

Articulation in restructuring

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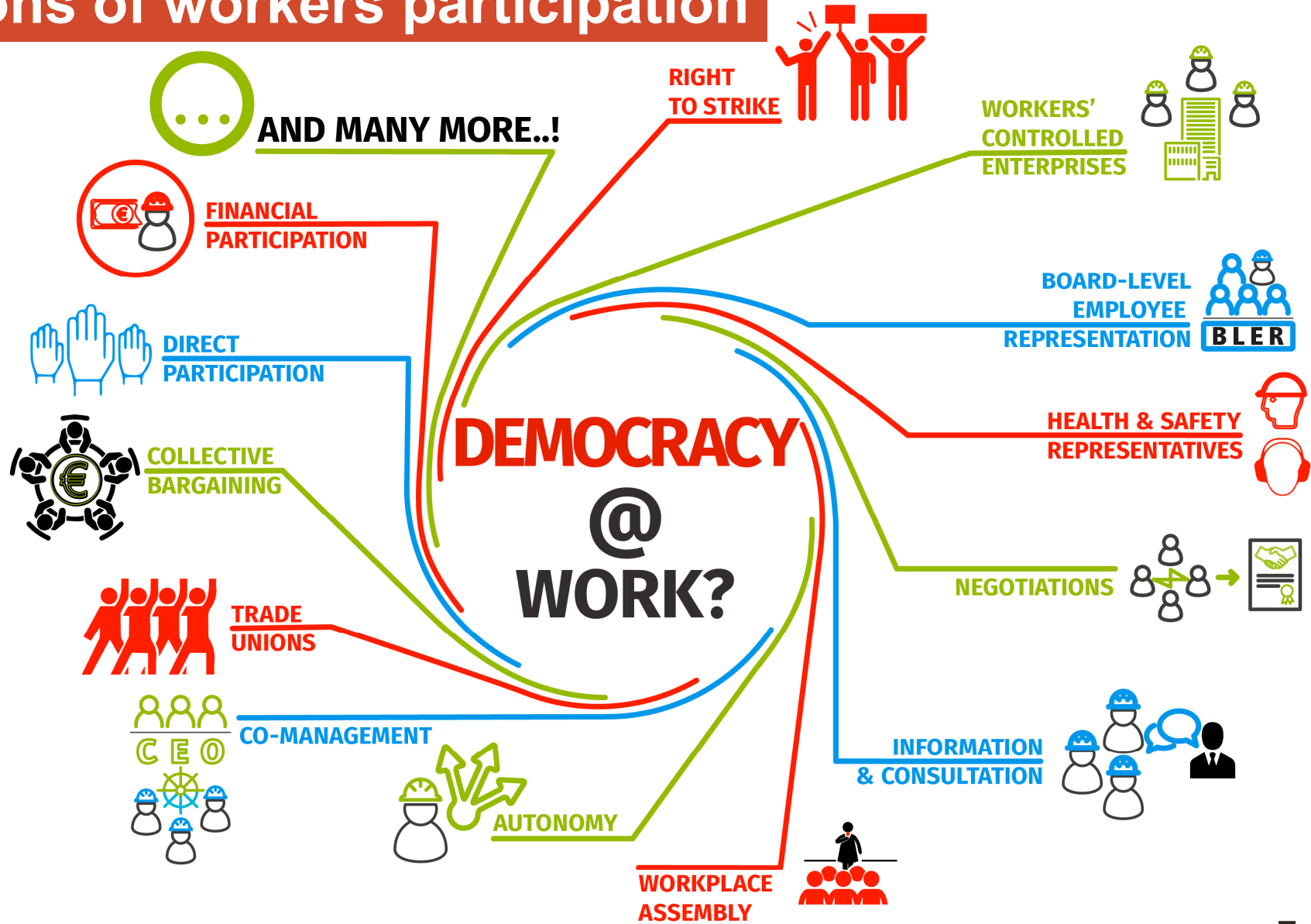
ETUI

