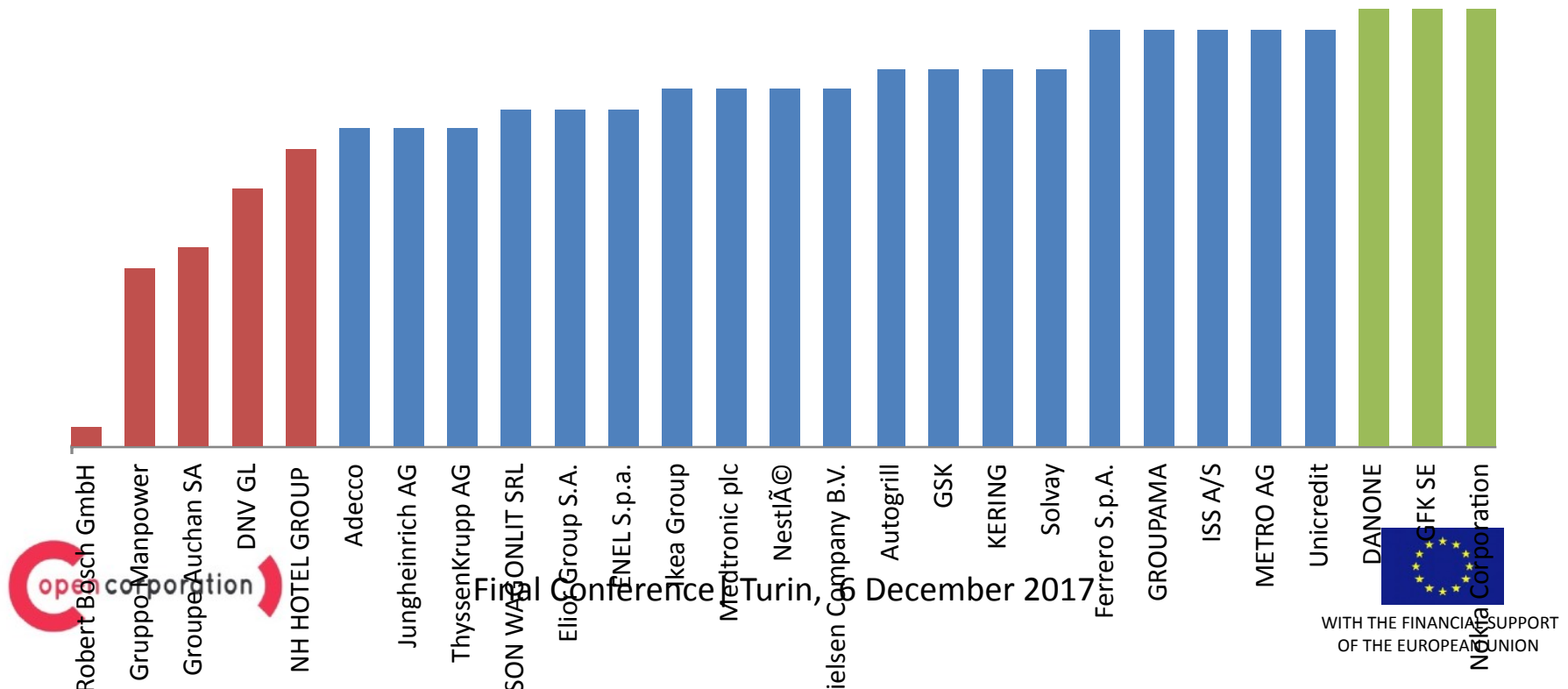
## Perception of the EWC functioning

	N.	Yes % (out Of 32)
The sending of the convocation to the meeting is timely enough?	21	65,6
The deadlines for the communication of the agenda allow one to prepare sufficiently?	20	62,5
The agenda items are sufficiently clear?	22	68,8
The exchange of information with other members before the meeting with the company is useful enough?	19	59,4
Info and answers received by the company are clear enough?	13	40,6
Confidential information is excessive?	11	34,4
It is possible to inform/consult your countries' workers appropriately?	14	43,8
It is possible to inform/consult union federations at a national and European level appropriately?	15	46,9
The role performed by the expert designated by trade unions is useful enough?	17	53,1
EWC meetings to which you participate are useful enough?	21	65,6
The role you are fulfilling in the EWC is useful enough?	24	75,0

