


Procedure file

Basic information	
COS - Procedure on a strategy paper (historic) 2000/2214(COS)	Procedure completed
Information and consultation of employees: works council, application direct. 94/45/EC. Report	
Subject 4.15.10 Worker information, participation, trade unions, works councils	

Key players			
European Parliament	Committee responsible	Rapporteur	Appointed
	EMPL Employment and Social Affairs		12/04/2000
		PPE-DE MENRAD Winfried	
	Committee for opinion	Rapporteur for opinion	Appointed
	JURI Legal Affairs and Internal Market		22/11/2000
		PSE TITLEY Gary	
Council of the European Union	ITRE Industry, External Trade, Research, Energy		22/06/2000
		PSE DÉSIR Harlem	

Key events			
04/04/2000	Non-legislative basic document published	COM(2000)0188	Summary
08/09/2000	Committee referral announced in Parliament		
10/07/2001	Vote in committee		Summary
10/07/2001	Committee report tabled for plenary	A5-0282/2001	
03/09/2001	Debate in Parliament		
04/09/2001	Decision by Parliament	T5-0418/2001	Summary
04/09/2001	End of procedure in Parliament		
21/03/2002	Final act published in Official Journal		

Technical information	
Procedure reference	2000/2214(COS)
Procedure type	COS - Procedure on a strategy paper (historic)

Procedure subtype	Commission strategy paper
Legal basis	Rules of Procedure EP 142
Stage reached in procedure	Procedure completed
Committee dossier	EMPL/5/12672

Documentation gateway

Non-legislative basic document		COM(2000)0188	04/04/2000	EC	Summary
Committee report tabled for plenary, single reading		A5-0282/2001	10/07/2001	EP	
Text adopted by Parliament, single reading		T5-0418/2001 OJ C 072 21.03.2002, p. 0034-0068 E	04/09/2001	EP	Summary

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

PURPOSE : to present a report from the Commission to the European Parliament and the Council on the application of the Directive on the establishment of a European works council or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees (Council Directive 94/45/EC). CONTENT : this report deals only with the status of transposition of Directive 94/45/EC which relates to the establishment of a European works council or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees. This Directive applies to all the Member States of the European Community except the United Kingdom of Great Britain and Northern Ireland. This Directive was due to be transposed by the Member States with the exception of these two countries by 22 September 1996. The report states that the vast majority of countries made a major effort not only in meeting the deadline for implementation but also to integrate the Directive faithfully into their national law. Five countries met the deadline for transposition (Denmark, Finland, Sweden, Ireland, and (partly) Belgium), all of which adopted a transposition text which took effect on 22 September 1996.?

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

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.?

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

The European Parliament adopted the report by Mr Winfried MENRAD (EPP-ED, D) which calls for a rapid revision of the 1994 Directive on European Works Council (EWC). (Please refer to the previous text). ?