ETUI ETF UNI Webinar on restructuring for EWCs

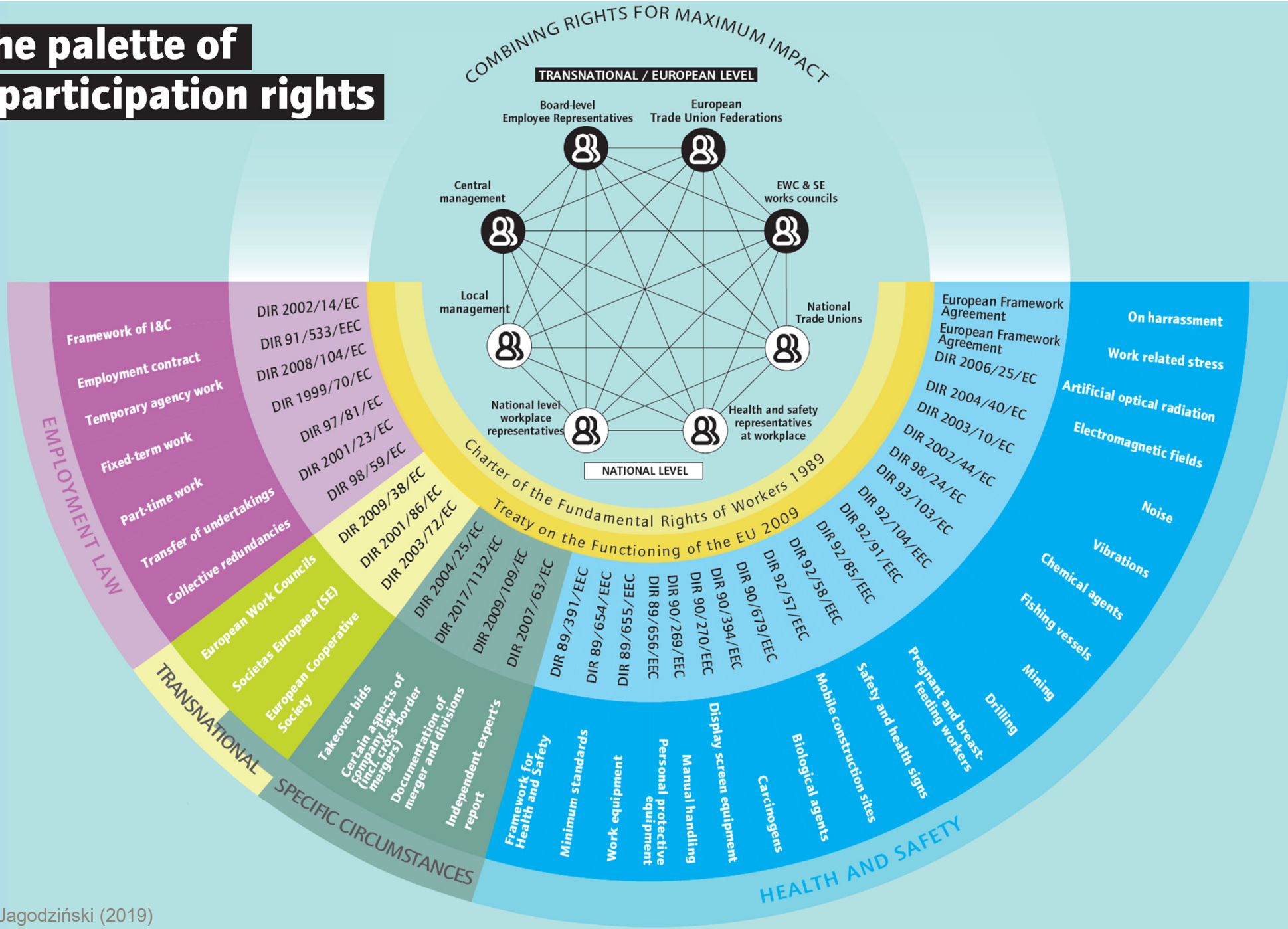
30th September 2020

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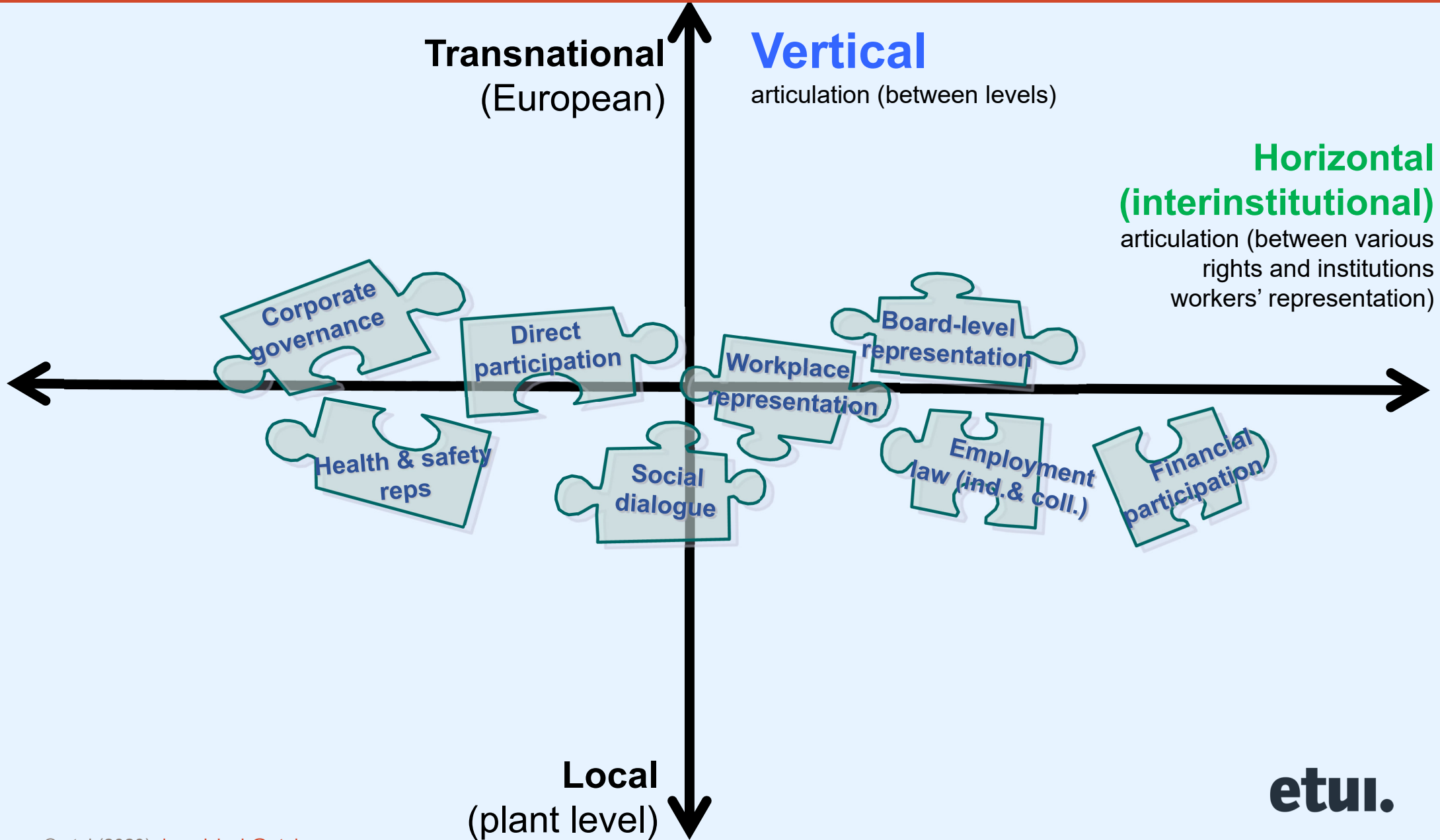
Institutions of workers participation



