



**UNICE**

Union of Industrial and Employers' Confederations of Europe

Union des Confédérations de l'Industrie et des Employeurs d'Europe

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**INFORMATION AND CONSULTATION:  
UNICE OBJECTS TO HARMFUL PROPOSAL**

The Commission has just adopted a proposal for a directive on information and consultation of workers. Speaking on behalf of employers, UNICE's Secretary General, Mr Dirk Hudig, said today: "This proposal is harmful for companies. It constitutes totally unwarranted interference in Member States' systems of industrial relations. I call on the European Union's policy-makers to block it. It is an attack on companies' capacity to make decisions. Our ability to adapt and create new jobs in Europe is at stake!"

"Employers have always considered information and consultation as good management practice. However this legislative proposal is not justified. The crossborder aspects of worker information and consultation are already governed by EU directives : the directive on European works councils creates a general obligation to inform and consult workers in multinational groups, and the directives on collective dismissals and transfers of undertakings already apply to all companies in Europe. These existing European obligations are on top of the highly developed worker information and consultation systems in the Member States" Mr Hudig added.

"This new proposal is over-prescriptive and a disproportionate burden on business. Forcing companies to seek an agreement with employee representatives before certain decisions can be made, in practice introduces co-decision in millions of firms with more than 50 employees. The proposed cancellation of legal effects of management decisions on labour contracts is an extreme and disproportionate sanction. Co-decision – even by the back door – will have to be decided by unanimity in the Council – not majority – and UNICE will insist that the Treaty is respected !" Mr Hudig concluded.

UNICE will prepare detailed comments once it has made a full examination of the text of the proposal.



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