23 November 2020

[Name]

[Labour Minister of your country]

[Address/email address]

Dear Labour Minister XX,

Herewith we are handing over to you the [**petition**](https://www.etuc.org/en/document/petition-more-democracy-work-must) **for more democracy at work** organised with our support by the European trade union confederation (ETUC) and the European trade unions federations (ETUF).

**We, together with the ETUC and the ETUF, on behalf of the 45 million workers we collectively represent,** urgently call on you to put forward the necessary actions **to ensure that:**

* **workers’ information and consultation rights** in our country and at European level (via European Works Councils) **are complied with and enforced**
* access to timely and effective remedy to workers and their representatives is guaranteed in case those rights are breached
* dissuasive sanctions in instances of violation of workers’ information and consultation rights are clearly foreseen under our national jurisdiction

**There is a need to act, and to act now. This is your responsibility at national and at European level.**

During the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) of 13th October, you joined the EU ministers for employment and social affairs of the Member States of the European Union to highlight the importance of workers’ involvement in company decision-making, notably in cases such as major company reorganisations, closures, mergers and acquisitions, downsizing, outsourcing, and relocations.

You clearly identified the pandemic as a crisis situation in which workers should be at the centre of European and national actions and initiatives to maintain employment. You stated that the pandemic should not serve as an excuse to cut workers' rights on information and consultation, but that inclusive social dialogue is crucial for the economic recovery and a socially responsible management of restructurings.

The ETUC and ETUFs have recurrently called for urgent initiatives to provide for the protection and support of workers against the adverse impacts of the COVID-19 and related massive restructurings that are taking place, with dramatic consequences for workers and their families across sectors.

Now more than ever, workers’ representatives at any workplace across Europe must have, before any decision is taken:

* timely access to meaningful and up-to-date information about the impact of the pandemic on the company’s strategy and economic performance, on jobs and working conditions;
* enough time and resources to run an in-depth assessment of the information provided with the support of experts to work on alternatives to negative measures, such as redundancies or closures.

genuine opportunity to discuss those alternatives with relevant decision-makers who must provide a motivated response to the proposed alternatives.

**We expect you to deliver concrete and rapid actions to guarantee the effective enforcement and compliance of workers’ rights to be informed, consulted and to participate in decision-making before any decision is adopted.** It must be clarified that the socio-economic impact of the pandemic sparks the obligation for management to launch national and transnational information and consultation processes with worker representatives at the earliest convenience.

Against this background, the flawed and limited European legal framework on democracy at work and restructuring **definitely needs to be strengthened We also call on you to engage for a revision of the EWC Directive and for a new horizontal framework on information, consultation, and board-level participation of workers** for European company forms and for companies making use of company mobility instruments. The EU social partners’ agreement on information and consultation rights on restructuring for workers and civil servants in central government administrations must be implemented by a Directive.

**Democracy at work is a must, it is a pre-requisite for social and economic cohesion in Europe, for workers, society, and the people of Europe as much as for business. Make it happen. Make it effective**.

We are looking forward to your feedback

Yours faithfully,

[signature]

[name]

[title]

