



2021/2005(INI)

13.7.2021

AMENDMENTS

1 - 208

Draft report

Gabriele Bischoff

(PE689.592v01-00)

Democracy at work: A European framework for employees' participation rights and the revision of the European Works Council Directive (2021/2005(INI))

Amendment 1
Margarita de la Pisa Carrión

Motion for a resolution
Citation 4

Motion for a resolution

— having regard to **Articles 12, 27, 28, 30 and 31** of the Charter of Fundamental Rights of the European Union,

Amendment

— having regard to **Article 27** of the Charter of Fundamental Rights of the European Union,

Or. es

Amendment 2
Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Ilana Cicurel

Motion for a resolution
Citation 6 a (new)

Motion for a resolution

Amendment

— **having regard to the Commission proposal of 14 March 2012 for a Directive of the European Parliament and of the Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures (Women on Boards Directive);**

Or. en

Amendment 3
Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginell, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution
Citation 6 a (new)

Motion for a resolution

Amendment

— *having regard to Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin,*

Or. en

Amendment 4

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution

Citation 6 b (new)

Motion for a resolution

Amendment

— *having regard to Regulation (EU) No 492/2011 of the European Parliament and of the Council of 5 April 2011 on freedom of movement for workers within the Union,*

Or. en

Amendment 5

Margarita de la Pisa Carrión

Motion for a resolution

Citation 10

Motion for a resolution

Amendment

— having regard to the study of its Policy Department for Citizens' Rights and Constitutional Affairs of May 2012 on relations between company supervisory bodies and management, which proposes amending Directive 2002/14/EC on informing and generally consulting

— having regard to the study of its Policy Department for Citizens' Rights and Constitutional Affairs of May 2012 on relations between company supervisory bodies and management, which proposes amending Directive 2002/14/EC on informing and generally consulting

employees *to include employee representatives in company boardrooms,*

employees *and adopting a framework directive on ‘the right to employee involvement’,*

Or. es

Amendment 6

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

**Motion for a resolution
Citation 14 a (new)**

Motion for a resolution

Amendment

— *having regard to the opinion of the European Economic and Social Committee of 9 June 2021 on no green deal without a social deal^{10new},*

^{10new} INT/903-EESC-2020, adopted on 09/06/2021

Or. en

Amendment 7

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

**Motion for a resolution
Citation 15 a (new)**

Motion for a resolution

Amendment

— *having regard to the opinion of the European Economic and Social Committee of 29 October 2020 on social dialogue as an important pillar of economic sustainability and the resilience of economies taking into account the*

Or. en

Amendment 8
Margarita de la Pisa Carrión

Motion for a resolution
Citation 16

Motion for a resolution

— having regard to the opinion of the European Economic and Social Committee of 31 August 2020 on an EU legal framework on safeguarding and strengthening workers' information, consultation and participation,

Amendment

— (*Does not affect the English version*)

Or. es

Amendment 9
Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution
Citation 16

Motion for a resolution

— having regard to the *opinion* of the European Economic and Social Committee of 31 August 2020 on an EU legal framework on safeguarding and strengthening workers' information, consultation and participation,

Amendment

— having regard to the *study* of the European Economic and Social Committee of 31 August 2020 on an EU legal framework on safeguarding and strengthening workers' information, consultation and participation,

Or. en

Amendment 10

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution

Citation 27 a (new)

Motion for a resolution

Amendment

— *having regard to the position of the European Trade Union Confederation of 9-10 December 2020 on a new EU framework on information, consultation and board-level representation for European company forms and for companies making use of EU company law instruments enabling company mobility,*

Or. en

Amendment 11

Lukas Mandl, Sara Skytvedal, Jessica Polfjärd, Stelios Kypouropoulos, Christian Sagartz, Dennis Radtke, Radan Kanev

Motion for a resolution

Citation 27 a (new)

Motion for a resolution

Amendment

— *having regard to the University of Leuven research project of May 2016 “European Works Councils on the Move: Management Perspectives on the Development of a Transnational Institution for Social Dialogue”,*

Or. en

Amendment 12

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija

Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution
Citation 27 b (new)

Motion for a resolution

Amendment

— *having regard to the position of the European Trade Union Confederation of 15-16 March 2017 for a modern European works council (EWC) Directive in the digital era,*

Or. en

Amendment 13

Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Atidzhe Alieva-Veli, Ilana Cicurel

Motion for a resolution
Citation 32 a (new)

Motion for a resolution

Amendment

— *having regard to the fourth Eurofound European Company Survey of 13 October 2020 on Workplace practices unlocking employee potential;*

Or. en

Amendment 14
Peter Lundgren

Motion for a resolution
Citation 33

Motion for a resolution

Amendment

— *having regard to Principles 7 and 8 of the European Pillar of Social Rights,* *deleted*

Amendment 15
Peter Lundgren

Motion for a resolution
Citation 34

Motion for a resolution

Amendment

— *having regard to the Commission communication of 4 March 2021 on the European Pillar of Social Rights Action Plan (COM(2021)0102),* *deleted*

Or. en

Amendment 16
Peter Lundgren

Motion for a resolution
Citation 35

Motion for a resolution

Amendment

— *having regard to the Porto Declaration and Porto Social Commitment,* *deleted*

Or. en

Amendment 17
Sandra Pereira

Motion for a resolution
Recital -A (new)

Motion for a resolution

Amendment

-A. whereas work is a crucial and structuring activity in society, and whereas work should undeniably be a way of and a reason for meeting human

material needs;

Or. pt

Amendment 18
Sandra Pereira

Motion for a resolution
Recital -A a (new)

Motion for a resolution

Amendment

-Aa. whereas the employment relationship is an unequal relationship in that the stronger party, the employer, holds almost all the power from the start, while the other party, the worker, is weaker and merely sells their labour; whereas democracy at work cannot be achieved without addressing this issue;

Or. pt

Amendment 19
Sandra Pereira

Motion for a resolution
Recital -A b (new)

Motion for a resolution

Amendment

Ab. whereas democracy at work goes beyond the formal participation of trade union organisations in so-called social concertation meetings or the simple consultation of these organisations; whereas the promotion of democracy at work calls for the safeguarding and upholding of various rights and principles, including the right to collective organisation, collective action and collective recruitment; trade union rights; the right to strike, the principle of prohibiting unfair dismissal; the principle of equal pay for equal work; and the

principle of adapting work to human needs and reconciling family and personal life with work by means of arrangements including appropriate working hours; the reduction of working time in order to enable workers to participate in political, trade union and social life;

