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the DG Employment,
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NEWCHALLENGES

INFORMATION AND CONSULTATION NEW PERSPECTIVES

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NEWCHALLENGES



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EWC AND INFORMATION

- **INFORMATION AND CONSULTATION IS NOT ONLY A RIGHT OF WORKERS' REPRESENTATIVES, MEMBERS OF EWCs. IT IS ALSO A REQUIREMENT.**
- **IT OFFERS THE TRADE UNION THE POSSIBILITY TO CREATE A BASE FOR SUPPORTING ITS POLICIES AND FOR CONTROLLING EVOLUTIONS.**
- **FULL AND QUALITATIVE INFORMATION, IS A NECESSARY TOOL FOR ACTION/ REACTION OF THE TRADE UNION**
- **INFORMATION SHOULD BE CONSISTENT AND RESPECT THE SET TIMETABLE AS PREVIEWED IN A PLAN IN ORDER THAT IT IS EFFECTIVE.**
- **INFORMATION IS NOT<< AN ANNOUNCEMENT>>. IN ORDER TO DISCUSS IT IS NECESSARY TO ASK FOR CLARIFICATIONS AND RETRIEVE MORE INFORMATION.**



CONFIDENTIALITY IN INFORMATION(I)

- AS A RULE, INFORMATION PROVIDED IS NOT CONFIDENTIAL
- LEVEL OF CONFIDENTIALITY SHOULD BE CLEARLY DEFINED
- **IF, AS AN EXCEPTION, THE MANAGEMENT DEMANDS CONFIDENTIALITY**
THEN IT SHOULD EXPLAIN:
 - a. The reason of confidentiality.
 - b. Which oral or written information is confidential.
 - c. For how long confidentiality will last and when it will be removed.
 - d. In written presentations confidentiality should be mentioned in written.



CONFIDENTIALITY IN INFORMATION(II)

➤ **LEVELS OF CONFIDENTIALITY** (signals of rating A-B-C-D)

- **A.** - RESTRAINED COMMITTEE
- **B.** - EUROPEAN WORKS COUNCIL
- **C.** - NATIONAL WORKERS' REPRESENTATIVES
- **D.** - COMPANY'S EMPLOYEES



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DBE
Federation of Industrial
Workers' Unions

GLOBAL SUPPLY CHAIN (I)

- **RE-ENGINEERING OF MANAGEMENT AND PROCESSES WITH CROSS-COLLABORATION BETWEEN DEPARTMENTS.**
 1. SALES
 2. MARKETING
 3. PURCHASES
 4. PRODUCTION
 5. IT
 6. FINANCIAL
- **CHANGE OF COMMERCIAL ROLES– MERGERS - DIGITALISATION**
 - **PLANNING OF PRODUCTS SALES– DEMAND AND PRODUCTION**
 - **COMMERCIAL COOPERATION AND PLANNING OF PURCHASES**
 - **IT- FINANCIAL MANAGEMENT– INVENTORYING SYSTEMS**
 - **SOFTWARE OF POTENTIAL DEMAND USING ALGORITHMS AND ADVANCED ANALYSIS**



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GLOBAL SUPPLY CHAIN(II)

➤ CHANGES IN PRODUCTION PLANNING USING NEW WORKING METHODS

- Set up working time- Flexible working schedule
- Leased employees - Subcontracting etc..

➤ HIRING NEW EMPLOYEES- USE OF NEW WORKING METHODS

- High educational level- Higher education graduates
- Multi-professions - Multi-skilled - Increased competences
- **AS A RESULT: acceptance of a higher workload, working beyond working hours.**

➤ PLANNED DISMISSAL OF EMPLOYEES

(QUANTITATIVE AND QUALITATIVE REDUNDANCIES)



NEWCHALLENGES

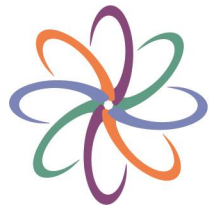
WAYS OF FACING



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- **SUPPORT OF EMPLOYEES IN THE TRANSITORY PHASE**
- **CONCRETE TRAINING PLANS FOR EMPLOYEES**
- **PROPOSITION- FOR MAINTAINING EMPLOYEES , THE POSITIONS OF WHICH ARE ENDANGERED BY CHANGE – OF ALTERNATIVE EMPLOYMENT SOLUTIONS**
- **PLANS HOW TO MITIGATE POTENTIAL IMPACT ON EMPLOYEES**
- **CORPORATE RESPONSIBILITY COVERING EMPLOYEES, AT RISK TO LOOSE THEIR JOB**



