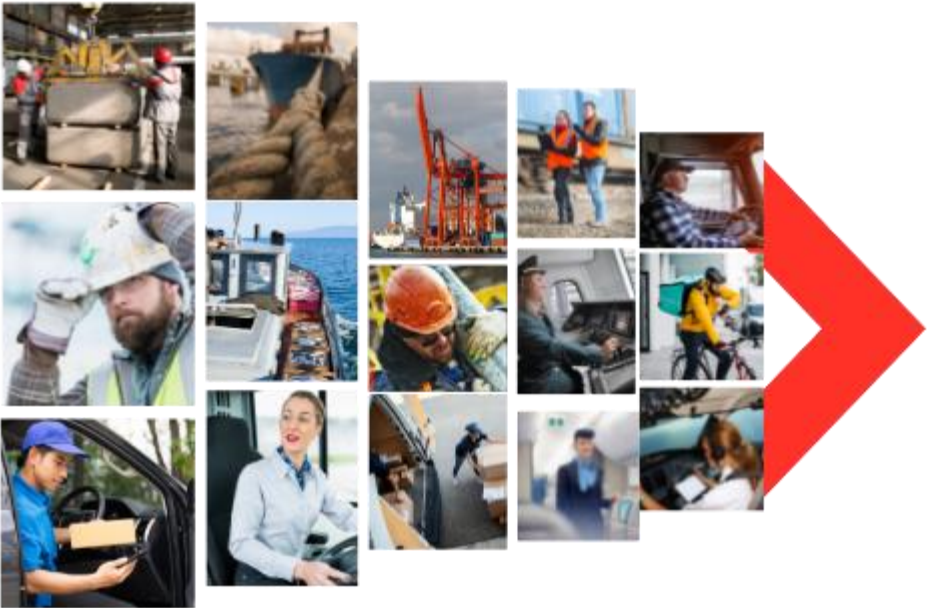




*Self-training tool n°2 :*  
**An EWC in practice**



Co-funded by  
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# EWC in practice : how to best use your rights !





# Giving an opinion is not good enough !

**>> An EWC is also about creating links to best defend workers rights**



An EWC has a central position inside a company : on one hand, it access to top-management and on the other it brings together workers representatives from all Europe.

Your EWC is a therefore a platform :

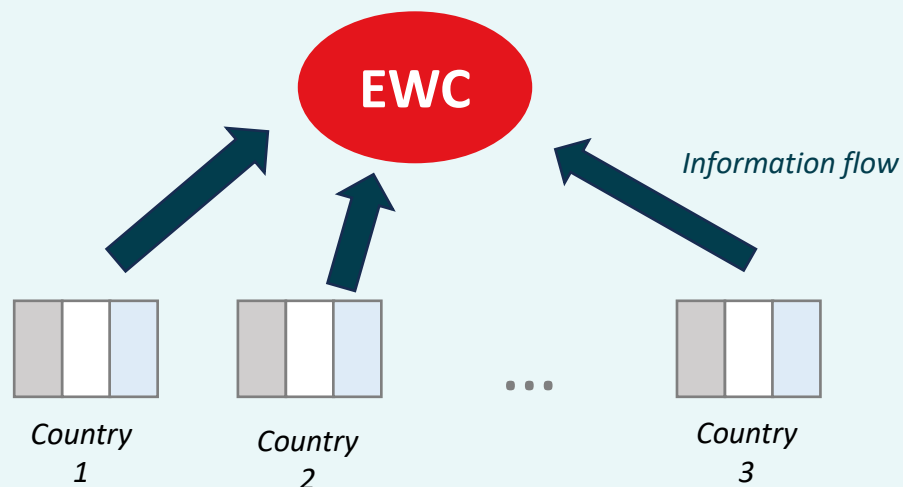
- ▶ For **European workers representatives to meet each other** and work together to improve workers' rights.
- ▶ To create links between different Trade Unions and national works councils at a European level to work on transnational topics. **You may be helped by European workers federation, such as ETF.**
- ▶ For workers' representatives **to meet and influence European decision-makers** of your company.
- ▶ To give back European relevant information to national workers representatives (either works councils and/or trade unions)