Or. pt

Amendment 20
Sandra Pereira

Motion for a resolution
Recital -A c (new)

Motion for a resolution

Amendment

-Ac. whereas democracy at work can likewise not be achieved if precarious and unregulated employment relationships, instability, low wages, lack of safety at work and harassment in the workplace persist;

Or. pt

Amendment 21
Sandra Pereira

Motion for a resolution
Recital A

Motion for a resolution

Amendment

A. whereas democracy in general and democracy at work in particular are core values of the European Union **and provide a very solid foundation on which to strengthen Europe's resilience and social contract**; whereas *these core values are also incorporated in the Community Charter of the Fundamental Social Rights of Workers* and the *Charter of*

A. whereas, **although** democracy in general and democracy at work in particular are core values **incorporated in the Community Charter of the Fundamental Social Rights of Workers and the Charter of Fundamental Rights** of the European Union, **the EU institutions have introduced mechanisms which have done much to weaken them**; whereas *the*

Fundamental Rights of the European Union;

Green Paper on modernising labour law to meet the challenges of the 21st century, the country-specific recommendations addressed to the Member States as part of the European Semester and the so-called financial assistance programmes have been instrumental in the attack on workers' rights and, consequently, on the erosion of democracy at the workplace;

Or. pt

Amendment 22
Margarita de la Pisa Carrión

Motion for a resolution
Recital A

Motion for a resolution

A. whereas democracy ***in general and democracy at work in particular*** are core values of the European Union ***and provide a very solid foundation on which to strengthen Europe's resilience and social contract; whereas these core values are also incorporated in the Community Charter of the Fundamental Social Rights of Workers and the Charter of Fundamental Rights of the European Union;***

Amendment

A. whereas democracy ***is one of the*** core values of the European Union; ***whereas the application of democracy to the field of work should benefit employers, workers and society in general;***

Or. es

Amendment 23
Daniela Rondinelli

Motion for a resolution
Recital A

Motion for a resolution

A. whereas democracy in general and democracy at work in particular are core values of the European Union and provide

Amendment

A. whereas democracy in general and democracy at work in particular are core values of the European Union and provide

a very solid foundation on which to strengthen Europe's resilience and social contract; whereas these core values are also incorporated in the Community Charter of the Fundamental Social Rights of Workers **and** the Charter of Fundamental Rights of the European Union;

a very solid foundation on which to strengthen Europe's resilience and social contract; whereas these core values are also incorporated in the Community Charter of the Fundamental Social Rights of Workers, the Charter of Fundamental Rights of the European Union **and the European Pillar of Social Rights**;

Or. it

Amendment 24
Margarita de la Pisa Carrión

Motion for a resolution
Recital A a (new)

Motion for a resolution

Amendment

Aa. whereas according to Article 153(1) of the Treaty on the Functioning of the European Union, the Union has a competence to support in regard to information and consultation of workers and co-determination;

Or. es

Amendment 25
Lukas Mandl, Sara Skytvedal, Jessica Polfjärd, Miriam Lexmann, Stelios Kypouropoulos, Christian Sagartz, Dennis Radtke, Radan Kanev

Motion for a resolution
Recital B

Motion for a resolution

Amendment

B. whereas ***the voice of workers*** is a key element of the European Social Model, whose shared legacy of social dialogue, workers' participation, collective bargaining, employee representation on boards, health and safety representation, and tripartism are the building blocks of a

B. whereas ***social partnership and collective bargaining between representatives of employees and employers on national level and the social dialogue on European level*** is a key element of the European Social Model, whose shared legacy of social dialogue, workers' participation, collective

diverse and socially sustainable future;

bargaining, employee representation on boards, health and safety representation, and tripartism are the building blocks of a diverse and socially sustainable future;

Or. en

Amendment 26
Guido Reil, Nicolaus Fest

Motion for a resolution
Recital B

Motion for a resolution

B. whereas the voice of workers **is a key element of the European Social Model, whose shared legacy of** social dialogue, workers' participation, collective bargaining, employee representation on boards, health and safety representation, **and tripartism are the building blocks of a diverse and socially sustainable future;**

Amendment

B. whereas the voice of workers **and democracy at work find expression in** social dialogue, workers' participation, collective bargaining, employee representation on boards **and** health and safety representation;

Or. de

Amendment 27
Margarita de la Pisa Carrión

Motion for a resolution
Recital B

Motion for a resolution

B. whereas the voice of workers is a key element of the European Social Model, whose shared legacy of social dialogue, workers' participation, collective bargaining, employee representation on **boards**, health and safety representation, and tripartism are the building blocks of a diverse and socially sustainable future;

Amendment

B. whereas the voice of workers is a key element of the European Social Model, whose shared legacy of social dialogue, workers' participation, collective bargaining, employee representation on **collegial bodies such as works councils or supervisory bodies**, health and safety representation, and tripartism are the building blocks of a diverse and socially sustainable future;

Amendment 28

Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Atidzhe Alieva-Veli, Ilana Cicurel

Motion for a resolution

Recital B

Motion for a resolution

B. whereas the voice of workers is a key element of the European Social Model, whose shared legacy of social dialogue, workers' participation, collective bargaining, employee representation on boards, health and safety **representation**, and tripartism are the building blocks of a diverse and socially sustainable future;

Amendment

B. whereas the voice of workers is a key element of the European Social Model, whose shared legacy of social dialogue, workers' participation, collective bargaining, employee representation on boards, **promotion of occupational** health and safety, and tripartism are the building blocks of a diverse, **economically** and socially sustainable future;

Or. en

Amendment 29

Terry Reintke

on behalf of the Greens/EFA Group

Motion for a resolution

Recital B

Motion for a resolution

B. whereas the voice of workers is a key element of the European Social Model, whose shared legacy of social dialogue, workers' participation, collective bargaining, employee representation on boards, health and safety representation, and tripartism are the building blocks of a diverse and socially sustainable future;

Amendment

B. whereas the voice of workers is a key element of the European Social Model, whose shared legacy of social dialogue, workers' participation, collective bargaining, employee representation on boards, health and safety representation, and tripartism are the building blocks of a diverse and socially **and environmentally** sustainable future;

