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NEW EWC DIRECTIVE- NEW PERSPECTIVES
ROUND TABLE ATHENS 19.9.11
GOLDEN CITY HOTEL

MINUTES

Introduction.

The round table started with introduction of *Mr. Zisis Trakaniaris*, President of OBES. Mr. Trakaniaris has explained the framework created by the adoption of the new EWC Directive and the problems of its transposition to the Greek Law.

He has mentioned the actions undertaken by OBES to this end, namely the:

1. Submission to GSEE of a text with the positions of OBES concerning the transposition Law on 26 April 2010.
2. Presentation of the positions of OBES to the committee dealing with the transposition by Mr. Katsambanis, scientific collaborator of OBES, on 1/7/2010 following its invitation.
3. Information of the Greek members of EWC by mail about the positions of OBES (analyzing the spirit and the letter of the Directive 2009/38) compared with the draft Presidential Decree of the Employment Ministry Committee for the transposition of the same Directive on 27/12/2011.
4. Submission to the Minister of Employment, Mrs. Katseli, of a text with justified observations to the conclusions of the above-said committee on 28.1.2011.
5. Presentation of the deficiencies of the text of the draft Presidential Decree for the transposition of Directive 2009/38 and the respective positions of OBES to Mrs. Stratinaki, General Secretary of the Ministry of Employment, by 8 representatives of OBES, including its President, Presidents of Labor Centers, EWC representatives and scientific collaborators on 12/4/11.
6. Resubmission of the positions of OBES to the new Minister of Employment, Mr. Koutroumanis on the 12.7.2011.

Mr. Hatzisavvidis ex President of OBES has presented the activities undertaken by OBES in the course of the years for the promotion of the EWCs and international representation of workers, the analysis of the implementation of the Directive 94/45 in practice and the possibilities open for the labor movement in multinational undertakings. These actions , in few words, include:

- Publishing of the “Practical guide for the implementation of Directive 94/45 concerning the EWCs”.
- Publishing of the “Role of peripheral countries in EWCs”.
- Publishing of “The European SE Company, a new institution”.
- Translation into Greek of two leaflets of the ETUC concerning merging and restructuring of multinational companies, transnational training and conference.
- Publishing of the book “EWCs. Ten years of experience”.
- Round tables in Athens and Sofia and exchange of experiences between Greek and Bulgarian trade unionists.
- Round tables in Athens and Bucharest, exchange of experiences between Greek, Rumanian and Bulgarian trade unionists as well as transnational training of Greek, Rumanian, Cypriote and Bulgarian trade unionists.
- Transnational conferences.
- Information and support to Greek trade unions in the process of installing EWC, rights of EWC members and on how EWC members are elected.
- The site www.obes.gr containing rich resources on EWC.

Mr. Hatzisavvidis has explained to participants the structure of OBES, which has multi-sectorial character. OBES has members company-based trade unions, which is unique in Europe and is much closer to the EWCs perception. He has also referred to the fact that Greece has undergone a de-industrialization process, which had an impact on the company -based trade unions as well. He has mentioned that this is not the case in multi-national companies where strong trade unions are still exist. Furthermore, Mr. Hatzisavvidis has treated the subject of the future of trade unions in Europe and EWCs and the participation of young persons in them.

Mr. Ninos, president of Heineken trade union in Patras and representative in the EWC of Heineken has made a presentation of Heineken that has 140 factories and over 70.000 workers in 70 countries worldwide.

Ha has also tackled the subject of the knowledge, competencies and experience a EWC member has to have in order to be effective in his/her role. In Greece, apart from the initiatives undertaken by OBES, there is no training for EWC members.

One has also to take in mind that the work environment is different even in the same company, in some cases even in factories of the same company in the same country. In different countries things are extremely different even as far as essential parameters such as personal protective equipment are concerned. Another related

problem is the co-existence in the same EWC of representatives that have been elected through various procedures. For example, along with the representatives coming from the workers of the company there are representatives from some countries coming from the Federations, sometimes from Federations of other sectors, which makes cooperation difficult.

Good information is essential for EWCs. Employers pay employees in managerial positions and experts to have good information. For workers things are not the same. It is often that the same EWC member represents workers of more than one factories and he/she finds problems to inform them. Nowadays with the globalization and the financial crisis, that workers feel insecure about their jobs the role of the EWCs is more substantial.

