



# European Works Councils: Developments, Types and Networking

Lecher, Wolfgang

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# European Works Councils Developments Types And Networking

**Michael Gold**



## **European Works Councils Developments Types And Networking:**

**European Works Councils** Wolfgang Lecher,Hans-Wolfgang Platzer,Klaus-Peter Weiner,2018-02-06 This title was first published in 2001 The emergence of the European Works Councils EWCs is one of the most important developments in international industrial relations and the most significant intervention by the European Union in the industrial relations field This volume is the second of three studies into the establishment and operation of EWCs conducted by the authors It examines the development of a typology of EWCs and explores the prospects for establishing networks of EWCs using case studies drawn from the food banking and insurance sectors The book is an informative text for researchers academics and practitioners who wish to locate empirical material and practical experience in a developmental and theoretical framework

*European Works Councils* Ian Fitzgerald,John Stirling,2013-02-01 This book covers the key themes related to the introduction growth development and future of European Works Councils the European Works Council Directive itself European Works Council Agreements Employers strategies for managing European Works Councils in practice and trade union strategies for the development of European Works Councils The book features contributions from key writers in the field and covers both theoretical models and questions of practice

**European Works Councils and Industrial Relations** Jeremy Waddington,2010-09-13 Aspects of the employment relationship are central to numerous courses at both undergraduate and postgraduate level

European Works Councils: Negotiated Europeanisation Wolfgang Lecher,Hans-Wolfgang Platzer,Klaus-Peter Weiner,2020-03-25 This title was first published in 2002 Negotiated Europeanisation is the final study in a three volume series on European Works Councils by an international research group The first two studies have already been published by Ashgate The current study is rooted in an analysis of the establishment of EWCs under Articles 5 and 6 of the 1994 EWC Directive This is now a mandatory procedure and completes the development of EWCs from bodies set up purely by voluntary negotiation to bodies set up within a binding statutory procedure The study is based on cases of five named major European firms in a variety of industrial sectors As well as a detailed consideration of how negotiations using the mandatory procedure took place there are more general reflections on the quality of the actors involved the negotiating process and the outcomes As well as their analytical value these observations offer a number of practical pointers on the establishment of information and consultation arrangements internationally The study also asks why EWCs have been set up in only one third of eligible companies and why the pace of establishing new EWCs slowed after the mandatory procedure came into force in September 1996 This part of the study is based upon a pan European questionnaire and offers the first empirical findings on this issue European Works Councils exemplify a new mode of regulation at the European level not only within industrial relations but in the field of European integration more widely conceived Europe as a multi level system of governance within a framework of devolved subsidiarity This study is of both academic and practical interest particularly in view of the continuing process of change in this area

exemplified in new Directives on the European Company Statute and information and consultation at national level

*Industrial Relations and European Integration* Hans-wolfgang Platzer, Berndt Keller, 2018-10-24 This title was first published in 2003 The completion of the Single Market and the launching of the European Monetary Union during the 1990s have been accompanied by processes of socio economic restructuring and major changes in the structure and forms of governance within the dynamic multi level EU system The patterns of reaction and adaptation of national industrial relations systems to these EU developments are discussed under the heading of Europeanisation of national IR systems The Maastricht and Amsterdam Treaties have extended to a certain degree the scope for legislative and coordinated activities by the EU in the fields of social labour market and employment policies These basic legal and political decisions have created new avenues for the development of transnational industrial relations and the establishment of new arenas for EU level interaction including social dialogues between the social partners