Or. en

Amendment 30
Sandra Pereira

Motion for a resolution
Recital B

Motion for a resolution

B. whereas the voice of workers is a key element of *the European Social Model, whose shared legacy of* social dialogue, workers' participation, collective bargaining, employee representation on boards, health and safety representation, and tripartism *are the building blocks of a diverse and socially sustainable future;*

Amendment

B. whereas the voice *and action* of workers is a key element of *an advanced democracy based on four inseparable strands – political, economic, social and cultural – including* social dialogue, workers' participation, collective bargaining, employee representation on boards, health and safety representation and tripartism;

Or. pt

Amendment 31
Brando Benifei, Gabriele Bischoff, Elisabetta Gualmini, Pierfrancesco Majorino

Motion for a resolution
Recital B a (new)

Motion for a resolution

Ba. whereas the regulatory landscape of the Union in the field of employment law and company law remains excessively fragmented, which could results in a lack of legal certainty on applicable rules and rights for both employers and employees; whereas it is essential to reinforce the Union's toolkit in these fields by introducing an ambitious framework Directive that streamlines and simplifies the applicable legislation and that reinforces workers' rights, notably the right to information, consultation and participation;

Amendment

Or. en

Amendment 32
Margarita de la Pisa Carrión

Motion for a resolution
Recital B a (new)

Motion for a resolution

Amendment

Ba. *whereas according to the European Added Value Assessment of January 2021 on the review process for Directive 2009/38/EC of the European Parliament and of the Council of 6 May 2009, appropriate legislative and non-legislative measures need to be assessed, European Works Councils made more representative and the introduction of cross-border initiatives facilitated in a more systematic way;*

Or. es

Amendment 33
Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkėvičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution
Recital C

Motion for a resolution

Amendment

C. *whereas democracy at work plays a key role in strengthening human rights in the workplace and society, not least when trade unions and workers' representatives are actively involved in business due diligence processes; whereas more democracy at work would be an effective way of addressing the inequalities at work and in society;*

C. *whereas democracy at work plays a key role in strengthening human rights in the workplace and society, not least when trade unions and workers' representatives are actively involved in business due diligence processes; whereas more democracy at work would be an effective way of addressing the inequalities at work and in society; **whereas workers in democratically organised workplaces would have a greater trust in democratic values and motivate them to engage***

actively in political activities that could lead to a more robust democratic culture; acknowledges that democracy must be lived by citizens, also at work;

Or. en

Amendment 34

Lukas Mandl, Sara Skyttedal, Jessica Polfjärd, Stelios Kypouropoulos, Christian Sagartz, Radan Kanev

Motion for a resolution

Recital C

Motion for a resolution

C. whereas democracy at work plays a key role in strengthening human rights in the workplace and society, not least when ***trade unions and*** workers' representatives are actively involved in business due diligence processes; whereas more democracy at work would be an effective way of addressing the inequalities at work and in society;

Amendment

C. whereas democracy at work plays a key role in strengthening human rights in the workplace and society, not least when workers' representatives, ***including trade unions,*** are actively involved in business due diligence processes; ***whereas the responsibility to ensure human rights in the workplace remains with the Member States;*** whereas more democracy at work would be an effective way of addressing the inequalities at work and in society;

Or. en

Amendment 35

Guido Reil, Nicolaus Fest

Motion for a resolution

Recital C

Motion for a resolution

C. whereas democracy at work ***plays a key role in strengthening human rights in the workplace and society, not least when trade unions and workers' representatives are actively involved in business due diligence processes; whereas more democracy at work would be an effective***

Amendment

C. whereas democracy at work ***strengthens relations among workers and with employers, boosts employees' work ethic and job satisfaction, encourages participation at work, makes effective problem-solving possible and leads to a***

way of addressing the inequalities at work and in society;

higher level of commitment;

Or. de

Amendment 36

Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Ilana Cicurel

Motion for a resolution

Recital C

Motion for a resolution

C. whereas democracy at work plays a key role in strengthening human rights in the workplace and society, not least when trade unions and workers' representatives are actively involved in business due diligence processes; whereas more democracy at work would be an effective way of addressing the inequalities at work and in society;

Amendment

C. whereas democracy at work plays a key role in strengthening human rights in the workplace and society, not least when trade unions and workers' representatives are actively involved in business due diligence processes; whereas more democracy at work ***as well as increased transparency in big corporations*** would be an effective way of addressing the inequalities at work and in society;

Or. en

Amendment 37

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginell, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution

Recital C a (new)

Motion for a resolution

Ca. whereas social justice and in particular democracy at work are firmly embedded in international and European human rights instruments and standards; whereas democracy at work has enlightened social progress in Europe and in the world for more than a century,

whereas the ILO was precisely founded in 1919 in the belief that social justice was essential to reach universal and long-lasting peace^{22a}; whereas social dialogue, collective bargaining and workers' representation form core ILO values and rights and are provided for in numerous ILO Conventions and Recommendations^{23a}, whereas also the Council of Europe counts democracy at work amongst its core values as expressed by the European Convention of Human Rights^{24a} and the European Social Charter^{25a};

^{22a} ILO Constitution (1919), ILO Declaration of Philadelphia (1944).

^{23a} References to ILO Conventions No. 87, 98, 135, 141, 151 and 154 and related Recommendations.

^{24a} Article 11 Freedom of assembly and association.

^{25a} Articles 5 (Right to organise), 6 (right to collective bargaining), 21 (right to information and consultation), 22 right to take part in the determination and improvement of the working conditions and working environment), 28 (right of workers' representatives to protection in the undertaking and facilities to be accorded to them) and 29 (right to information and consultation in collective redundancy procedures).