Consultation and how it can be effective is another essential issue. There are different factors that determine whether consultation is effective or not. One thing is the personal development of representatives in order that they are able to understand and to prepare positions for consultation. Another thing is the facilities that are provided to a EWC member. In some countries EWC members are paid to accomplish their mission, this means that their work in the EWC is considered as paid work. These members are getting information every day and they are trained to be able to do their job properly.

Another subject is that there must be a uniformity of how multinational companies face their personnel. There have to be common principles and rules. The situation that the same company offers very good work contracts in some countries and “beads and mirrors” in others has to stop. In some multinational companies employers are pressing workers hardly.

We may say that we are to a point in the process we have lost our values. Maybe we have to build them again.

Mr. Tsekouras, President of the trade union of Praktiker. Praktiker has 13 technical super markets in Greece, employing about 1550 employees. The management is German, but actually there are American stakeholders (11% of the shares), from Luxembourg etc. Decisions are made centrally in Germany. It is profitable company making several million Euros profits per year. The company has no EWC and the trade union has asked OBES for support for establishing it. OBES has given information on the processes needed for establishing an EWC also asked support from ETUC.

The company lately has proceeded, without any prior consultation, to reduce the working time from 8 hours to 6 hours per day, from 6 to 4 etc.. The management has informed the trade union only in five minutes time without any consultation. In other companies consultation will take place for months.

After that, they have fired personnel and they have engaged new ones. The new personnel (and the old one) has to work for more hours than preview without being paid for them (in the dubious perspective that in some indefinite future they will be compensated with some days off). Staff feels terrorized because there are threats for dismissals if there are any protests.

To face this situation the trade union has deposited 19 lawsuits against employers to the Labour inspectors and to court including provisional and protective measures.

Discussion

Mr. Antonopouloss, OBES vice president and Lafarge EWC member. Flexicurity goes fast. There is already big subversion of working conditions. The worst though are yet to come.

Mrs. Saliba, economist, ex arbitrator of the Greek Organization for Mediation and Arbitration. What is even worst is that trade unions do not always have the same position and that the employers generate this situation. For example Renault closed factories in France and opened others in Spain.

Mr. Tsimekas, OBES vice president and Heineken EWC depute member. Consultation has to be substantial. In some EWCs it is exhausted in dialogue over procedures to follow. EWC are a focal point for multinational companies. Their character should change and lead to trade-unionism.

Mrs. Fountea, lawyer. There is already flexibility in working relations. In Greece industries of the pharmaceuticals sector and super markets have opened the way and other companies and sectors will follow. Companies do not follow the provisions of the Directive for consultation. Where there are no industry-based trade unions it is very difficult to establish new ones. The role of trade unionists is very difficult. In Greece though there is very progressive Labor Law and one should make use of it.

Mr. Katsampanis. Scientific collaborator of OBES has presented first in a ppt presentation (it is in Greek) with the following issues

1. OBES actions on this project
2. Legal status of industrial relations
3. EWC responsibilities
4. EWC problems
5. Definitions of “information” in various EU directives and Greek national laws.
6. Definitions of “consultation” in various EU directives and Greek national laws.
7. Improvements on the new EWC directive
8. Training topics on 16 an 17 November training
9. European SA
10. OBES and the new draft Presidential Decree.

Then Mr. Katsampanis concentrated on OBES positions for the new draft Presidential Decree:

After ten years' operation of the institution of the EWC, since 2005 the European Union (European Parliament and Commission) has studied in depth the institution and made changes to Directive 94/45 by introducing the new Directive 2009/38 in order to modernize the European legislation and making the exercise of the rights of workers on information and consultation more effective, as it is mentioned in recital 7 of the introduction of the new directive.

