

EWC's facing Digitalization

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- Are the EWC agreements digitalization proof, submitting digitalization to prior information and consultation ?
- How have EWC's adressed the issue in « texts » they have produced?

EWC agreements digitalization proof?

- “The information of the European Works Council shall relate in particular to the structure, economic and financial situation, probable development and production and sales of the Community-scale undertaking or group of undertakings. The information and consultation of the European Works Council shall relate in particular to **the situation and probable trend of employment, investments, and substantial changes concerning organisation, introduction of new working methods or production processes**, transfers of production, mergers, cut-backs or closures of undertakings, establishments or important parts thereof, and collective redundancies. (SR Recast EWC Directive)”

EWC agreements digitalization proof?

- “Where there are **exceptional circumstances or decisions affecting the employees’ interests to a considerable extent**, particularly in the event of relocations, the closure of establishments or undertakings or collective redundancies, the select committee or, where no such committee exists, the European Works Council shall have the right to be informed. It shall have the right to meet, at its request, the central management, or any other more appropriate level of management within the Community-scale undertaking or group of undertakings having its own powers of decision, so as to be informed and consulted. “(*SR Recast Directive*)

EWC's agreement digitalization proof?

- Do EWC's agreements address the issue of the introduction of **new working methods or production processes**?

BNP : no

Credit Agricole: " les changements substantiels concernant l'organisation ,
l'introduction de nouvelles méthodes de travail ou de nouveaux procédés de
production"

KBC : no

Santander: no

Société générale : no

Unicredit : no

How have EWC's addressed the issue in « texts » they have produced?

- Unicredit (Dichiarazione congiunta su conciliazione vita-lavoro, 2017:

Identification of Digitalization as an important area :

Leave work at work

Create your free tech zone

There is a work life balance outside of your inbox

- Santander (Joint Declaration about workforce reordering processes in Europe)

Context : solid , sustainable and agile transparent companies
(promoting a culture of learning and continuous training)