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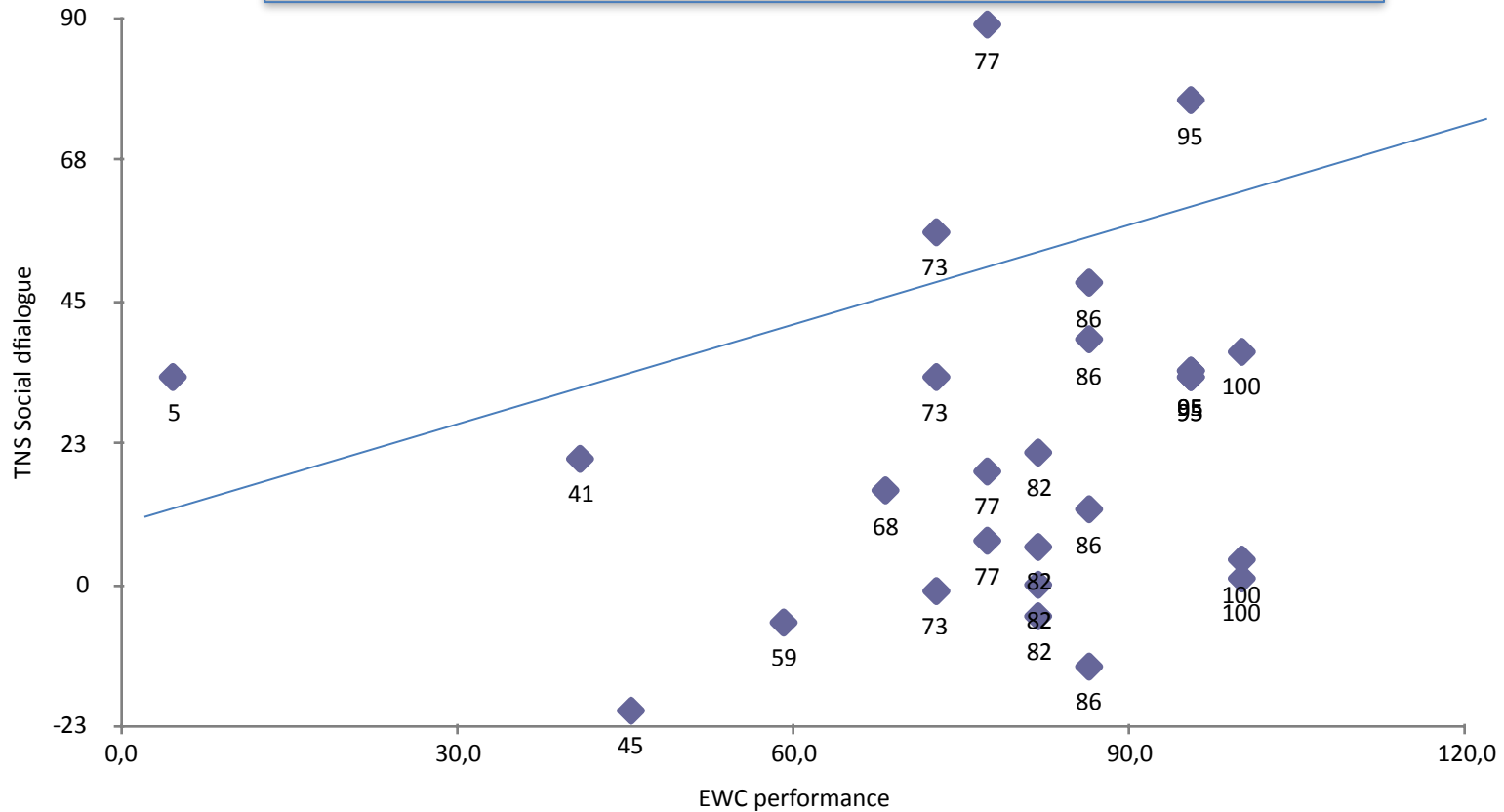
### Ranking of EWC based on quality perception