The palette of workers' participation rights

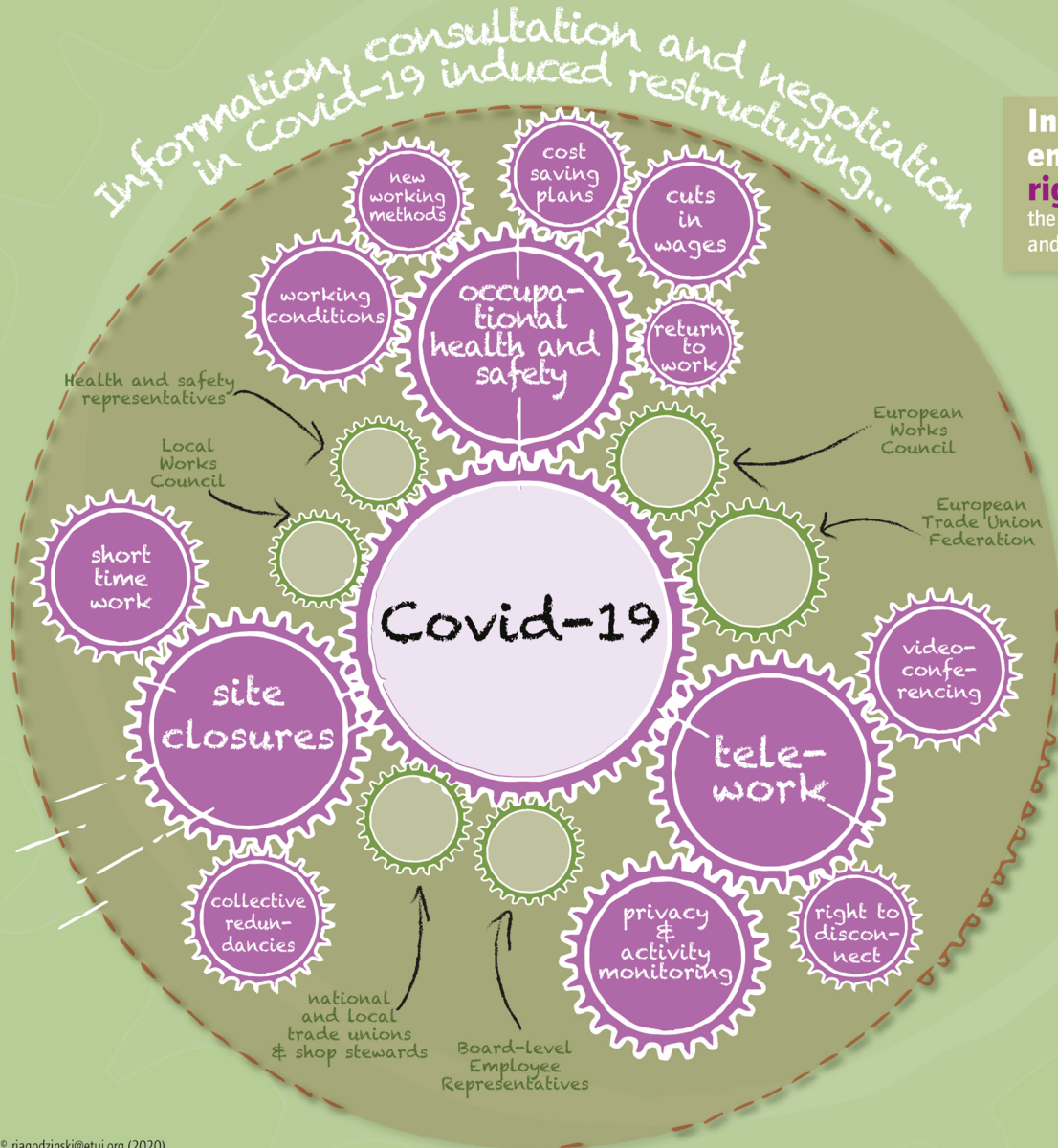


Articulation as a concept: two dimensions



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Covid-19 induced restructuring and workers' rights