# Good linking inside your EWC and with national workers representatives is needed to give an impactful opinion

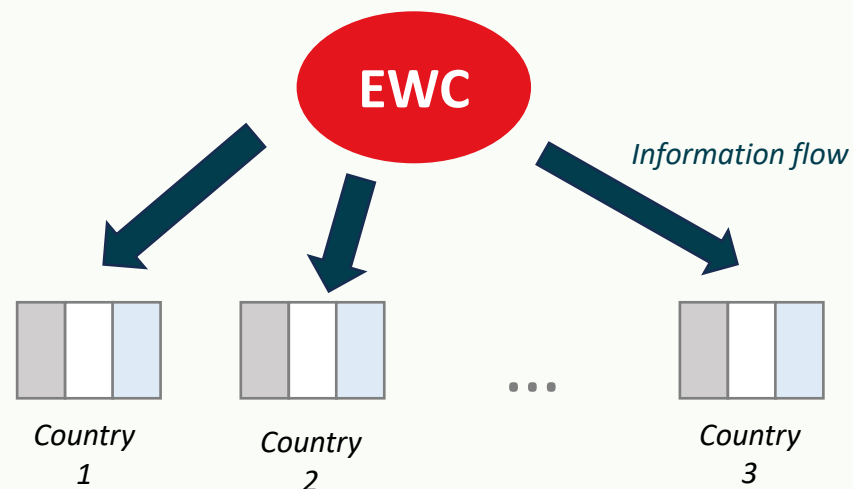
## BOTTOM-UP APPROACH

- EWC receives relevant information from national workers representatives



## TOP-DOWN APPROACH

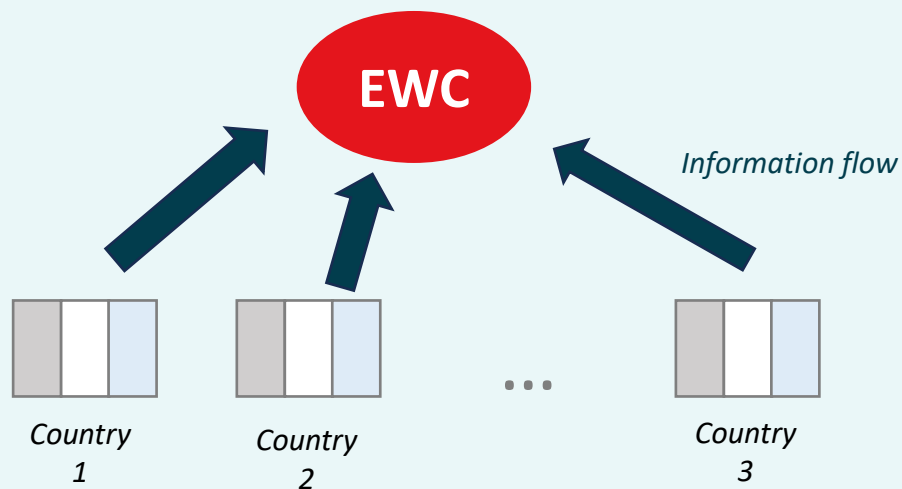
- EWC gives relevant information back to national workers representatives



# You will have to find the right balance between a bottom-up approach and a top-down approach...

## BOTTOM-UP APPROACH

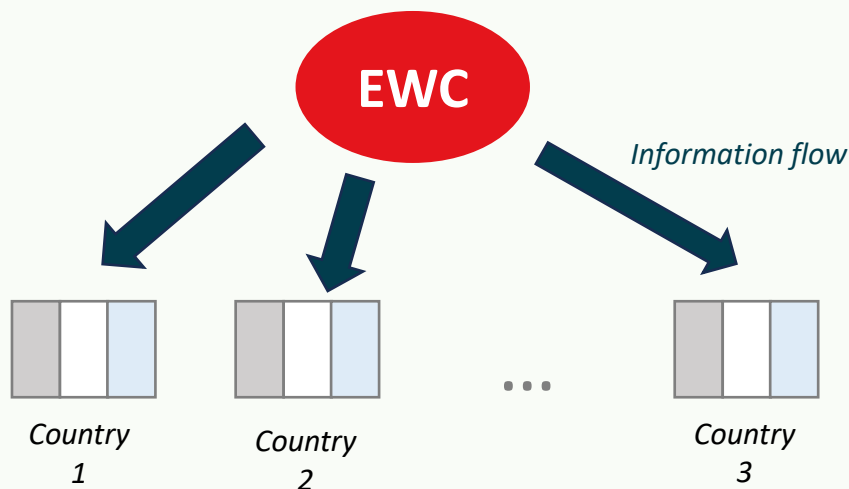
- > EWC receives relevant information from national workers representatives



Information from national workers representatives is key for a good working EWC...but **be careful not to be swamped only by local issues and interests**