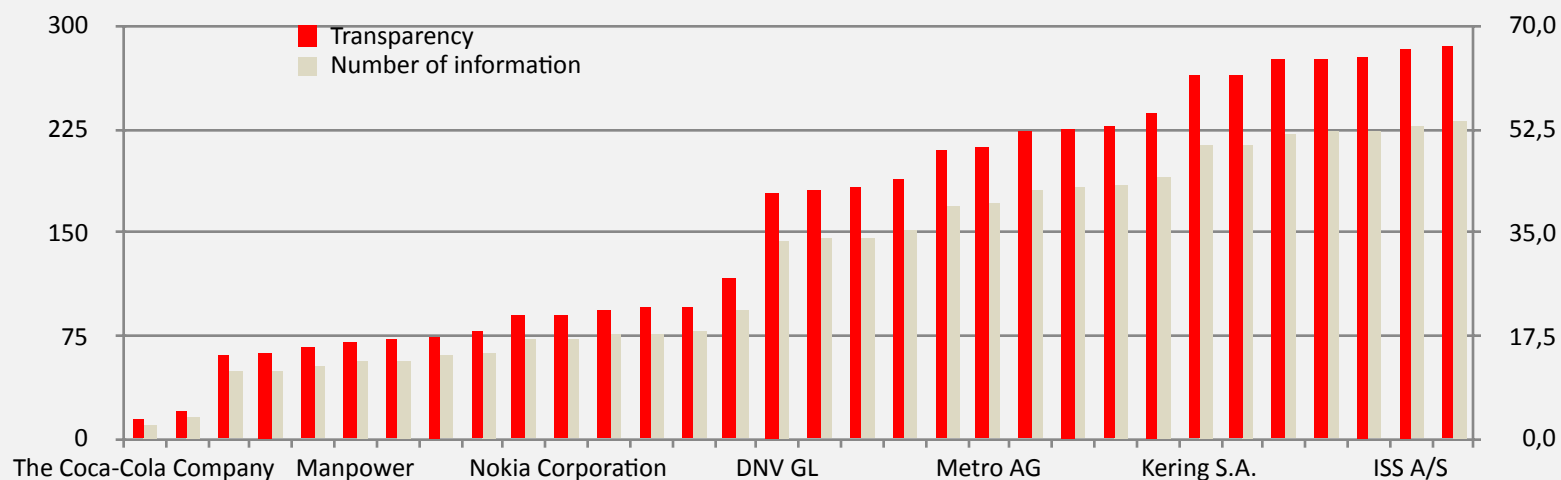
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Relationship between EWC ranking and TNC social  
dialogue ranking