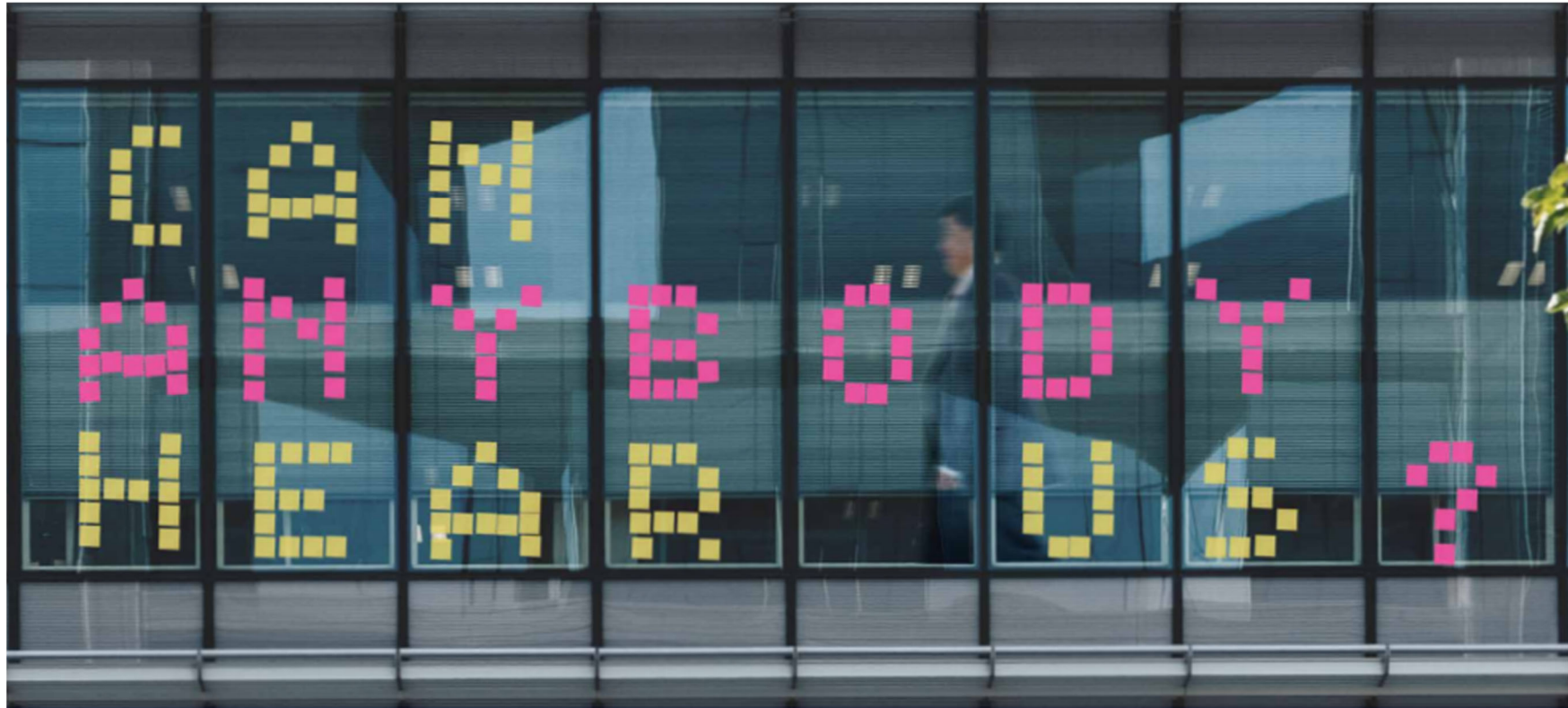
In restructuring, also pandemic induced, **employee representatives have the right to know and have a say about** the restructuring plans, health and safety measures, change of working conditions and their potential consequences for the workforce.

Covid-19 cannot mean a quarantine of workers' rights to information, consultation, participation and collective bargaining



Empirical data: EWC survey 2018

Do the EWC members communicate with the employees, local representatives and/or board level representatives?



Can anybody hear us?