Or. en

Amendment 38
Margarita de la Pisa Carrión

Motion for a resolution
Recital C a (new)

Motion for a resolution

Amendment

Ca. whereas according to the study in May 2012 by the Policy Department for Citizens Rights and Constitutional Affairs on Relations between company supervisory bodies and the management, the supervisory committee's composition and its interaction with company management differ in line with the legal, historical and cultural characteristics of the 27 Member States;

Or. es

Amendment 39
Margarita de la Pisa Carrión

Motion for a resolution
Recital C b (new)

Motion for a resolution

Amendment

Cb. whereas according to the Commission Communication of 12 December 2012 entitled 'Action Plan: European Company Law and Corporate Governance – a modern legal framework for more engaged shareholders and sustainable companies', involvement by employees in company affairs may be connected to forms of financial participation, specifically to the possibility for workers to become shareholders;

Or. es

Amendment 40
Sandra Pereira

Motion for a resolution
Recital D

Motion for a resolution

D. whereas *workers' participation, collective bargaining coverage and unionisation are declining across the EU;*

Amendment

D. whereas *collective bargaining and collective recruitment and the essential role of trade unions in improving the living and working conditions of workers have been severely undermined by the EU institutions and EU legislation; whereas this is part of a deliberate campaign to weaken democracy at work throughout the EU;*

Or. pt

Amendment 41

Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Atidzhe Alieva-Veli, Ilana Cicurel

Motion for a resolution

Recital D

Motion for a resolution

D. whereas workers' participation, collective bargaining coverage and unionisation are declining across the EU;

Amendment

D. whereas workers' participation, collective bargaining coverage and unionisation are declining across the EU; *whereas Eurofound reported that fewer than one-third (31%) of companies in the EU facilitated the regular direct participation of employees in organisational decision-making in 2019;*

Or. en

Amendment 42

Anne Sander

Motion for a resolution

Recital D

Motion for a resolution

D. whereas workers' participation,

Amendment

D. whereas workers' participation,

collective bargaining coverage and unionisation are *declining across the EU*;

collective bargaining coverage and unionisation are *essential for the enforcement of workers' rights and the proper functioning of companies*;

Or. fr

Amendment 43

Terry Reintke

on behalf of the Greens/EFA Group

Motion for a resolution

Recital D

Motion for a resolution

D. whereas workers' participation, collective bargaining coverage and unionisation *are declining* across the EU;

Amendment

D. whereas *labour market de-regulation and austerity measures have resulted in a decline of* workers' participation, collective bargaining coverage and unionisation across the EU;

Or. en

Amendment 44

Lukas Mandl, Sara Skytvedal, Jessica Polfjärd, Miriam Lexmann, Stelios Kypouropoulos, Christian Sagartz, Radan Kanev

Motion for a resolution

Recital D

Motion for a resolution

D. whereas workers' participation, collective bargaining coverage and unionisation *are declining* across the EU;

Amendment

D. whereas workers' participation, collective bargaining coverage and unionisation *should be supported and promoted* across the EU;

Or. en

Amendment 45

Margarita de la Pisa Carrión

Motion for a resolution
Recital D a (new)

Motion for a resolution

Amendment

Da. whereas according to its resolution of 14 June 2012, there is a need to ‘simplify the business environment for companies, reduce unnecessary administrative burdens and enable companies to operate effectively within the single market, while ensuring appropriate protection of the interests of creditors, shareholders, members and employees’;¹

¹ P7_TA(2012)0259

Or. es

Amendment 46
Margarita de la Pisa Carrión

Motion for a resolution
Recital D b (new)

Motion for a resolution

Amendment

Db. whereas according to its resolution of 12 September 2013 on cross-border collective bargaining and transnational social dialogue, ‘each EU Member State has its own system of industrial relations, based on different historical developments and traditions, which has to be respected and does not require harmonisation’;

Or. es

Amendment 47
Margarita de la Pisa Carrión

Motion for a resolution
Recital D c (new)

Motion for a resolution

Amendment

Dc. whereas according to the G20/OECD Principles of Corporate Governance of 2015, ‘[t]he degree to which employees participate in corporate governance depends on national laws and practices, and may vary from company to company as well’;

Or. es

Amendment 48
Margarita de la Pisa Carrión

Motion for a resolution
Recital D d (new)

Motion for a resolution

Amendment

Dd. whereas according to Eurofound’s Third European Company Survey, dated 14 December 2015, on direct and indirect employee participation, Austria and Germany are the countries with the highest level of employee co-determination in company decision-making, while systems for employee participation in Bulgaria, Denmark, Estonia, Ireland, Italy, Latvia, Malta, Poland and Portugal do not include co-determination;

Or. es

Amendment 49
Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Ilana Cicurel, Atidzhe Alieva-Veli

Motion for a resolution
Recital E

Motion for a resolution

E. whereas trade unions and workers' representatives have played a key role in mitigating the impact of the COVID-19 pandemic in the workplace, from the introduction of measures to protect the health and safety of workers, notably essential workers in highly exposed workplaces, to the implementation of job retention schemes such as short-time work and new forms of work organisation like working from home;

Amendment

E. whereas trade unions and workers' representatives have played a key role in mitigating the impact of the COVID-19 pandemic in the workplace, from the introduction of measures to protect the health and safety of workers, notably essential workers in highly exposed workplaces, to the implementation of job retention schemes such as short-time work and new forms of work organisation like working from home; ***whereas the COVID-19 pandemic has aggravated pre-existing gender inequalities on the labour market and widened the gender gap in labour force participation;***

Or. en

Amendment 50

Terry Reintke

on behalf of the Greens/EFA Group

Motion for a resolution

Recital E

Motion for a resolution

E. whereas trade unions and workers' representatives have played a key role in mitigating the impact of the COVID-19 pandemic in the workplace, from the introduction of measures to protect the health and safety of workers, notably essential workers in highly exposed workplaces, to the implementation of job retention schemes such as short-time work and new forms of work organisation like working from home;

Amendment

E. whereas trade unions and workers' representatives have played a key role in mitigating the impact of the COVID-19 pandemic in the workplace, from the introduction of measures to protect the health and safety of workers, notably essential workers, ***particularly in highly feminised sectors with low pay and poor working conditions, such as the care sector,*** in highly exposed workplaces, to the implementation of job retention schemes such as short-time work and new forms of work organisation like working from home;

Or. en

Amendment 51
Margarita de la Pisa Carrión

Motion for a resolution
Recital E

Motion for a resolution

E. whereas trade unions and workers' representatives have played a key role in mitigating the impact of the COVID-19 pandemic in the workplace, from the introduction of measures to protect the health and safety of workers, notably essential workers in highly exposed workplaces, to the implementation of job retention schemes such as short-time work and new forms of work organisation like working from home;

Amendment

E. whereas trade unions and workers' representatives, ***employers and government, and the institution of the family*** have played a key role in mitigating the impact of the COVID-19 pandemic in the workplace, from the introduction of measures to protect the health and safety of workers, notably essential workers in highly exposed workplaces, to the implementation of job retention schemes such as short-time work and new forms of work organisation like working from home;

Or. es

Amendment 52
Lukas Mandl, Sara Skytvedal, Jessica Polfjärd, Miriam Lexmann, Stelios Kypouropoulos, Christian Sagartz, Radan Kanev

