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Summary:

1. Special home regulation.
2. Actors.
3. Link between EWC and trade union.
4. Points for reflection on the sidelines.

1. Special home regulation.

National implementation of European Work Council Directive and definitions of information and consultation.

Table 1: National Implementation of EWC Directive.

Directive	National Implementation	Definitions	Description
Dir. 2009/38/EC (EWC)	Act (2011:427) in European Works Council Lagen (2011:427) om europeiska företagsråd	- Information: Information is given at a time, in a way and with a content which provides the Workers representative the possibilities to make a thorough examination of consequences and to prepare the consultation	- Since the worker representation is not organized in Work Councils in Sweden, the influence of European Work Council Directive is minor. Some

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		<p>with the company or group of companies of employment.</p> <ul style="list-style-type: none"> - Consultation; is pursued through dialogue and exchange of opinions between labor representatives and the company or group of companies. 	<p>companies have introduced the scheme, so far (IKEA, Sandvik, Proffie, Atlas Copco, SKF and some more).</p>
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2. Actors.

With regard to the trade union actors in the Swedish system of industrial relations, the scenario is the following:

Table 2: Actors of the Industrial Relations.

Actors	Nature (trade union, no trade union, legal, contractual, etc.)	Role	Description
Employees' representatives (from National law)	Trade unions are the main representatives, Health and Safety representatives are appointed by the Trade union. Also employees' representatives on Company boards are elected by the union, in accordance with "Lagen om styrelserepresentation". (Law of Company board representation)	Massive	In public bodies (Universities...) this might differ and further employee representativity is arranged at different levels, ruled by laws specifically for the public sector.
Employees' representatives (from	Trade unions, see also about Working councils, above on		



implementation of European Directives)	specific EU-law.		
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In Sweden there is a not provision on the obligation or faculty to participate to elect/appoint the representation of particular categories of workers (eg youth, women, disabled) or special skills of workers (with respect to the levels of classification) during of the appointment of workers representation. (note: Sweden has an extensive set of law on discrimination which regulates all of the above. It is however up to the trade union who appoints the Union reps to live up to these laws.)

In Sweden the representation of employees is separated (in the sense that it is due to different unions) with regard to adherence to qualification white collar / blue collar. The white collar workers are organized in two different federations. The unions for workers with an academic degree (belong to the federation SACO) and the civil servants who belong to the federation TCO (For example Unionen and Finansförbundet - bank Union also in UNI) . (The blue collar workers belong to the federation LO)

3. Link between EWC and trade union.

In Sweden, the relationship between the union and EWC is very narrow, so that the latter is affected by the greater or lesser presence of the first. However, some companies have introduced the scheme; so far IKEA, Sandvik, Proffie, Atlas Copco, SKF and more. There are 116 EWC-agreements with Swedish companies registered in the ETUI database.

4. Points for reflection on the sidelines.

In Sweden, the involvement of workers' representatives is very encouraged. In fact, law provides an obligation for the employer to inform and to negotiate with the trade union with wich they have a collective agreement. If there is no signed Collective agreement the company shall instead inform and negotiate with all



the unions who has members at the work place; this is to be done prior to making any decisions that could affect the workers (primary), or if the trade union requests it (secondary).

Another example is provided by the regulation of the phenomenon of layoffs: the dismissal of even one worker must in fact be treated in the same way as collective redundancies in regards to the recognition of the rights of information and consultation / negotiation. Missing, however, the guarantee of the tools that support the involvement of employees. (Melius, dialogue between workers and their representatives). In Sweden, in fact, the assembly and the referendum are not recognized rights. A worker who does not want to join the union, may represent him/ herself, or heir an attorney, in matters concerning his/hers employment contract. However, there is a lot of faith in bargaining and negotiation at the local, regional and national level. In other words, in the union represents the workers.

In Sweden, although there are no studies on the direct relationship between the promotion of the rights of information and consultation regarding increase of the employability of the worker, the fact is that the involvement of representatives of workers has effects in change management and anticipation of risks. In fact, if on the one hand the consultation and the search for an agreement with the union make the processes of decision-making slower, on the other hand it provides an easier implementation among workers of the decisions taken.