In particular, in the resolution A5-0282/2001 the European Parliament stated that "whereas the interests and concerns of employees can only be taken into account at a time of restructuring if the information and consultation is in good time and adequate; whereas there has been a number of highly-publicised cases in recent months where this was not the case, and workers learnt of major restructuring in their company through the press and/or after decisions on restructuring were already taken; whereas employees must be able to exercise their rights to information and consultation at the appropriate stage of the process"

In the opinion of the European Economic and Social Commission on 4/12/2008 entitled "Proposal for a European Parliament and the Council establishing a European Council Workers or a procedure in Community-scale undertakings Community scale for the purpose of informing and consulting the employees "stated that:

" In order to make EWCs work more efficiently and enable them to better fulfil their function in undertakings, a recast EWC Directive should at least encourage an increase in options for holding meetings; it should explicitly recognise that the legal standards are to be considered as minimum standards and that states can therefore, on any point, always set better ones when transposing the Directive into their national laws.. "

The summary of the Impact Assessment of European Commission to the European Parliament COM (2008) 419 final SEC (2008) 2166 stated:

" The effectiveness of transnational information and consultation rights is not ensured, particularly as existing EWCs are not properly informed and consulted in over half of restructuring cases and, moreover, the take-up rate of EWCs is still relatively low and has not increased in recent years;

• There are legal uncertainties giving rise to shortcomings in the application of the Directive and entailing costs and delays, particularly in cases of mergers and acquisitions and as regards the interplay between the national and European levels of information and consultation, • The concepts of information and consultation in the 1994 EWC Directive differ from those contained in the most recent Directives in the field of workers' information and consultation, and there are no clear rules for the interplay between these directives."

Also in the same document, the revised directive on the EWC following objectives:

"To ensure the effective exercise of rights to information and consultation of workers across borders to existing EWCs;

to increase the pace of establishing European Works Councils (the percentage of newly created EWCs in relation to the number of firms fall within the scope of the Directive);

to ensure legal certainty regarding the establishment and operation European Works Councils;

to ensure greater consistency and better coordination between Community legal instruments in the field of employee information and consultation with them. "

Isn't it logical and reasonable, the above European levels findings to be reflected in the new Presidential Decree?

The new directive based on Article 27 of the Charter of Fundamental Rights of the European Union (see recital 46 of the new Directive) aims to "modernise the legislation governing employee information and consultation with them at interstate level in order to ensure the effective exercise of rights of employee information and consultation at transnational level, to increase the proportion of establishment of European Works Councils, while ensuring the continued operation of existing agreements, to resolve problems encountered in the practical implementation of Directive 94/45/EC and to address the legal uncertainty caused by certain provisions or the lack of provisions and ensure better linkage of EU legal acts concerning employee information and consultation.. (Recital 7 of the new Directive). This means however that the new directive sets only a minimum threshold of requirements to be included or updated in the consultation with employee representatives at transnational level. This is also indicated in the above opinion of the European Economic and Social Committee of 4/12/2008. So, obviously it does not preclude any member country to put additional conditions for improving information and consultation. That is more so, if those conditions are based on the existing national legislation and practice. For example, the Law 1767/88 (Article 11) for works councils provide a meeting of representatives of workers with the employer every two months., N. 1264 provides a meeting per month, while the directive in the subsidiary requirements, provides for one mandatory meeting with the employer per year. Isn't it logical that the new Presidential Decree improves the provisions of the new directive towards meeting the workers' rights to information and consultation?

Another issue is the relationship of the new Presidential Decree with the new Directive 2009/38. In particular, in many respects the draft of the new Presidential Decree does not ensure effective exercise of the rights of workers as Directive does and this constitutes a violation of the principle of efficiency and immediate implementation of Community law. Specifically, on the issue of 'trade union leaves "to Paragraph 3 of Article 10 of Directive 2009/38 states that:

" 3. Members of special negotiating bodies, members of European Works Councils and employees' representatives exercising their functions under the procedure referred to in Article 6(3) shall, in the exercise of their functions, enjoy protection and guarantees similar to those provided for employees' representatives by the national legislation and/or practice in force in their country of employment. This shall apply in particular to attendance at meetings of special negotiating bodies or European Works Councils or any other meetings within the framework of the agreement referred to in Article 6(3), and the payment of wages for members who are on the staff of the Community-scale undertaking or the Community-scale group of undertakings for the period of absence necessary for the performance of their duties."

In paragraphs 4 and 5 of Article 17 of the new Presidential Decree 'trade union leave" is reported as follows:

"3. Members of special negotiating body (SNB), the EWC and employees' representatives exercising their functions under the procedure for information and consultation of Article 8, paragraph 3 shall have, in the performance of their duties, the same protection provided to Article 9 paragraph 1 of Law 1767/1988.

4. Representatives of the preceding paragraph shall take paid leave from the business in order to participate in meetings or conferences related to this decree which are organized by a body offering recognized work or the tertiary trade union in the country. Employees must produce, necessarily, to the employer evidence of participation in meetings and conferences to obtain the relevant paid leave.