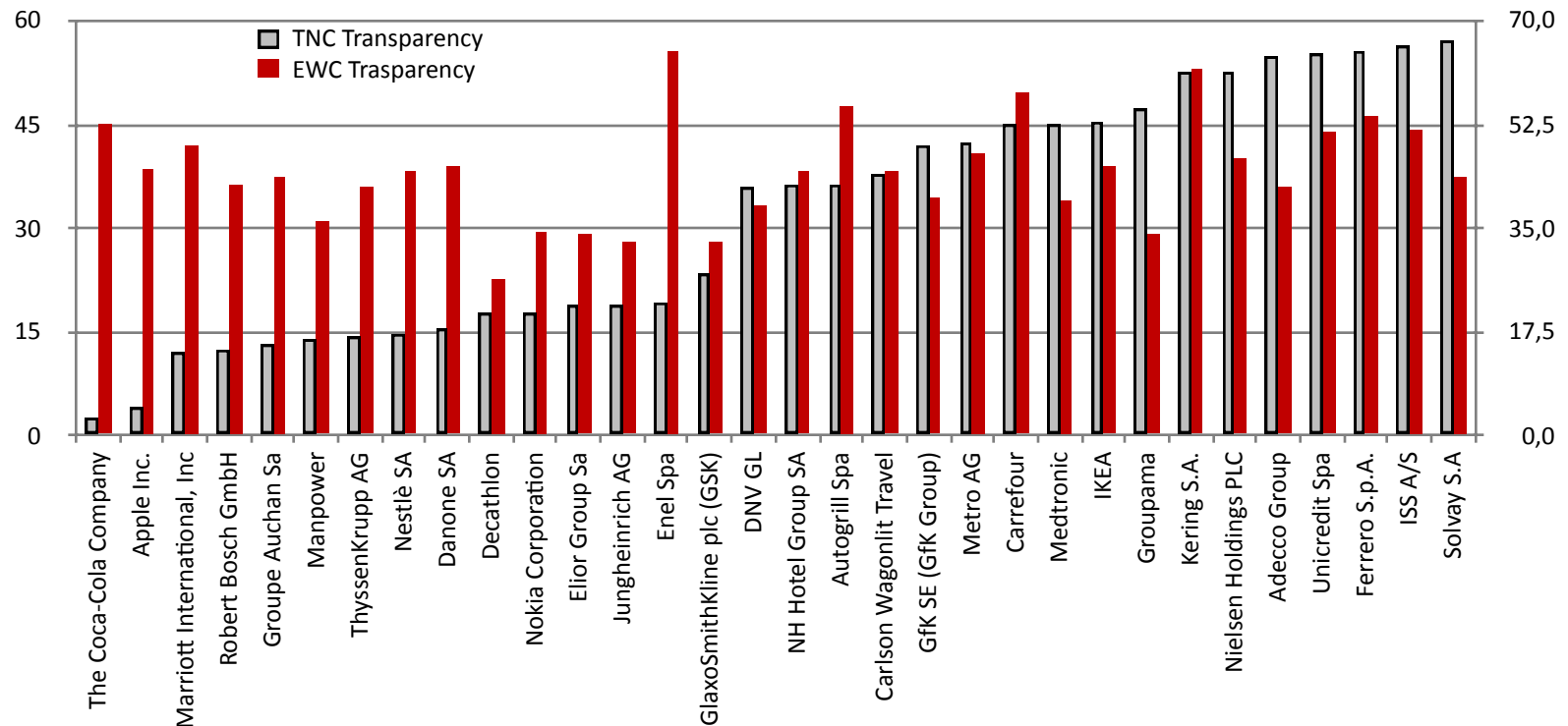
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## EWC Transparency



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## Tnc transparency vs EWC transparency



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Tutorial

The screenshot shows the YouTube channel for 'Open Corporation'. The channel name is prominently displayed in a large, stylized font. Below the name, a description states: 'The project is aimed at making multinationals more transparent and accessible and improving the workers' and worker representatives' capabilities. A 'Mostra altro' link is visible. The 'Video caricati' section lists six tutorial videos:

- Tutorial Open Corporation Parte I (6 visualizzazioni • 1 mese fa)
- Tutorial Open Corporation Parte II (9 visualizzazioni • 1 mese fa)
- Tutorial Open Corporation Parte III (9 visualizzazioni • 1 mese fa)
- Tutorial Open Corporation English version - Part I (17 visualizzazioni • 1 mese fa)
- Tutorial Open Corporation English version 2nd Part (12 visualizzazioni • 1 mese fa)
- Tutorial Open Corporation English version 3rd Part (11 visualizzazioni • 1 mese fa)



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