**Social Regionalism in the Global Economy** Adelle Blackett, Christian Lévesque, 2010-12-20 Regional trade agreements have expanded exponentially over the past decade and have become a significant if controversial factor in the expanse of economic globalization Social Regionalism in the Global Economy attempts to take a fresh interdisciplinary approach to addressing labour regulation by drawing upon insights from industrial relations comparative capitalism and new governance schools of thought It stands for the proposition that an interdisciplinary study of regional regulation holds the potential to offer a fuller account of social regionalism Its focus is to consider how institutions and labour market actors reconstruct and renegotiate regulatory space in a changing economic environment characterized by regional impulses It argues that there is a dynamic interplay between institutions and actors of social regulation This interplay occurs at many levels The book therefore maps both how actors shape institutions as well as how institutions shape social actors ability to affect regulatory processes The editors bring together leading international specialists willing to move beyond textual analyses of regional agreements to offer alternative accounts of regional integration The work emphasizes that institutional context and social actors at multiple governance levels are integral to the progressive construction and regulation of regional space It further contributes to the literature by combining insights from overlooked regional entities in transition and developing countries with original analyses from the European Union and the NAFTA These aims will be achieved by combining original research that is empirically grounded with theoretically informed analysis

**European Corporate Law** Adriaan F.M. Dorresteyn, Christoph Teichmann, Erik Werlauff, Tiago Monteiro, Nadia Pocher, 2016-04-24 This fully updated new edition provides the best known practical overview of the law regarding companies business activities and capital markets in Europe at both the European Union EU and Member State levels It incorporates analysis of recent developments including the impact of global initiatives in such aspects of the corporate environment as regulation of financial institutions and non financial reporting obligations with a view to sustainability and other social responsibility concerns The authors all leading experts in European corporate law describe current and

emerging trends in such areas of corporate law practice as the following rules on cross border mergers employee involvement in business activities the initiatives by the Organisation for Economic Co operation and Development OECD and the EU to curb tax avoidance Member States implementation of EU legislation a company s freedom to incorporate in a jurisdiction not its own competition among the legal forms of different Member States and safeguarding of employee involvement in cross border transactions With respect to national law the laws of Belgium France Germany the Netherlands Poland Spain and the United Kingdom are taken into account Italy is now included in this new edition As in earlier editions the authors demonstrate that analysis and comparison of national corporate laws yield highly valuable general principles and observations not least because business organizations wherever located tend to show a fundamentally similar set of legal characteristics The Third Edition will continue to be of great value to practitioners and academics who wish to acquire a better understanding of European corporate law in its supranational dimension as well as in the similarities and differences among the various national legal systems *European Integration and Industrial Relations* P. Marginson, K.

Sisson, 2004-07-21 This book comprehensively analyzes the impact of continuing European integration on industrial relations institutions and outcomes It organizes an immensely rich body of theoretical and empirical material to sustain its core argument that the governance of industrial relations is increasingly multi level Cross national influences are shown to mix with national ones and involve the European sector and company as well as Community levels Competing tendencies towards Europeanization Americanization and Re nationalization are identified The approach is multi disciplinary and truly cross national It deals with both the theory and practice of industrial relations in contemporary Europe *Workplace Equality in Europe* Anna Paraskevopoulou, Sonia McKay, 2016-03-03 Drawing on data from a Europe wide project together with existing data on equality and diversity initiatives this book explores the work of trade unions in supporting equality and anti discrimination policies across Europe and in particular the processes and collaborations involved in incorporating equality and diversity policies into trade union agendas It considers theoretical issues of equality and diversity the role of EU legislation multiple discrimination and exclusion and disadvantage in the labour market in relation to the role of trade unions and addresses central questions about the actions and challenges faced by trade unions in promoting equality in the workplace and in implementing anti discrimination policies at local national and European levels With research spanning 34 European countries and extending to over 250 interviews and 15 case studies *Workplace Equality in Europe* examines the impact of a period of economic crisis on workplace diversity exploring forms of inter union cooperation at European and international levels and shedding fresh light on the processes that lead some trade unions to adopt equality policies while others remain reluctant to develop or expand policies in this area A detailed European study of trade union activity and workplace diversity this book will be of interest to scholars of the sociology of work and organisations labour relations and workplace diversity **European Unions** Roland Erne, 2011-05-02 Roland Erne s view of transnational trade union

