

# Joint recommendations on how to deal with EWC/SE negotiations during the COVID-19 crisis



## How to deal with EWC/SE negotiations during the COVID-19 crisis

### Joint European Trade Union Federations' Recommendations

April 2020

The Directives governing European Works Councils [EWC] and worker involvement in European Companies [Societas Europaea – SE] materialise workers' fundamental rights to be informed and consulted on company decisions which may affect their interests across borders. The Directives set a general framework and leave it up to worker representatives and the management in each concerned company to negotiate the concrete operation, roles and resources of an EWC or SE-Works Council. Those negotiations lay the foundations of the future social dialogue in the multinational company. There is no efficient EWC or SE-Works Council without a high quality EWC or SE agreement. Securing a quality agreement is all the more important than it is a legally binding document stating each party's duties and responsibilities for the years

(21 April 2020) During this unprecedented global crisis, trade unions from all over Europe are acting united to ensure COVID-19 does not put jobs and incomes in jeopardy! In the face of so much uncertainty, worker involvement through information, consultation and participation is more important than ever. EPSU and the other European Trade Union Federations are therefore publishing joint recommendations and guidelines to assist with workers' consultation and participation in decision making.

Following the COVID-19 [Joint European Trade Union Federations' Recommendations to European Works Councils/Societas Europaea Coordinators and worker representatives](#) published a few weeks ago, the EPSU and the European Trade Union Federations have now published a second set of recommendations on how to deal with EWC/SE negotiations during the COVID-19 crisis. As the negotiations will establish each party's duties and responsibilities for the years to come, it is of the

upmost importance that EWC/SE negotiations are properly conducted during these exceptional circumstances.

Amongst other things, it is essential that no EWC/SE negotiation meeting should take place via phone or videoconference. Instead, meetings should be postponed until face-to-face meetings are once more allowed. You can find the full list of recommendations attached translated into different languages. For anyone currently involved in EWC negotiations (or a member of a Special Negotiating Body), we strongly encourage you to take them into consideration and to get in touch with Guillaume Durivaux at [gdurivaux@epsu.org](mailto:gdurivaux@epsu.org) if you face any problem.

## **[See the updated recommendations - 26 October 2020](#)**

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