Motion for a resolution
Recital E

Motion for a resolution

E. whereas trade unions ***and workers'*** representatives have played a key role in mitigating the impact of the COVID-19 pandemic in the workplace, from the introduction of measures to protect the health and safety of workers, notably essential workers in highly exposed workplaces, to the implementation of job retention schemes such as short-time work and new forms of work organisation like working from home;

Amendment

E. whereas ***workers' representatives, including*** trade unions, ***together with employee*** representatives have played a key role in mitigating the impact of the COVID-19 pandemic in the workplace, from the introduction of measures to protect the health and safety of workers, notably essential workers in highly exposed workplaces, to the implementation of job retention schemes such as short-time work and new forms of work organisation like working from home;

Amendment 53
Guido Reil, Nicolaus Fest

Motion for a resolution
Recital E

Motion for a resolution

E. whereas trade unions and workers' representatives have played a **key** role in mitigating the impact of the COVID-19 pandemic in the workplace, from the introduction of measures to protect the health and safety of workers, notably essential workers in highly exposed workplaces, to the implementation of job retention schemes such as short-time work and new forms of work organisation like working from home;

Amendment

E. whereas trade unions and workers' representatives have played a role in mitigating the impact of the COVID-19 pandemic in the workplace, from the introduction of measures to protect the health and safety of workers, notably essential workers in highly exposed workplaces, to the implementation of job retention schemes such as short-time work and new forms of work organisation like working from home;

Or. de

Amendment 54
Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz

Motion for a resolution
Recital E a (new)

Motion for a resolution

Amendment

Ea. whereas workers' participation and collective bargaining are essential to address the complex impact of restructuring in the challenging recovery that lies ahead; whereas a significant number of restructuring processes are currently ongoing because of the Covid-19 crisis; whereas the disruptive impact of the pandemic has accelerated the pace and enlarged the scope of company restructuring; whereas restructuring has

become a permanent feature of company life;

Or. en

Amendment 55

Lukas Mandl, Sara Skyttedal, Jessica Polfjärd, Stelios Kypouropoulos, Christian Sagartz, Dennis Radtke, Radan Kanev

Motion for a resolution

Recital E a (new)

Motion for a resolution

Amendment

Ea. whereas according to Eurostat, in 2020 EU Member States with well-developed industrial relations systems, working arrangement sand short-working schemes performed better than the EU average and far fewer workers lost their job^{19a};

^{19a} Eurostat press release, Euro area GDP down by 12.1 % and employment down by 2.8 % (EU 11.8 % and 2.6 %), August 2020.

Or. en

Amendment 56

Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Atidzhe Alieva-Veli, Ilana Cicurel

Motion for a resolution

Recital E a (new)

Motion for a resolution

Amendment

Ea. whereas technological developments, the transition to a low carbon economy and the recovery from the COVID-19 pandemic provide an opportunity to transition workplaces to

*high-involvement forms of work
organisation at all levels;*

Or. en

Amendment 57

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution

Recital E b (new)

Motion for a resolution

Amendment

***Eb.** whereas companies with a higher-level of worker participation have survived the last economic and financial crisis better than others in regards to operating profits, capital market valuation, employment development and investment in plant and machinery and research and innovation;*

Or. en

Amendment 58

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution

Recital E c (new)

Motion for a resolution

Amendment

***Ec.** whereas research shows that participation at the workplace contributes to company performance, job quality and well-being; whereas according to Eurofound^{21a}, fewer than one-third (31%) of companies in the EU27 facilitated the regular direct participation of employees*

in organisational decision-making and that the strength of worker participation in the EU has declined over the past decade^{22a}; whereas over half of establishments in Sweden (56%) and Denmark (55%) were characterised by regular, high influence direct engagement with employees, but only around a fifth in Poland (20%) and the Netherlands (21%);

^{21a} *European Company Survey 2019.*

^{22a} *ETUI contributors. "Benchmarking Working Europe 2020" ETUI, The European Trade Union Institute. ETUI, The European Trade Union Institute, 01 Feb. 2021. Web. 08 Jul. 2021.*

Or. en

Amendment 59

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginell, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution

Recital E d (new)

Motion for a resolution

Amendment

Ed. whereas the COVID-19 crisis, like no other previous global threat, has laid bare the structural nature of gender-based inequality and discrimination along with its consequences, with a large number of women working on the frontline as health professionals, care workers, cleaning and maintenance workers, domestic workers, and in other jobs, fighting the virus while often having to balance family responsibilities during lockdowns;

Or. en

Amendment 60
Guido Reil, Nicolaus Fest

Motion for a resolution
Recital F

Motion for a resolution

F. whereas *sustainable corporate governance can only be achieved with employee involvement; whereas the economic model based on the short-term ‘shareholder value’ principle has failed to encourage long-term investment and proper respect for human rights and, in particular, for the participation rights of trade unions and workers during past crises²⁰*;

Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

Amendment

F. whereas, *in addition to the financial interests of their shareholders, European companies also have to take account of the interests of various ‘stakeholders’*;

Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

Or. de

Amendment 61
Sara Skyttedal, Jessica Polfjärd

Motion for a resolution
Recital F

Motion for a resolution

F. whereas sustainable corporate governance can only be achieved with employee involvement; *whereas the economic model based on the short-term ‘shareholder value’ principle has failed to encourage long-term investment and proper respect for human rights and, in particular, for the participation rights of*

*trade unions and workers during past crises*²⁰ ;

²⁰ Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

²⁰ Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

Or. en

Amendment 62
Anne Sander

Motion for a resolution
Recital F

Motion for a resolution

F. whereas sustainable corporate governance can only be achieved with employee involvement; whereas *the* economic model *based on the short-term ‘shareholder value’ principle has failed to* encourage long-term investment and proper respect for human rights and, in particular, for the participation rights of trade unions and workers *during past crises*²⁰;

Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

Amendment

F. whereas sustainable corporate governance can only be achieved with employee involvement; whereas *a virtuous economic development model must* encourage long-term investment and proper respect for human rights and, in particular, for the participation rights of trade unions and workers;

Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

Or. fr

Amendment 63

Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Atidzhe Alieva-Veli, Ilana Cicurel

Motion for a resolution

Recital F

Motion for a resolution

F. whereas sustainable corporate governance can only be achieved with employee involvement; whereas ***the economic model based*** on the short-term ‘shareholder value’ principle ***has failed to encourage*** long-term investment and proper respect for human rights and, ***in particular, for the participation rights of trade unions and workers during past crises***²⁰ ;

²⁰ Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

Amendment

F. whereas sustainable corporate governance can only be achieved with employee involvement; whereas ***a mere focus*** on the short-term ‘shareholder value’ principle ***might hamper*** long-term investment ***in human capital*** and proper respect for human rights and ***the environment***.