5. To members of the EWC is granted paid leave up to two (2) hours per week, which may not exceed fifteen (15) days per year in total to inform employees".

But what could anybody is expecting from the draft Presidential Decree the title of which does not mention the word "Purpose" as the Directive does and the first paragraph of the first article does not state, like the directive does that "purpose ... is to improve the right workers to information and consultation» but merely «..... effectively guaranteeing the right of workers to information and consultation» What do we really expect from the new PD? That the EWC representatives will have go to the Labour Inspectorate and the courts (National and ECJ) to obtain the paid leave provided by the Directive and "ignored" by the Presidential Decree?

Moreover, two facts still exist:

First the main text of the new Directive gives more rights to workers' representatives.

Secondly, the new directive has 49 recitals of which 29 are new ones. All new recitals are in the direction of improvement of workers' right to information and consultation.

So it is obvious that the whole new directive (both introductory assessments and main text) is compared with the old directive, in the direction to support workers, not employers. Should this not be reflected in the new PD? The draft of the new Presidential Decree copies in many points the previous Presidential Decree 40/97 not improving the position of workers or, worse still, aggravating their position. If this is not regression then what is it?

Let see now some crucial points in the new Presedetial Decree that we have send you by e-mail.

1. The new directive strengthens the role of trade unions and trade union federations as representatives of workers. The same applies to Greek law. It is paradoxical, but it is probably true that, even the recent, anti-labor Law 3899/2010 strengthens, even theoretically, the role of trade unions and trade union federations. Another issue is whether the new regulations undermine the role of employee representatives from the rear door and this has become clear to employees. Given that unions and federations now have increased roles, this should be reflected in a tangible and concrete way in the new Presidential Decree. This also required by the recital²⁷ of the new Directive on the role that can played by recognized trade unions in negotiation or renegotiation of the agreements establishing the EWC, etc. One has to pay attention to the fact that the first sentence of assessment refers ²⁷ to recognised unions in general and not only recognised European trade unions as do the following sentences of Assessment 27. For example, the new Presidential Decree should provide that if there is no trade union, the election of representatives to the EWC should be performed with the

presence of representatives of federations or GSEE to ensure objectivity. Moreover, the new directive (recital of 77 new Directive) aims to connect the existing Community Directives with existing national legislation in each Member State. All these signal that the new Presidential Decree for the EWC can and should incorporate all the positive points of existing legislation and practice to strengthen the right of employee representatives to be informed and consulted. This indicatively (this is by no means restrictive), may actually mean that the new Presidential Decree, a) must have a reference to Law 1264 concerning the protection and unions leaves of representatives of workers, b) to strengthen the role of federations in the election of representatives to the EWC, in case there is no trade company-based trade union, c) to apply severe penalties for violations of the obligations of employers as preview in the Directive, to cancel decisions of employers, right of workers to go to court (including preventive measures) for non-compliance with the directive etc.

2. That it has to be stressed that the provision of the recital 37 that state that there have to be "effective, proportionate and dissuasive penalties in relation to seriousness of the offenses "has not been included in the text of the draft new Presidential Decree. If this assessment, along with appropriate implementation measures, referred to the sanctions, the provision that employees have the right to sue in courts and proceed with legal proceedings etc. were included in Article 18 of the new Presidential Decree wouldn't it make this article more effective? According to Article 1 paragraph 2 it is provided that "the arrangements for information and consultation have to be established and implemented in such a way as to ensure their effectiveness". Maybe the reference to penalties imposed by the inspectorate of labor and even prison sentences, which are directed against individuals rather than companies, which punishment is practically not applicable, is not enough (see Article 18 of the new PD).
3. Improvement of the definition of "transnational issues" by using recital 12 as well as the recital 16. Recital 12 says that "There should be appropriate provisions, which will ensure that the employees in Community-scale undertakings or groups of firms are consulted when decisions which may affect them, are taken in another Member State than the one where they work."
4. Article 6. This article shall preview the presence of representatives of trade union federation in the procedure to elect members to the EWC in the case of absence of a company-based trade union. Even the recent anti-worker legislation provides reinforcement of the role of trade unions and trade union federations.
5. Article 7, Why paragraphs 5.6 and 7 have been included although not preview in the article 5? The fact that they were included in the old Presidential decree 40/97 is no reason that they remain in the new one. Do their provisions have a positive impact on the improvement of workers' right to information and consultation or a negative one? Should the special negotiating body (SNB) cease to exist once the

