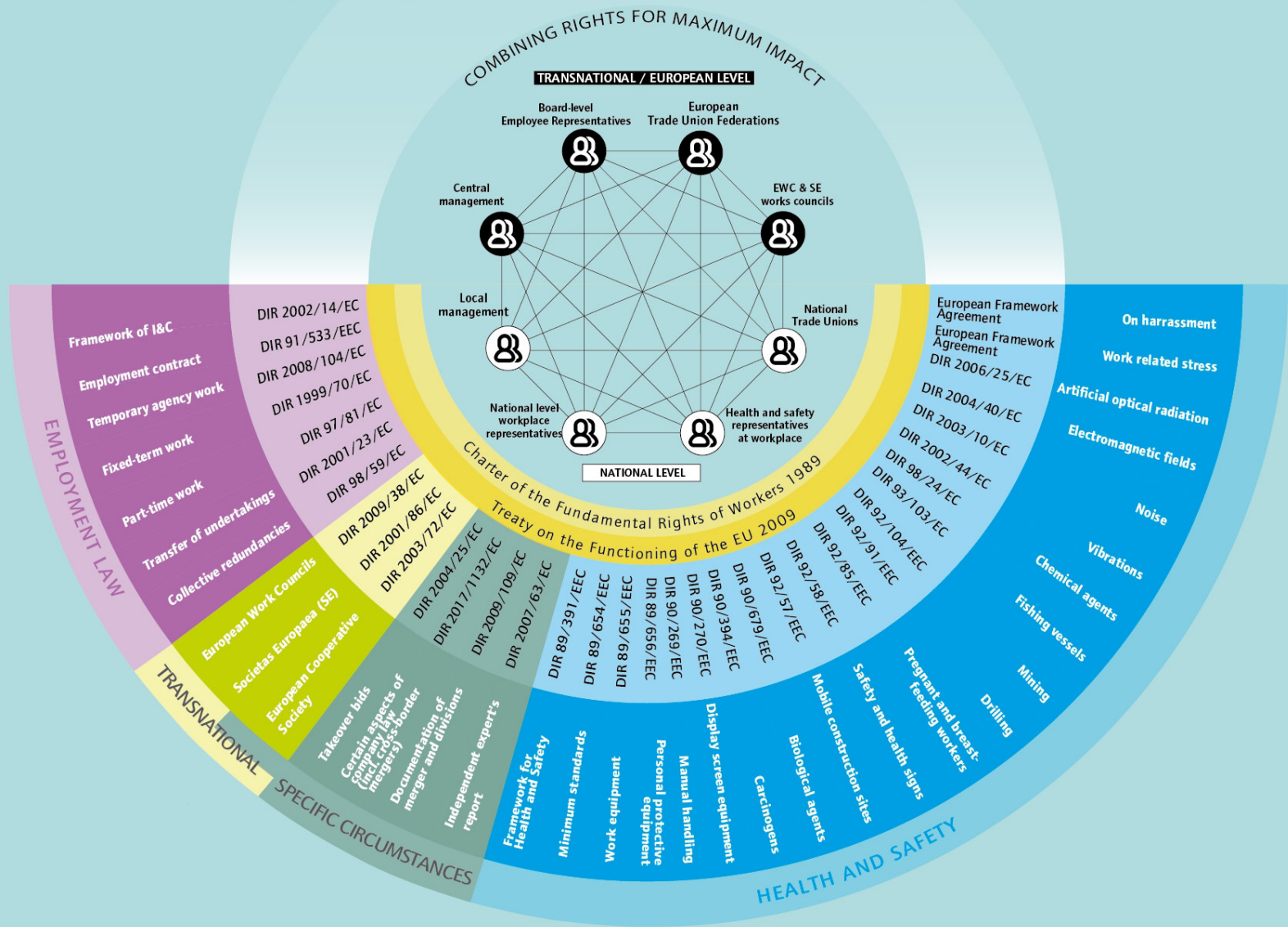


The palette of workers' participation rights

There are **37** pieces of EU legislation guaranteeing employees' rights to information and consultation at company level.



IF I WORK IN A MULTINATIONAL

COMPANY, then our rights to be informed and consulted don't end at the national border.

Management must inform and consult the workforce across Europe about issues that have possible consequences in different countries, or about measures that are decided by the central management. We as employee representatives can also use our **European Works Councils** to raise and discuss issues with management, and to **communicate and coordinate with each other** the strategies we pursue as trade unions and employee representatives in the individual sites of the company.

IF MY COMPANY IS BEING RESTRUCTURED,

then we workers' representatives have important involvement rights. Since these rights are more or less the same across Europe, all workforces in a multinational company should be treated the same.

So if my company changes owners, merges with or is taken over by another company, then we employee representatives have the **right to know all about the plans and their potential consequences**. We can put forward our views. We can better resist when management seeks to play sites off against each other. By knowing the big picture, **we can better cope with the impact of the changes** at our local workplace in local negotiations, for example.

AT MY WORKPLACE, DEMOCRACY DOES

NOT END at the factory gate or the office door. Management must inform and consult with representatives of the employees about our working conditions and employment.

Whether the employee representation is called shop stewards committee, Betriebsrat, RSU, rada zakładowa, or comité d'entreprise, and whether or not it is trade union body, **our rights to have a voice in the company are comparable across Europe**. EU law also gives employee representatives **specific rights of involvement** when it comes to employment contracts, the use of temporary, fixed-term, and part-time work, and the dealing with changes of ownership and collective redundancies.

WORKERS ARE PROTECTED FROM DANGEROUS OR RISKY WORKING CONDITIONS.

This is laid down in EU laws. It is the responsibility of companies to protect the workers from occupational hazards and to ensure safety at work.

But this protection is not happening over our heads. Employee representatives must be **informed and consulted about all measures** taken to protect the health and safety of the workforce. This applies to measures such as work equipment and protective clothing, and also covers risks associated with lifting loads, noisy environments, mechanical vibrations, working with chemicals, carcinogens, biological agents, and electromagnetic fields. There are specific approaches to the special risks faced by building workers, pregnant or breastfeeding workers, and by workers in the mining, drilling or fishing sectors.



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Visit www.worker-participation.eu to learn more

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