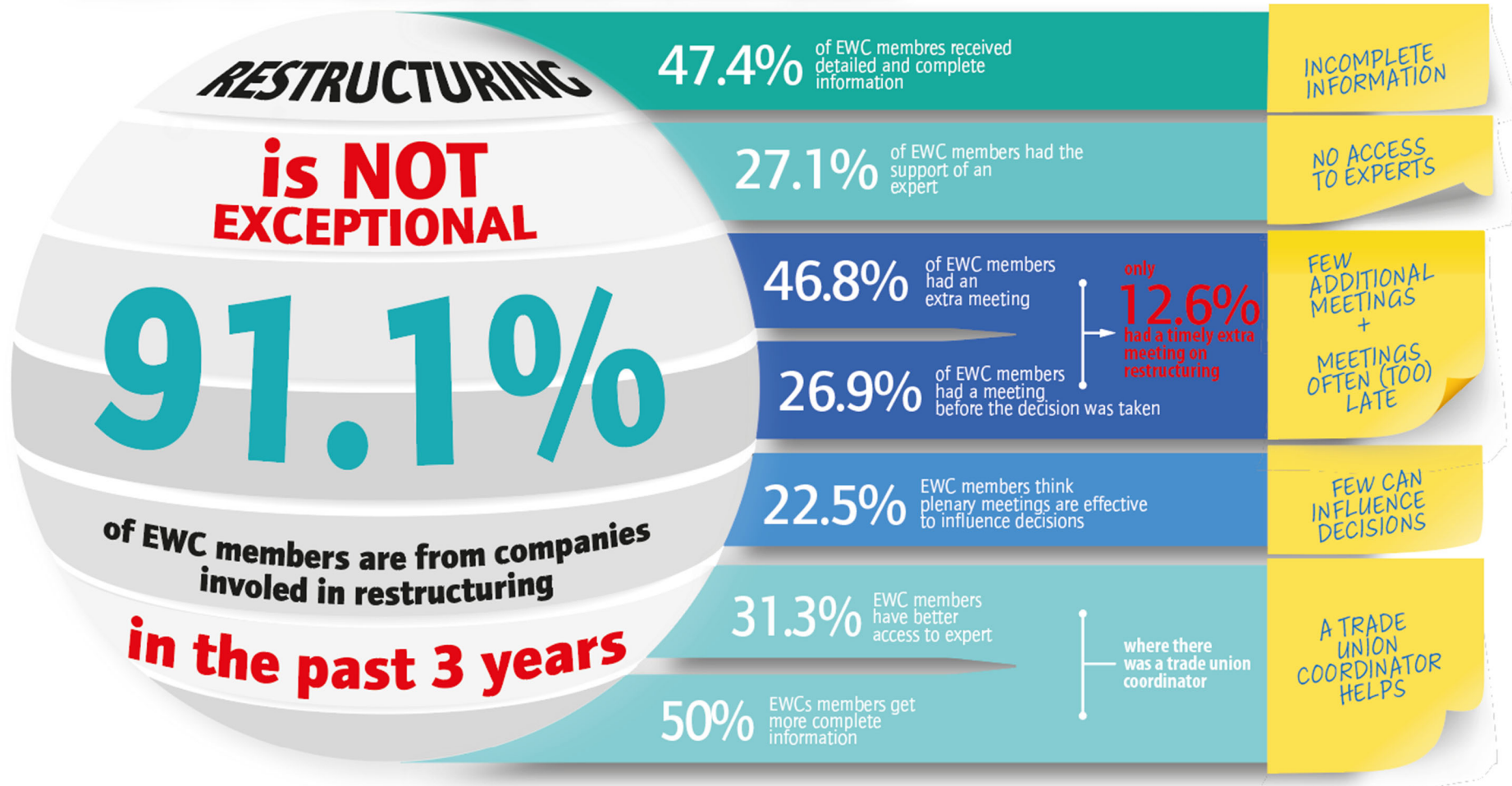
An overview of the 2018 survey of EWC and SEWC representatives

by Stan De Spiegelaere & Romuald Jagodziński

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How do EWCs deal with restructuring?

In 2018 the ETUI conducted the largest to date survey among over 1500 EWC members from 365 EWCs. The results are unambiguous: **EWCs ability to deal with restructuring is limited.** The situation in 2020 is even **more challenging because of the Covid-19 pandemic.**



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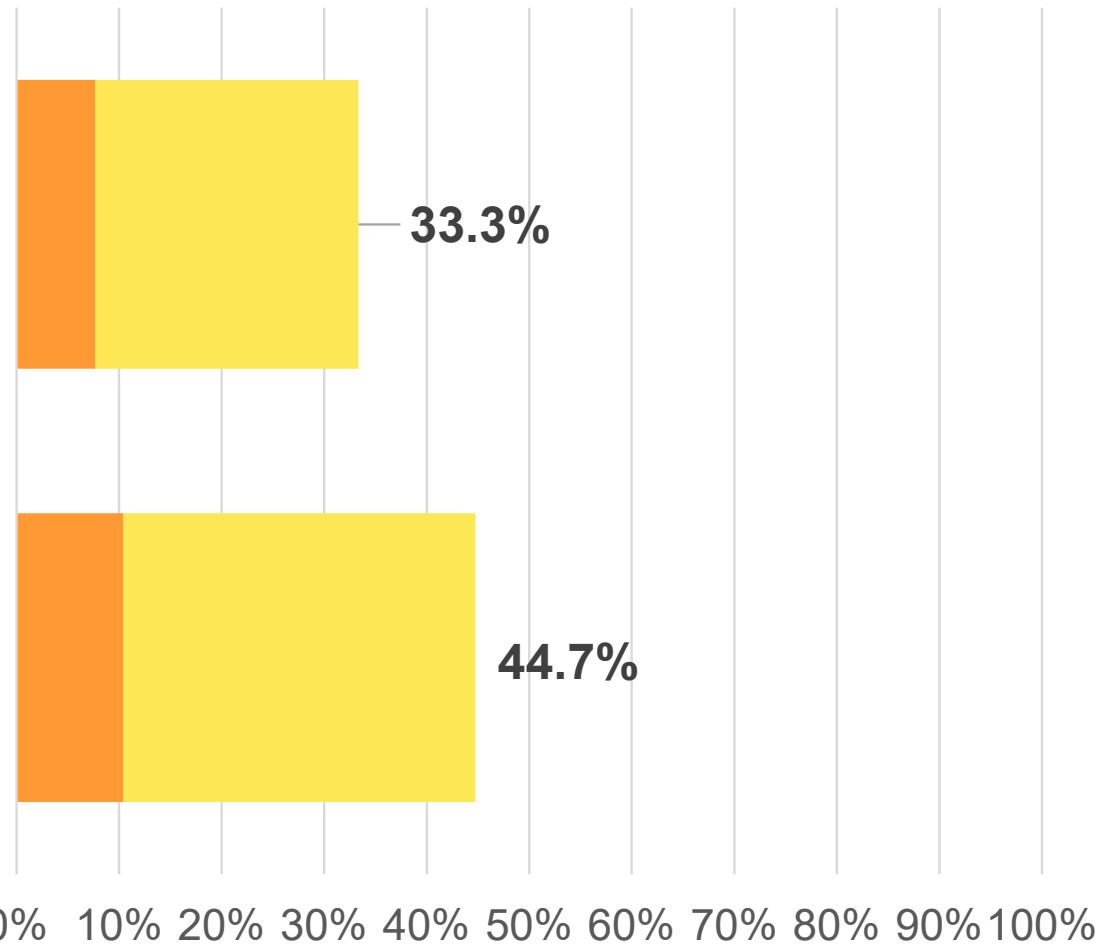
EWC Survey: **vertical** articulation in EWCs