²⁰ Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

Or. en

Amendment 64

Lukas Mandl, Sara Skytvedal, Christian Sagartz, Radan Kanev

Motion for a resolution

Recital F

Motion for a resolution

F. whereas sustainable corporate governance can ***only*** be achieved with employee involvement; whereas ***the economic model based on the*** short-term ‘shareholder value’ principle ***has failed to encourage long-term investment and***

Amendment

F. whereas sustainable corporate governance can ***among others*** be achieved with employee involvement; whereas ***some studies suggest a focus of publicly listed companies to focus on*** short-term ***benefits of shareholders might in some instances***

proper respect for human rights and, in particular, for the participation rights of trade unions and workers during past crises²⁰ ;

²⁰ Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

come at the expense of more long-term value creation;

²⁰ Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

Or. en

Amendment 65

Terry Reintke

on behalf of the Greens/EFA Group

Motion for a resolution

Recital F

Motion for a resolution

F. whereas sustainable corporate governance can only be achieved with employee involvement; whereas the economic model based on the short-term ‘shareholder value’ principle has failed to encourage long-term investment and proper respect for human rights and, in particular, for the participation rights of trade unions and workers during past crises²⁰ ;

²⁰ Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

Amendment

F. whereas sustainable corporate governance can only be achieved with employee involvement; whereas the economic model based on the short-term ‘shareholder value’ principle has failed to encourage long-term investment and proper respect for **the environment**, human rights and **workers’ rights**, in particular, for the participation rights of trade unions and workers during past crises²⁰ ;

²⁰ Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

Amendment 66
Margarita de la Pisa Carrión

Motion for a resolution
Recital F

Motion for a resolution

F. whereas **sustainable corporate governance can only be achieved with** employee involvement; whereas the economic model based on the short-term ‘shareholder value’ principle **has failed to** encourage long-term investment **and** proper respect for human rights and, in particular, for the participation rights of trade unions and workers during **past crises**²⁰;

²⁰ Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

Amendment

F. whereas employee involvement **is a fundamental aspect of corporate social responsibility**; whereas the economic model based on the short-term ‘shareholder value’ principle **does not necessarily** encourage long-term investment **nor** proper respect for human rights and, in particular, for the participation rights of trade unions and workers during **crisis periods**²⁰;

²⁰ Rapp, M. S., Wolff, M., Udoieva, I., Hennig, J. C., ‘Mitbestimmung im Aufsichtsrat und ihre Wirkung auf die Unternehmensführung’, Hans-Böckler-Stiftung, No 424, June 2019; Ernst and Young, Study on directors’ duties and sustainable corporate governance, July 2020.

Amendment 67
Margarita de la Pisa Carrión

Motion for a resolution
Recital F a (new)

Motion for a resolution

Amendment

Fa. whereas according to the study of the International Labour Organization (ILO) of February 2010, entitled ‘A comparative overview of terms and

notions on employee participation’, ‘there is a large variety of models dealing with workers’ participation or employee involvement’ and ‘in some national systems [...] workers have the right to elect representatives to the company’s supervisory or administrative organs’;

Or. es

Amendment 68
Margarita de la Pisa Carrión

Motion for a resolution
Recital G

Motion for a resolution

G. whereas sustainable companies are distinguished by the fact that they have mechanisms for expressing the voice of workers and including workers’ *interests* in strategic decisions that have an impact on the workforce and entire communities and regions²¹;

²¹ Ibid.

Amendment

G. whereas sustainable companies are distinguished by the fact that they have mechanisms for expressing the voice of workers and including workers’ *views* in *the process of taking* strategic decisions that have an impact on the workforce and entire communities and regions²¹;

²¹ Ibid.

Or. es

Amendment 69
Terry Reintke
on behalf of the Greens/EFA Group

Motion for a resolution
Recital H

Motion for a resolution

H. whereas studies have shown that worker participation enhances productivity, innovation, work organisation, gender equality, decision-making and alternatives to crisis-induced employment reduction²² ;

Amendment

H. whereas studies have shown that worker participation enhances productivity, innovation, work organisation, *supports the transition to a carbon-neutral, climate-neutral, resource-efficient and*

circular economy, gender equality, decision-making and alternatives to crisis-induced employment reduction²² ;

²² FitzRoy, F., Kraft, K., ‘Co-determination, Efficiency and Productivity’, British Journal of Industrial Relations, Vol. 43, Issue 2, June 2005, pp. 233-247; Kraft K., Stank J., Dewenter R., ‘Co-determination and innovation’, Cambridge Journal of Economics, Vol 35, Issue 1, 2011, pp. 145-172.

²² FitzRoy, F., Kraft, K., ‘Co-determination, Efficiency and Productivity’, British Journal of Industrial Relations, Vol. 43, Issue 2, June 2005, pp. 233-247; Kraft K., Stank J., Dewenter R., ‘Co-determination and innovation’, Cambridge Journal of Economics, Vol 35, Issue 1, 2011, pp. 145-172.

Or. en

Amendment 70

Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Atidzhe Alieva-Veli, Ilana Cicurel

Motion for a resolution

Recital H

Motion for a resolution

H. whereas studies have shown that worker participation enhances productivity, innovation, **work organisation**, gender equality, decision-making and alternatives to crisis-induced employment reduction²² ;

²² FitzRoy, F., Kraft, K., ‘Co-determination, Efficiency and Productivity’, British Journal of Industrial Relations, Vol. 43, Issue 2, June 2005, pp. 233-247; Kraft K., Stank J., Dewenter R., ‘Co-determination and innovation’, Cambridge Journal of Economics, Vol 35, Issue 1, 2011, pp. 145-172.

Amendment

H. whereas studies have shown that worker participation enhances productivity, **work engagement**, innovation, gender equality, **and improves good work organisation and provides** alternatives to crisis-induced employment reduction²² ;

²² FitzRoy, F., Kraft, K., ‘Co-determination, Efficiency and Productivity’, British Journal of Industrial Relations, Vol. 43, Issue 2, June 2005, pp. 233-247; Kraft K., Stank J., Dewenter R., ‘Co-determination and innovation’, Cambridge Journal of Economics, Vol 35, Issue 1, 2011, pp. 145-172.

