



**Greek Federation
of Industrial
Workers' Unions
(FEDERAȚIA
GREACĂ A
SINDICATELOR
LUCRĂTORILOR
DIN INDUSTRIE)**

**TRANSNATIONAL CONFERENCE
(CONFERINȚĂ TRANSNAȚIONALĂ
«EUROPEAN WORKS COUNCILS»**

9 AND 10 FEBRUARY 2008

HOTEL IBIS Palatul Parlamentului

82 – 84 Izvor St. , Bucharest Tel: 00 4021 401 10 1



On the 8th of February there was a meeting of the Greek delegation with three members of the confederation Fratia, in order to overview the preparations for the conference and better co-ordinate activities within as well as outside the STRENGTHENING DIALOGUE project.

In the Conference held in Bucharest in 9 and 10/2/2008 there were 34 participants (14 from Romania and 20 from Greece).

Main topics handled during the conference were the following:

- Presentation of the situation of the industrial relations, labour movement, its structure and its position in the national framework in Romania and Greece.
- Presentation of the provisions of the Directive 45/94 of the EC about the EWCs. Summary of the conclusions deriving from the experience of the operation of EWCs till now, points to pay special attention to and issues that have to be improved in the future.
- Provisions of the transposition law in Romania
- Presentation of previous OBES publications and materials about the EWCs on the internet.
- Presentations of two case studies of EWC, which face completely different situations; the one of ABN AMRO bank which has merged with FORTIS and the other the one of NBG, which is in the negotiation phase.

In the debate that was opened after the end of presentations, the following points were raised:

- The situation as far as EWCs in Romania are concerned is that there are already EWC in oil companies, in RENAULT, in HEINEKEN. In METRO and other wholesales companies there are EWCs but, since there are no trade unions in these companies workers' representatives are mostly somehow appointed by management. Debate followed between the EWC members of LAFARGE and ABN AMRO about what happens with these representatives after a while, if the majority of workers' representatives, coming from other countries, in the same EWC are really representing the interests of workers. The conclusion is that these representatives dictated by employers are either assimilated or marginalized.
- The situation in Romania is different from Industry to Industry. It depends on the culture, the will of the employer and the power of workers. Out of 12000 wood processing



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companies only 100 have trade unions. Although there is a provision that a SNB may be formed if 100 workers ask so, in the case there is no trade union, it has not happened yet in Romania.

- There is imperative need to have a common voice in Romania for social dialogue and in order to negotiate with employers about wages and salaries on one hand and legislative framework for social benefits. Salaries and wages paid by multinational companies in general are higher than that preview in the national Law. Equal salaries may be a subject of consultation after thorough analysis of the balance sheet and profit and loss account.
- Another subject discussed was if the decision of the management is void, in the case there is not prior consultation process or if the case must be presented in a court.

On the 10th of February there took place meetings between Romanian and Greek representatives of NGB, EUROBANK, LAFARGE, HEINEKEN and wood processing industries concerning EWCs they have or they intend to establish and ways to co-ordinate their activities.

There was simultaneous interpretation Romanian Greek through the whole duration of the Conference.