1. Among EWC members & between meetings
2. Between the EWC and the local level
3. Between the EWC and the board level representative

1. Between meetings

Articulation starts with communication

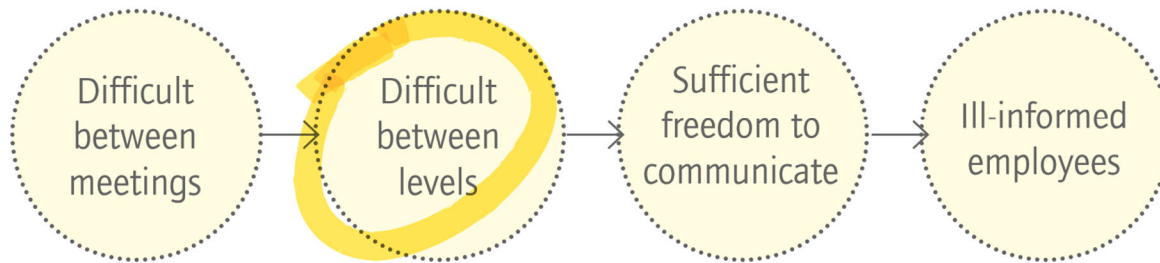
It's hard to communicate with other EWC representatives from other countries between EWC meetings



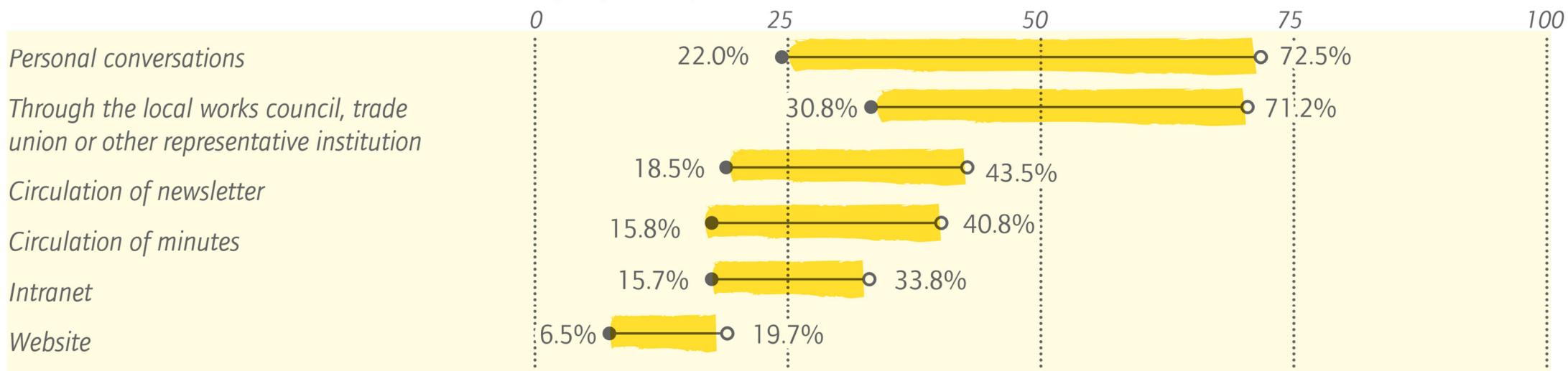
Between EWC meetings I have frequent contact with EWC representatives of other countries

2. Between levels: from EWC to local level

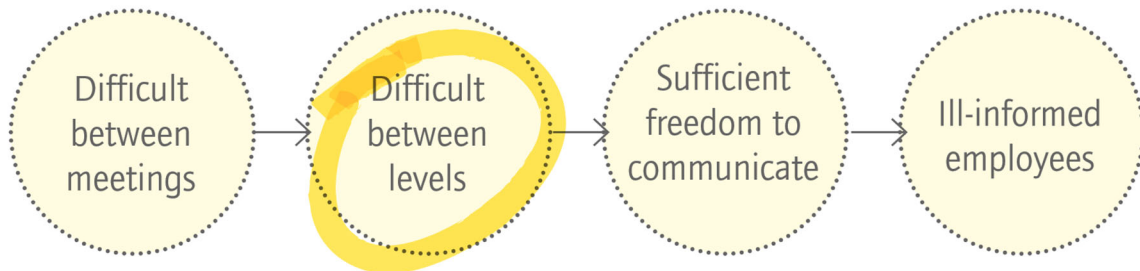
Communication. Between levels



Personal conversations and local employee representation



2. Between levels: from local level to EWC



Source: De Spiegelaeere and Jagodziński (2019) Can anybody hear us?
Downloadable at www.etui.org

Communication is also hard between levels _____ *Asking input is hard...* _____

~ ... but better when a trade union member...