networks challenges the assertion that no realistic prospect exists for remedying the European Union's democratic deficit that is its domination by corporate interests and lack of a cohesive European people His book describes the emergence of a European trade union movement that crosses national boundaries Erne assesses national and EU level trade union politics in two core areas wage bargaining in the European Monetary Union and job protection during transnational corporate mergers and restructuring The wage coordination policies of the European metal and construction workers unions and the unions responses in the ABB Alstom Power and Alcan Pechiney Algroup merger cases Erne finds show that the activities of labor are not confined to the national level labor's policies have undergone Europeanization This cross national borrowing of tactics is itself proof of the increasing integration of European states and societies European Unions is based on an exceptionally wide range of research methods including statistical analysis participant observation and interviews with EU level national and local trade unionists and works councilors It also draws on a wide range of European German French Italian and Swiss union documents and a multilingual body of academic literature across several disciplines including political science sociology and law Erne's multilevel inquiry goes beyond country by country comparisons of national cases and his book will prove of great relevance to readers interested in the future of labor social justice and democracy in an increasingly integrated world

*European Corporate Law* Adriaan F.M. Dorresteijn et al., 2022-07-26 This fully updated new edition provides an overview of the law regarding companies business organizations and capital markets in Europe at both the European Union EU and Member State levels It introduces the reader to the EU harmonization programme and describes how this has influenced corporate law in the various EU Member States The authors describe common denominators as well as differences in the approach of national corporate laws The authors highlight current and emerging trends in these areas of corporate law including the freedom of establishment of companies within the EU the European harmonization process and Member States implementation of EU legislation employee involvement in business organizations the division of power between the different corporate bodies the functioning and regulation of company groups and cross border business combinations takeovers and restructuring tools The laws of France Germany and the Netherlands in particular are discussed and contrasted This discussion also includes the United Kingdom although no longer an EU Member State As in earlier editions the authors demonstrate that analysis and comparison of national corporate laws yield highly valuable general principles and observations not least because business organizations wherever located tend to show a fundamentally similar set of legal characteristics The Fourth Edition will continue to be of great value to practitioners and academics who wish to acquire a better understanding of European corporate law in its supranational dimension as well as in the similarities and differences among the various national legal systems It can also be used as a handbook for comparative corporate law courses

Handbook of Research on Employee Voice Adrian Wilkinson, Jimmy Donaghey, Tony Dundon, Richard B. Freeman, 2020-06-26 This thoroughly revised second edition presents up to date analysis from various academic streams and

disciplines that illuminate our understanding of employee voice from a range of different perspectives Exploring the previously under represented paradigm of the organizational behaviour approach new chapters take account of a broader conceptualization of employee voice Written by expert contributors this Handbook explores the meaning and impact of employee voice for various stakeholders and considers the ways in which these actors engage with voice processes such as collective bargaining individual processes mutual gains task based voice and grievance procedures **Empowerment and Innovation** Martin Beirne,2006-01-27 Employee empowerment is one of the most widely touted and potentially potent concepts in modern management It raises fundamental questions about the nature and scope of management and organisation and about the respective roles and responsibilities of front line practitioners The terms for a viable collaboration between employers managers and employees also come under scrutiny *Local Players in Global Games* Peer Hull Kristensen,Jonathan Zeitlin,2005 What happens when previously autonomous firms from different countries each with their own identities routines and capabilities come together inside a single multinational corporation This book tackles this question through an empirical study of the strategic constitution of a multinational **Industrial Relations** Trevor Colling,Mike Terry,2010-09-07 This revised edition of Industrial Relations Theory and Practice follows the approach established successfully in preceding volumes edited by Paul Edwards The focus is on Britain after a decade of public policy which has once again altered the terrain on which employment relations develop Government has attempted to balance flexibility with fairness preserving light touch regulation whilst introducing rights to minimum wages and to employee representation in the workplace Yet this is an open economy conditioned significantly by developing patterns of international trade and by European Union policy initiatives This interaction of domestic and cross national influences in analysis of changes in employment relations runs throughout the volume *European Works Councils* Hellmut Gohde,2005