## TOP-DOWN APPROACH

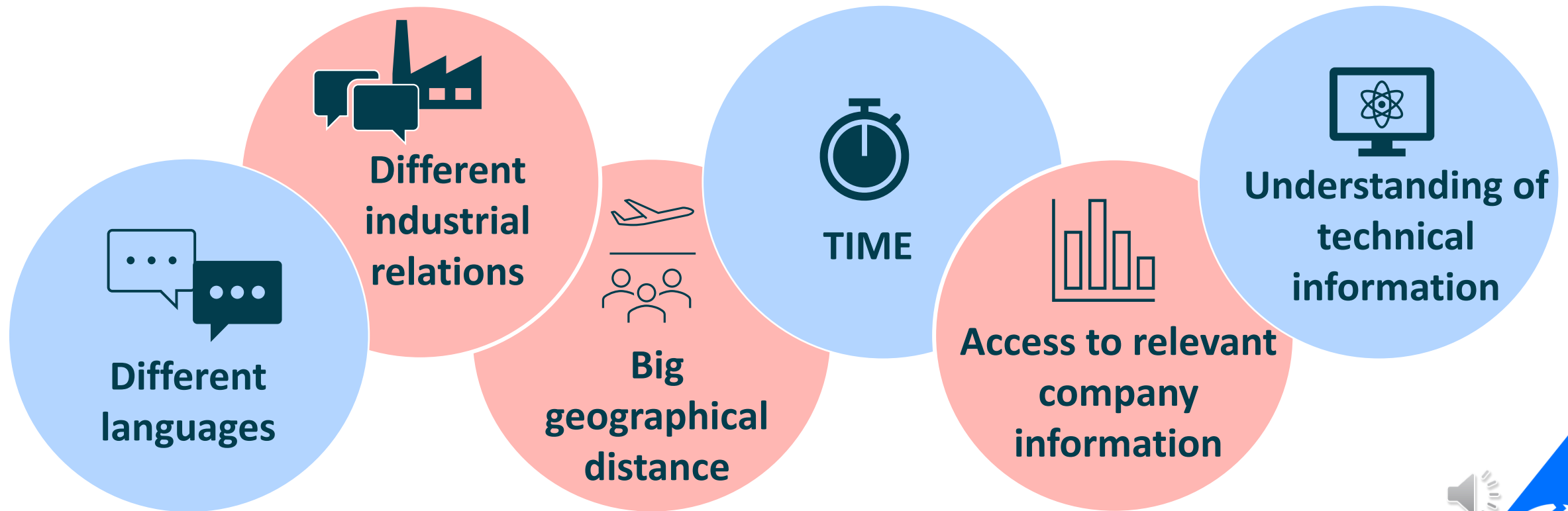
- > EWC gives relevant information back to national workers representatives



According to the directive, **it's a duty to give back information**....but your opinion may become irrelevant if you don't listen to local and national issues



# You will face hurdles in your mission to link together workers representatives across Europe and build impactful opinions



*From cultural differences...*

*...to technical hurdles*



# To overcome these hurdles, the EU-directives gives **EWC specific means and tools** to do their job (minimum legal requirements)

At least, 1x physical meeting a year

EWC members receive relevant information in advance

During the meeting, there is a live translational (speaking English is not a requirement)

EWC happens with decision-maker from the top-management

All EWC expenses (travel, translation, food, ...) are covered by the company

All meeting are held physically by default (no online training, except if the EWC agrees to do it)

EWC members can hold meeting WITHOUT management before and after EWC meetings

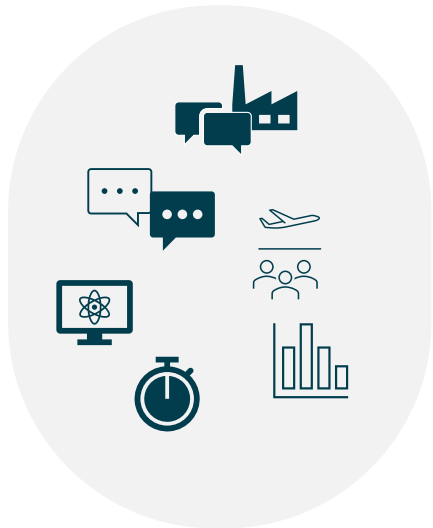
+ EWC members are entitled to annual training



EWC members may be supported by an external technical expert of their choice. The costs are covered by the company