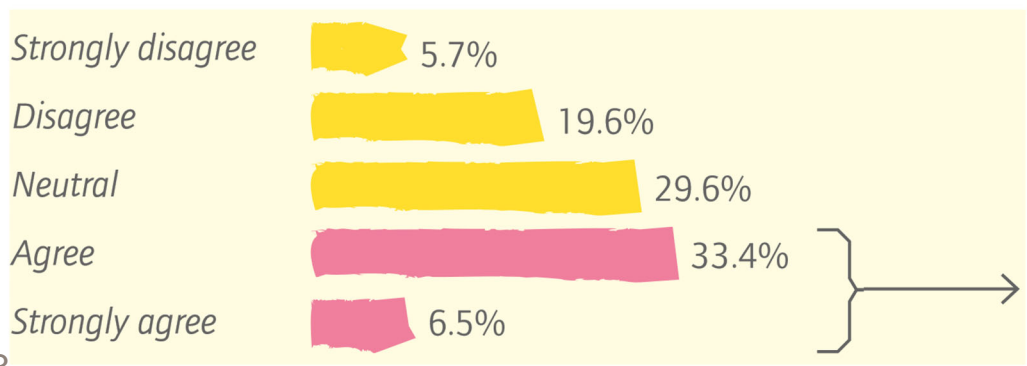
... or where a coordinator is present...



... while office holders ask more often for input

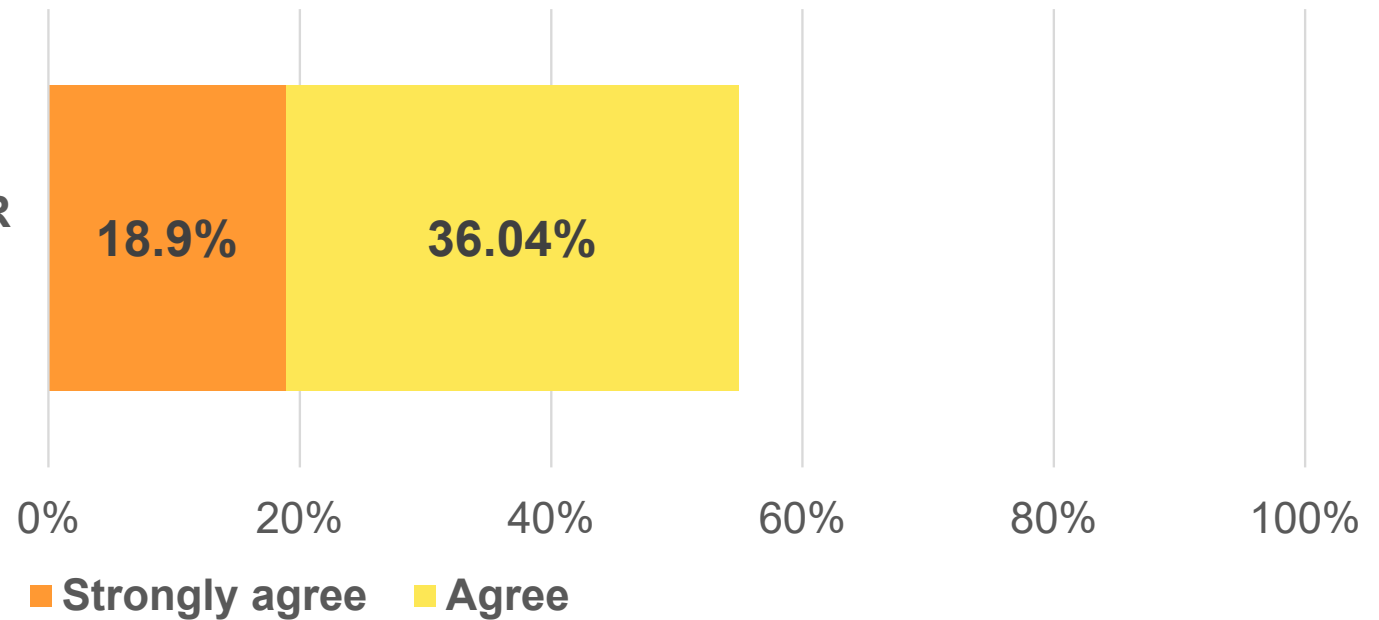


I often ask for input from the local works council, the trade union or the workforce on my work in the EWC



3. From EWC with BLER

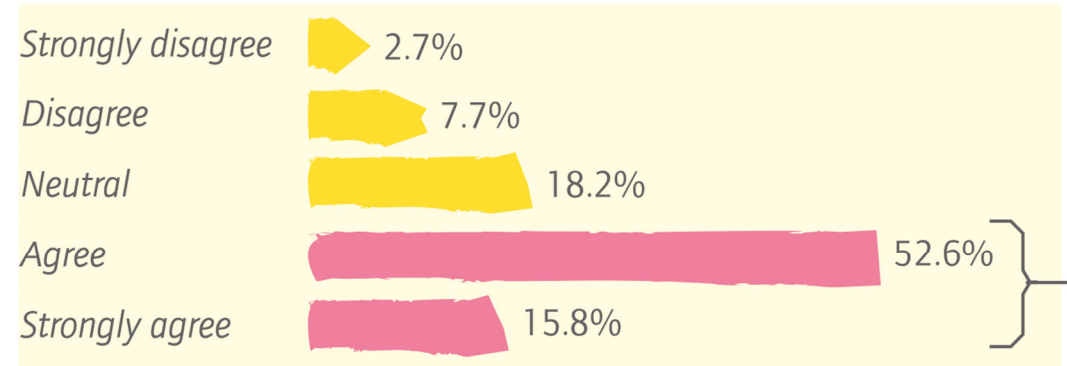
My EWC communicates with the BLER representatives



Freedom to communicate

While EWC members have sufficient freedom to communicate...