agreement is signed? If the central management retracts after signing the agreement before the constitution of the EWC what should be done? Finally, paragraphs 5 and 7 generate more problems in the functioning of the SNB than those supposed to solve. It is at least paradoxical to a body such as the SNB, which consists of members coming from democratic processes and representing workers to follow terms like elected president, internal operating rules, dates end etc. On the contrary, the Presidential Decree should provide more obligations to employers in order to establish more EWCs, which indeed is the objective of the Directive as stated in the introductory Assessment 7 of the new directive "to increase the proportion of European Works Councils workers set up".

6. Article 8 paragraph 2 subparagraph f. In that paragraph referring to the Selective Committee there is quotation of Article 12 paragraph 2 which belongs to the subsidiary requirements. Article 12 paragraph 2 restricts the maximum number of members of the selective committee to five. Such term is not preview in Article 6 of the Directive. Perhaps the members of the committee for the Presidential Decree have not fully understood when subsidiary requirements are applied. We suggest that Article 12, paragraph 2 is deleted.
7. What is the utility of Article 9? Which article of the directive does it refer to? Isn't it contrary to the Directive? The fact that the old Presidential Decree in Article 12 provided the same procedures is not a reason to include them in the new Presidential Decree. Besides, the subparagraph g of paragraph 2 of Article 6 of the Directive provides that the Agreement establishing the EWC will contain "the date of the agreement and its duration, the arrangements under which it can be amended or be terminated, and where should be renegotiating the agreement and the procedure for renegotiation, including any cases where changes occur in the structure of the Community scale company or group ". This subparagraph is more emphatic than the respective paragraph of the old directive. Additionally, in accordance with Article 15 of the Directive "No later than June 5, 2016, the Commission shall report to European Parliament, the Council and the European Economic and Committee on the implementation of this Directive, which will eventually be accompanied, by appropriate proposals". A similar article was in the old directive. Using this article of the old directive the committee has proceeded to the new directive by improving the position of workers. Why, if this is done again in the future with a new, friendlier to workers Directive, should the agreements establishing the EWC concluded with this Presidential Decree be valid indefinitely as provided in Article 9 paragraph 2 of the draft Presidential Decree? This article should be deleted.
8. 16. Article 13 paragraph 4. Why there is a time limit of 10 days put, while the directive states 'within a reasonable time'? Is it in favor of workers' right to information and consultation? And if explanations given by the central management are insufficient, which is very likely, according to the definition for information given by the new

Presidential Decree what has to be done then? In this case substantial consultation should not take place? Presidential Decree 40/97 had indeed a similar arrangement in violation of Directive 94/45. This does not mean that this mistake should be continued in new Presidential Decree. One has not to forget that the aim of the new Directive, and hence of the new Presidential Decree, is "to improve workers' right to information and consultation" as referred to in paragraph 1 of Article 1 of the Directive and not "to cut it". It is proposed to retain the "within a reasonable time space".

9. Article 14 Paragraphs 1 and 2. Who will be the chairman of meetings of the EWC with the employer is left to the mutual agreement between representatives of workers and the employer in accordance with Article 7, paragraph 6. It has to be clarified that subsidiary requirements apply in cases where the employer does not agree with the establishment of EWC. It is obvious that where the employer does not agree with establishing EWC workers will face increased problems in implementing information and consultation procedures. In this case workers should have the chair of the joint meeting with the employer so that they can determine the agenda, the time allocated for each topic; they will have the option and the option to submit clarifying questions, etc. Only then workers can receive, probably, "justified response to any opinion they might express" referred to in paragraph 1a of paragraph 3 of the subsidiary requirements of the Directive. The spirit of auxiliary devices is to enforce a minimum set of provisions to employers reacting to the establishment of EWC. Another issue that can improve the new Presidential Decree is the issue of expenses. In paragraph 2 of the same Article should be described the expenses to be borne by the central management in accordance with paragraph 6 of the Annex to Directive in order to avoid misunderstandings. Finally, it should in this case be preview, the right to indemnity not merely of one expert, but of more than one. Let's not forget that supplementary provisions apply in cases where no agreement can be concluded by the representatives of workers and employers to establish and operate the EWC. In this case, the EWC needs for specialized legal knowledge, economists etc. is increased and in accordance with the directive this should be covered by central management.
10. Article 15 paragraph 2. Does Article 8 of Decree 91/2006 cover better the needs of workers? This article reads "When supervisory or administrative organ of the European Company requires compliance confidentiality or does not give any information, the application of paragraphs 1 and 2, can be achieved by workers' representatives by applying to First Instance Court of the seat of the European Company which considers the provisional and protective measures. The decision will be issued including arrangements designed to protect the nature of confidentiality of the information. "
11. Article 18 paragraph 2. We suggest that it is revised to provide representatives of workers the possibility to apply to courts in order to cancel or suspend the decisions of employers who have not followed correct procedures on information and consultation. Additionally, it