Or. en

Amendment 71
Margarita de la Pisa Carrión

Motion for a resolution
Recital H

Motion for a resolution

H. whereas studies have shown that worker participation enhances productivity, innovation, work organisation, **gender** equality, decision-making and alternatives to crisis-induced employment reduction²²;

²² FitzRoy, F., Kraft, K., ‘Co-determination, Efficiency and Productivity’, British Journal of Industrial Relations, Vol. 43, Issue 2, June 2005, pp. 233-247; Kraft K., Stank J., Dewenter R., ‘Co-determination and innovation’, Cambridge Journal of Economics, Vol 35, Issue 1, 2011, pp. 145-172.

Amendment

H. whereas studies have shown that worker participation enhances productivity, innovation, work organisation, equality **between men and women at work**, decision-making and alternatives to crisis-induced employment reduction²²;

²² FitzRoy, F., Kraft, K., ‘Co-determination, Efficiency and Productivity’, British Journal of Industrial Relations, Vol. 43, Issue 2, June 2005, pp. 233-247; Kraft K., Stank J., Dewenter R., ‘Co-determination and innovation’, Cambridge Journal of Economics, Vol 35, Issue 1, 2011, pp. 145-172.

Or. es

Amendment 72
Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurora Lalucq

Motion for a resolution
Recital H

Motion for a resolution

H. whereas studies have shown that worker participation enhances productivity, innovation, work organisation, gender equality, decision-making and alternatives to crisis-induced employment reduction²² ;

²² FitzRoy, F., Kraft, K., ‘Co-determination, Efficiency and

Amendment

H. whereas studies have shown that worker participation enhances productivity, innovation, work organisation, gender equality, decision-making and alternatives to crisis-induced employment reduction²² ;

²² FitzRoy, F., Kraft, K., ‘Co-determination, Efficiency and

Productivity', British Journal of Industrial Relations, Vol. 43, Issue 2, June 2005, pp. 233-247; Kraft K., Stank J., Dewenter R., 'Co-determination and innovation', Cambridge Journal of Economics, Vol 35, Issue 1, 2011, pp. 145-172.

Productivity', British Journal of Industrial Relations, Vol. 43, Issue 2, June 2005, pp. 233-247; Kraft K., Stank J., Dewenter R., 'Co-determination and innovation', Cambridge Journal of Economics, Vol 35, Issue 1, 2011, pp. 145-172; *Jirjahn U. (2016), 'Works Councils and Employer Attitudes toward the Incentive Effects of HRM Practices', Research Papers in Economics n°7; Wheeler J. (2002), 'Employee Involvement in Action: Reviewing Swedish Codetermination', Labor Studies Journal, Vol 26, Issue 4, pp. 71-97; Gregorič A, Rapp M. S. (2018), 'Board-Level Employee Representation and Firms' Responses to Crisis', available at <https://ssrn.com/abstract=3012999> (Scandinavia).*

Or. en

Amendment 73
Margarita de la Pisa Carrión

Motion for a resolution
Recital H a (new)

Motion for a resolution

Amendment

Ha. whereas according to the Opinion of the European Economic and Social Committee of 20 March 2013 on employee involvement and participation as a pillar of sound business management and balanced approaches to overcoming the crisis, 'due to the diversity of the situations and the different arrangements that exist at national level, it would be inadvisable and counterproductive to impose a single European model of employee participation';

Or. es

Amendment 74
Daniela Rondinelli

Motion for a resolution
Recital H a (new)

Motion for a resolution

Amendment

Ha. whereas gender and pay gaps continue to exist in decision-making bodies, preventing women's full participation and their contribution to economic and social life, resulting in persistently high levels of under-employment of women, which have a severe impact on society and economic growth;

Or. it

Amendment 75
Margarita de la Pisa Carrión

Motion for a resolution
Recital H b (new)

Motion for a resolution

Amendment

Hc. whereas according to the Opinion of the European Economic and Social Committee of 17 October 2018 on the package on European company law, the role of European Works Councils should be enhanced in the event of large company transformations according to Directive 2009/38/EC;

Or. es

Amendment 76
Lukas Mandl, Sara Skytvedal, Jessica Polfjärd, Miriam Lexmann, Christian Sagartz, Radan Kanev

Motion for a resolution
Recital I

Motion for a resolution

I. whereas employees are not mere ‘stakeholders’ of companies, but **‘constituting parties’ alongside** shareholders and managers; whereas worker participation in companies is a key component of a pluralistic model of corporate governance based on democratic principles, fairness and efficiency²³ ;

²³ ILO study of November 2018 on corporate governance models: structure, diversity, evaluation and prospects.

Amendment

I. whereas employees are not mere ‘stakeholders’ of companies, but ***neither shareholders who have to bear the entrepreneurial risk; therefore, the final decision-making power should remain with*** shareholders and managers; whereas worker participation in companies is a key component of a pluralistic model of corporate governance based on democratic principles, fairness and efficiency²³ ;

²³ ILO study of November 2018 on corporate governance models: structure, diversity, evaluation and prospects.

Or. en

Amendment 77

Guido Reil, Nicolaus Fest

Motion for a resolution

Recital J

Motion for a resolution

J. whereas the ***active inclusion of workers in companies’ decision-making processes will be essential to ensure the fast, substantial and sustainable policy and strategy changes required by the twin digital and green transitions, which will herald tremendous changes in the world of work;***

Amendment

J. whereas the ***Green Deal, the EU Climate Law and the EU legislation enacted to achieve their goals will further undermine the competitiveness of European industry; whereas there is currently unease about the implications of the Green Deal in European industry and national and European works councils; whereas the European trade union federation Industri-ALL, which represents 50 million workers, fears that 11 million jobs will be directly affected by the Green Deal in the extractive industry, the automotive industry and other energy-intensive industries, and that as yet the workers involved have no prospects;***

Or. de

Amendment 78

Samira Rafaela, Dragoș Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Ilana Cicurel

Motion for a resolution

Recital J

Motion for a resolution

J. whereas the active inclusion of workers in companies' decision-making processes will be essential to ensure the fast, substantial and sustainable policy and strategy changes required by the twin digital and green transitions, which will herald tremendous changes in the world of work;