I have enough freedom to communicate with national/local worker representatives about the EWC



Freedom to communicate with local workers' representatives



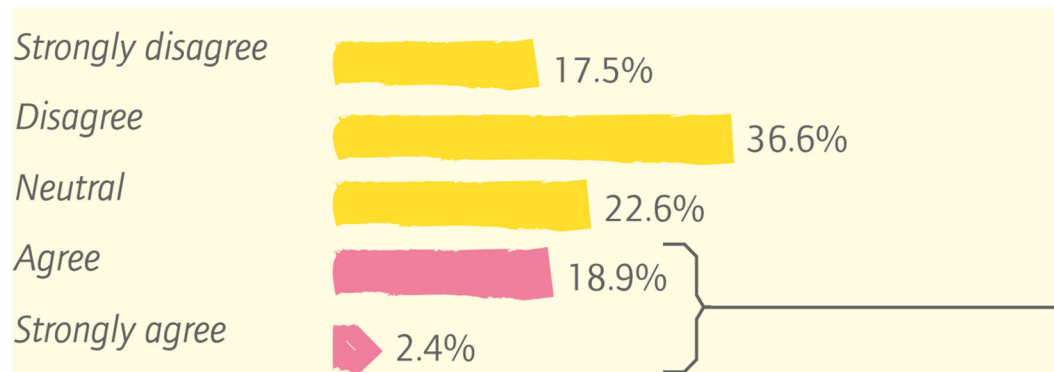
Trade union members have more freedom to communicate

Source: De Spiegelaere and Jagodziński (2019) Can anybody hear us?
Downloadable at www.etui.org

The purpose of articulation

Employees not well informed about EWC _____

I think the employees in my company are well informed about what we do in the EWC



Well-informed? Better with a coordinator _____

Are employees well-informed?



21.3 % of EWC members think employees are well informed...!!!

Source: De Spiegelaere and Jagodziński (2019) Can anybody hear us?
Downloadable at www.etui.org

Why so little communication (articulation)?

Late involvement: fewer demands for input from local level

Timing of information and consultation in EWC

I often ask for input from the local works council, the trade union or the workforce on my work for the EWC

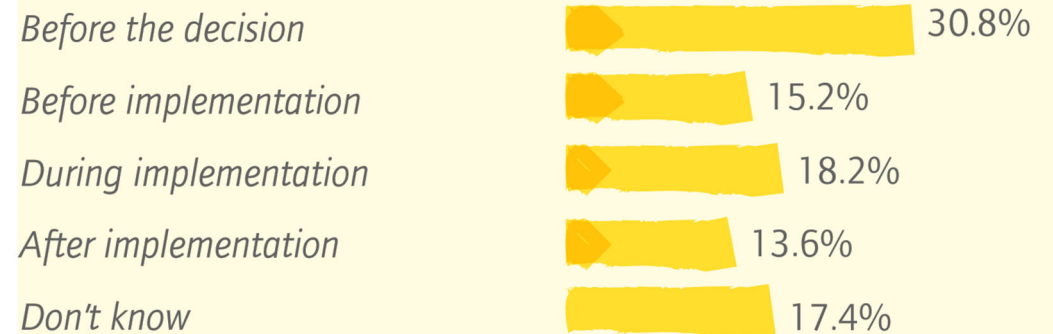


Agree Strongly agree

Late involvement: employees are not informed

Timing of information and consultation in EWC

I think employees in my company are well-informed about what we do on the EWC



Agree Strongly agree

Source: De Spiegelaere and Jagodziński (2019) Can anybody hear us?
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Questions to consider

1. Horizontal

Is **communication between meetings** (with EWC) and after meetings difficult?

1. Where are the difficulties? Only resources? Cultural / local institutions
2. Have you (and how) tried to resolve the difficulties?

1. Vertical

How do you communicate;

- Newsletter, email, website, twitter

How difficult is it to reach the employees?

1. Why yes? Why not?
2. How to get workers informed about the EWC and how to get them interested?
3. What is the most important thing in communicating about EWC work?
4. Is visiting company premises a useful manner of getting workers interested in EWC work?
5. Do you use other bodies (trade union, works council) to help disseminate EWC work? Why not/yes?
6. Are workers in your company well informed about EWC? Why is it important?
7. Do you feel satisfied with your interaction with workers? Do you feel appreciated as an employee representative?
8. Do you get feedback about your EWC work?

What is the **single point/resource you are missing in your communication** to workers?

1. Relevant Contents? Success stories?
2. Communication tools? (newsletter, computer, access to premises)
3. Time?
4. Have you ever communicated these needs to the management?
5. How to resolve these problems?
6. Have you ever received / considered training on communicating with the workforce?