Information and consultation of employees: works council, application direct. 94/45/EC. Report

2000/2214(COS) - 10/07/2001

The committee adopted the report by Winfried MENRAD (EPP-ED, D) calling for a rapid revision of the directive in order to tackle the weaknesses that had emerged in the course of its implementation. The committee suggested a number of improvements, such as: - a precise definition of information and consultation of employees: consultation of EWC members should take place regularly and always before decisions are taken by the company; furthermore, decisions taken by the management should be valid only if information and consultation are properly carried out; - the introduction of an enhanced consultation procedure in order to reach agreement on certain issues which particularly affect employees; - an enhanced obligation to convene special meetings of the EWC in good time in order to convey information to employees on restructuring and other decisions having implications for the future of the company; - a reduction in the thresholds for companies to be included within the scope of the directive (500 employees for the company as a whole and 100 per establishment in at least two Member States); - more opportunities and proper resources for training (in accounting regulations, labour law and languages); - strengthening the provisions concerning the protection and rights of workers' representatives; - general extension of the matters covered by the information and consultation process; - recommendations on the relative numbers of men and women serving on EWCs. The committee also called for sanctions in case either employers or employees' representatives failed to respect the directive.