Rhetoric and the Politics of Workplace Innovation Martin Beirne,2013-10-01 This book provides a critical insight into the ongoing debates and controversies that surround employee empowerment and workplace innovation It highlights competing interests and conflicting values and illuminates some basic tensions between confident rhetoric and everyday realities Martin Beirnes contribution marks a contrast with established academic investigations in this area It combines sober analysis with advocacy to claim space for a research based activism among coalitions of critical researchers and like minded practitioners that can anticipate and promote genuinely enriching and empowering ways of managing and organizing work Advanced students of management and organization will discover an invaluable thought provoking resource It offers fresh insights stimulating arguments and applied knowledge that will also appeal to managers with responsibility for work and employee relations and to educators and researchers in the areas of critical management studies work and employment

**Consultation at Work** Mark Hall,John Purcell,2012-10-25 The practice of consultation between senior managers and employee representatives has a long history in British employment relations yet has often been overshadowed by discussions

on collective bargaining In the last few decades the importance of consultation has been elevated by two main trends the decline in trade union membership and the retreat from collective bargaining in the private sector on the one hand with the result that consultation may be the only form of collective employee voice available and the programme of legislative support for consultation by the European Union since the 1970s on the other The book charts the meaning and development of consultation in the twentieth century and explores the justifications for the practice It shows how EU intervention to promote consultation evolved and changed paying particular attention to the adoption of the Information and Consultation of Employees ICE Regulations which became fully operational in enterprises with 50 or more employees in 2008 Analysing the half hearted response to EU consultation initiatives by the social partners in Britain it provides a critical assessment of successive UK governments handling of the issue Drawing on the authors empirical research in twenty five organizations the book closely examines the take up and impact of consultation regulations and explores the processes involved in effective consultation Consultation at Work looks at the dynamics of consultation and draws a contrast between active consultation of the type envisaged by the EU and more limited consultation used as a means of communication Discussing the UK experience in comparative perspectives it asks what has to happen for the take up of consultation to improve and suggests the changes that should be made to the EU Directive and UK ICE Regulations

### **Challenges of European Employment Relations**

Linda Dickens, Søren Kaj Andersen, International Industrial Relations Association. European Regional Congress, 2008-01-01 Has European economic and market integration curtailed the autonomy of national industrial relations actors and institutions Or has it reinforced their roles in securing much needed economic adjustment This important book offers a deeply informed comparative perspective on these questions drawing on empirical research on changing conditions within and beyond the EU The book builds on papers presented at the 8th European Regional Congress of the International Industrial Relations Association held in the UK in September 2007 The authors are leading academic authorities from Austria Belgium Canada Denmark Germany The Netherlands Norway Spain and the United Kingdom With detailed attention to such pervasive factors as the consequences of EU enlargement the shift from manufacturing to services changes in the gender composition and demographic profile of the labour force and the growing influence of multinational companies the authors address such issues as the following response of national employment regulatory traditions to globalization privatization outsourcing and budgetary pressures emergence of new forms of competitive advantage for both employers and employees impact of EU mandated information and consultation mechanisms possibility of international union action and transnational solidarity flexicurity and the changing demographics of the labour force gender democracy in trade unions trade union mergers statutory minimum conditions as an alternative to collective bargaining regulation or culture change to promote equality treatment of posted and migrant workers within increasingly transnational labour markets growth in variable pay systems and possible rebirth of vocational training systems and apprenticeships Offering in depth comparative insights into the way



in which national and international systems of employment relations are evolving rapidly in the face of cross cutting pressures for change this book illuminates a vastly complex state of affairs In practical terms its many insights into how current trends affect specific working conditions open the way to new initiatives in developing and maintaining a just and equitable employment relations regime for Europe and beyond      **New Frontiers of Democratic Participation at Work**  
Michael Gold, 2020-09-10 Title first published in 2003 Contributors from a wide range of European countries illustrate the validity of four propositions about employee participation that different forms of employee participation mutually reinforce each other that major shifts in employment relations require innovative approaches to participation that appropriate conditions including the provision of training and support are required for the spread of participation and that trade unions remain a crucial foundation for the promotion of participation

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