has to be included in the article that there should be "effective, proportionate and dissuasive penalties in relation to the seriousness of the offense ", as foreseen in the new introductory remark 37.

Discussion.

Mr Ninos In many cases the EWC member is placed by the employer, in some cases even the human resources manager.

Mrs. Dionysopoulou, lawyer. I have been engaged extensively both theoretically and practically with EWCs. An EWC has not the power of a trade union but it can inform the trade unions, which in their turn can use provisional and protective measures in order to freeze decisions made by employers (e.g. blocking the decision for merging until proper information and consultation will take place). This was done in case of Gaz de France. EWC are giving valuable information and then the trade unions coordinate the collective bargains or negotiate with the management.

The Directive does not preview that decisions made by the employer side with no prior information and consultation with the EWC are automatically void but the transposition law may preview it.

When the shares of OTE have been transferred to Deutsche Telecom, the trade union has proceeded to provisional and protective measures asking to postpone the deal until proper information and consultation would had take place..

In certain cases e.g. automotive industry, EWC have proceeded to negotiations and to agreements with the management with the support of ETUC.

The rights that derive from the decisions of EWCs come under the contractual law.

Greek trade unions have scarcely worked on the EWC Directive. In Germany and in France they have gone further perhaps because there is a general culture of work councils.

Mr. Alevyzakis, member of Labour Centre of Athens. In Greece trade unions have been afraid of the work councils. Nowadays, with the crisis they could play a positive role.

Mr. Hatzisavvidis. The labor law concerning trade unions is very good and effective in Greece. When the work councils appeared we feared that employers would push them forward, because they didn't have the powers and protection of the trade unions, so it would have been easier for employers to deal with them.

Mr. Moissiadis, ex president of the Electricians Federation. We have fought for many years along with OBES and the EMF, the European Metal Federation, and we have gained much. I have lived very difficult situations since the decade of '60s and many things have drastically changed since in a positive way. I think that European Collective Agreements should exist.

Mr. Katsampanis. We have talked not only about the EWC but also about information and consultation and the meaning they have in the various European Directives. In OTE is actually taking place consultation for finding ways of reducing the labor cost.

Mr. Anagnostou, President of the trade union of Metallotechniki, Philkeram Jhonson group. The prime duty of a trade unionist is to raise the morale of the workers. We have to admit that multinationals exist since the British East India Company. They have a lot of experience. They are the old wise grand-father. EWCs on the other hand are a new institution. It has to learn a lot and open pathways.

Mr. Papadopoulos, General secretary of Agfa trade union. If there is a case where the company proceeds with redundancies or deterioration of working conditions without prior consultation what can the trade union do?

Mrs. Fountea. The trade union may complaint to the Inspectorate of Labour or may proceed legally.

Mrs. Dionysopoulou. It is also possible to complaint directly to the Ministry of Employment for immediate action or in case of direct violation of laws (e.g. redundancy of mothers) there is always the possibility to complaint to the independent Authority of protection of citizens.

Conclusions

The new Directive 38/2009 is meant to improve the position of workers and the procedures of information and consultation to be more efficient. Yet, according to experience, many things have to be changed in the future in order to further improve the institution.

In Greece there is no transposition Law yet. The draft Presidential Decree presented by a committee of the ministry of labor is based on the respective one transposing the old Directive 45/94 and dos not preview the improvements included in the Directive 38/2009.

Nowadays with the globalization and the crisis that workers feel insecure about their jobs and the role of the EWC may be more substantial.

PHOTOS FROM ROUND TABLE