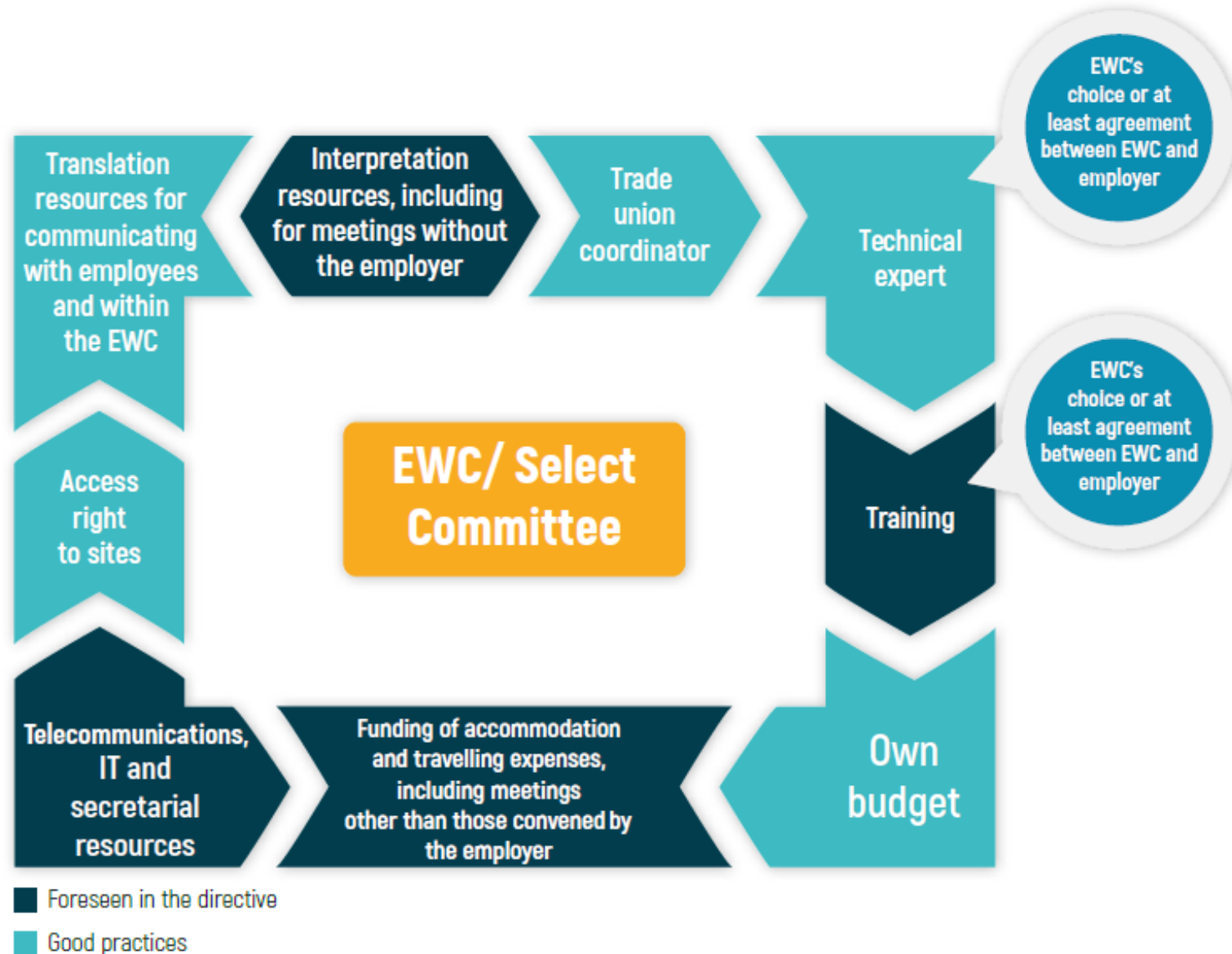
Support by a trade Union Coordinator of their choice



Main hurdles for your EWC



# But the minimum legal requirements are far away from the best an EWC can be : here are some good practices !





# A general advice : be inspired by what other EWC are doing ! There is a lot of good EWC practices in your industry.



All EWC agreements are public and may be found here : <http://www.ewcdb.eu/>



It is useful to have a least **2x EWC meetings a year** (such as *IAG EWC agreement*) + **1x training session a year** (such as *Transdev EWC agreement*) + a **select committee** (which meets up to 9x a year according to *Hapag Lloyd EWC agreement*), etc...



**Informal working practices in your EWC are as important as legal or contractual requirements**, such as building a commun EWC agenda, a commun action plan, coordinate on communication with national workers representatives ...

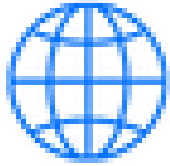


ETF is your **PARTNER** to connect with other EWC inside your industry and have access to best practices.



*For additional information :*

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