NEWCHALLENGES

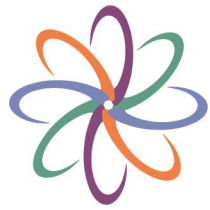


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MANAGEMENT OF HUMAN RESOURCES

- ❖ GLOBAL BASE FOR HUMAN RESOURCE MANAGEMENT.
- ❖ FULL REPRESENTATION OF DATA- SERVICES – SKILLS OF EACH EMPLOYEE (DATA BASE WITH 40-70 FIELDS).
- ❖ RECORDING OF ACHIEVEMENTS – EDUCATION - EVOLUTION – EVALUATION OF EMPLOYEES.
- ❖ PLANNING OF INTERCHANGING ACTUAL EMPLOYEES WITH **TALENTED** EMPLOYEES.
- ❖ CREATION OF AN ARIAN RACE... OF DEDICATED... EMPLOYEES.



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WAYS OF FACING



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WE MAY INSIST ON:

- ❖ **THE COMPANY SHOULD RESPECT NATIONAL AND EUROPEAN LAW.**
- ❖ **DEMAND FOR OPINION BY THE PERSONAL DATA PROTECTION AUTHORITY OR A RESPECTIVE ORGANISATION.**
- ❖ **ENSURING CORRECT MANAGEMENT OF EACH EMPLOYEE'S PERSONAL DATA (the employer has to provide written information to each employee)**
- ❖ **Information e.g. about payroll to third parties is forbidden.**
- **PLANS HOW TO MITIGATE POTENTIAL IMPACT ON EMPLOYEES.**



TELEMATICS - GPS (I)

➤ **TELEMATICS IS A DEVICE PUT IN COMPANY CARS**

(Salesmen – conveying – delivering products etc.)

➤ **COMPANIES CLAIM... THAT THEY PUT THE SYSTEM TO ENSURE EMPLOYEES, NOT TO WATCH ON THEM.**

➤ **IT RECORDS THE DRIVING BEHAVIOUR OF THE DRIVERS**

➤ **IT RECORDS e.g. excessive consumption of fuels**

(although companies cite that the aim of the measure is to contribute to the decrease of the company' s environmental footprint)....



TELEMATICS - GPS (II)

- **THEY RECORD AND PROCESS THE HISTORY OF DATA FROM 25 DIFFERENT CONTROL POINTS OF THE CAR, e.g.**
 - **It records if you use hands free, have put on the safety belt .**
 - **it compares if you drive within the permitted speed limits of the area the car is.**
 - **If you are accelerating or braking unnecessarily.**
- ***POSSIBILITY TO SPOT WHERE A CAR IS AT ANY MOMENT AND WHICH COURSE THE DRIVERS FOLLOW***
- **CONTROL IF DRIVERS HAVE VISITED THE PLANNED SPOTS.**



WAYS OF FACING (I)

We may examine:

- **CONFORMITY WITH THE EUROPEAN REGULATION FOR THE PROTECTION OF PERSONAL DATA (GDPR) in force since May 2018 replacing respective national laws.**
- **If the company breaks INDIVIDUAL FREEDOMS referring to HUMAN AND PROFESSIONAL DIGNITY.**
- **If the company infringes PERSONAL DATA related to personal behaviour and personal in-company and external contacts.**
- **One may claim that the company imposes police measures and puts at stage confidence that it should display to its employees.**



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IMPACT

- **THE RELEASE BUTTON AFTER WORKING TIME DOES NOT GUARANTEE THE PRIVACY OF PRIVATE LIFE.**
- **THE COLLECTION OF THE DATA MAY BE USED AND AFFECT THE CAREERS OF EMPLOYEES (Evaluation, performance, disciplinary actions, redundancies)**
- **Better organization of the time and route to follow will not be any more, as expected due to the nature of their work, at the discretion of drivers.**



NEWCHALLENGES SUGGESTIONS



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- **An alternative proposal may be:**
- **That the company provides its drivers with BETTER AND SAFER CARS, to avoid accidents.**
- **Training in order to improve driving behaviour of drivers**
- **THE PRINCIPLE OF PROPORTIONALITY OF MEASURES SHOULD BE RESPECTED!!!**



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THANKS A LOT