Amendment

J. whereas the active inclusion of workers in companies' decision-making processes will be essential to ensure the fast, substantial and sustainable policy and strategy changes required by the twin digital and green transitions, which will herald tremendous changes in the world of work; ***it will also lead to a better inclusion of the most vulnerable workers in the transition process towards a green and digital economy;***

Or. en

Amendment 79

Anne Sander

Motion for a resolution

Recital J

Motion for a resolution

J. whereas the active inclusion of workers in companies' decision-making processes will be essential to ensure the fast, substantial and sustainable policy and strategy changes required by the twin digital and green transitions, which will herald ***tremendous*** changes in the world of work;

Amendment

J. whereas the active inclusion of workers in companies' decision-making processes will be essential to ensure the fast, substantial and sustainable policy and strategy changes required by the twin digital and green transitions, which will herald ***significant*** changes in the world of work;

Or. fr

Amendment 80
Margarita de la Pisa Carrión

Motion for a resolution
Recital J

Motion for a resolution

J. whereas the active inclusion of workers in companies' decision-making processes ***will be essential to ensure*** the fast, substantial and sustainable policy and strategy changes required by the ***twin*** digital ***and green transitions***, which will herald tremendous changes in the world of work;

Amendment

J. whereas the active inclusion of workers in companies' decision-making processes ***can contribute to making*** the fast, substantial and sustainable policy and strategy changes required by the digital ***transition***, which will herald tremendous changes in the world of work;

Or. es

Amendment 81
Brando Benifei, Gabriele Bischoff, Elisabetta Gualmini, Pierfrancesco Majorino

Motion for a resolution
Recital J a (new)

Motion for a resolution

Ja. whereas the Recovery Plan offers to both employers and workers an unprecedented opportunity for innovation to finance sustainable and digital investments and projects; whereas the timely and effective employees' involvement in the programming and in the carrying out of these projects is essential in order to adequately identify, anticipate and manage their potential transformative effects on the workplace and on the relations between social partners;

Amendment

Or. en

Amendment 82
Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija

Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution
Recital J a (new)

Motion for a resolution

Amendment

Ja. *whereas the Covid-19 pandemic has shown a pressing need for much broader and stronger participation of the social partners, especially if the green and digital transition to a sustainable, fair and social future of the European Union is to be achieved;*

Or. en

Amendment 83
Daniela Rondinelli

Motion for a resolution
Recital J a (new)

Motion for a resolution

Amendment

Ja. *whereas ambiguous and contradictory legislation at national and European level has allowed many companies to circumvent the rule, severely restricting the rights of thousands of workers;*

Or. it

Amendment 84
Daniela Rondinelli

Motion for a resolution
Recital J b (new)

Motion for a resolution

Amendment

Jb. *whereas the absence of an*

adequate and harmonised system of penalties at European level, covering the entire supply chain, including subcontracting, contributes to the failure to comply with existing rules by increasing relocation to those countries in which regulations are less effective, proportionate and dissuasive;

Or. it

Amendment 85
Guido Reil, Nicolaus Fest

Motion for a resolution
Recital K

Motion for a resolution

Amendment

K. *whereas the Conference on the Future of Europe offers an opportunity to move beyond crisis mode and involve the EU's citizens in shaping its future, strengthening democracy at all levels;*

deleted

Or. de

Amendment 86
Margarita de la Pisa Carrión

Motion for a resolution
Recital K

Motion for a resolution

Amendment

K. *whereas the Conference on the Future of Europe offers an opportunity to move beyond crisis mode and involve the EU's citizens in shaping its future, strengthening democracy at all levels;*

K. *whereas the Conference on the Future of Europe offers an opportunity to move beyond crisis mode and involve the EU's citizens in shaping its future, strengthening democracy at all levels **while respecting both the different corporate management models possible and the competences of the Member States;***

Or. es

Amendment 87
Sara Skyttedal, Jessica Polfjärd

Motion for a resolution
Recital K a (new)

Motion for a resolution

Amendment

Ka. whereas small and medium-sized enterprises (SMEs) provide 6 out of 10 jobs in the European Union;

Or. en

Amendment 88
Sandra Pereira

Motion for a resolution
Paragraph 1

Motion for a resolution

Amendment

1. Notes the rich and interlocking network of workers' participation at workplaces ***across the entire Union***, from workers and trade union representatives elected by and from the workforce at the local level, to cross-site works councils in more complex companies, to dedicated health and safety representation, and employee representation on companies' supervisory or administrative boards;

1. Notes the rich and interlocking network of workers' participation at workplaces ***in all Member States***, from workers and trade union representatives elected by and from the workforce at the local level, to cross-site works councils in more complex companies, to dedicated health and safety representation, and employee representation on companies' supervisory or administrative boards; ***deplores, however, the instrumentalisation by employers of certain worker representative bodies, which are used to conclude letterbox agreements that serve only the interests of employers;***

Or. pt

Amendment 89
Margarita de la Pisa Carrión

Motion for a resolution
Paragraph 1

Motion for a resolution

1. Notes the rich and interlocking network of workers' participation at workplaces across the entire Union, from workers and trade union representatives elected by and from the workforce at the local level, to cross-site works councils in more complex companies, to dedicated health and safety representation, and employee representation **on** companies' supervisory or administrative boards;

Amendment

1. Notes the rich and interlocking network of workers' participation at workplaces across the entire Union, from workers and trade union representatives elected by and from the workforce at the local level, to cross-site works councils in more complex companies, to dedicated health and safety representation, and employee representation **through staff representatives, works councils and** companies' supervisory or administrative boards;

Or. es

Amendment 90

Lukas Mandl, Sara Skytvedal, Jessica Polfjärd, Miriam Lexmann, Stelios Kypouropoulos, Christian Sagartz, Radan Kanev

Motion for a resolution
Paragraph 1

Motion for a resolution

1. Notes the rich and interlocking network of workers' participation at workplaces across the entire Union, from workers and **trade union** representatives elected by and from the workforce at the local level, to cross-site works councils in more complex companies, to dedicated health and safety representation, and employee representation on companies' supervisory or administrative boards;

Amendment

1. Notes the rich and interlocking network of workers' participation at workplaces across the entire Union, from workers and **workers** representatives, **including trade unions**, elected by and from the workforce at the local level, to cross-site works councils in more complex companies, to dedicated health and safety representation, and employee representation on companies' supervisory or administrative boards;

Or. en

Amendment 91

Lukas Mandl, Sara Skytvedal, Jessica Polfjärd, Miriam Lexmann, Stelios

Kypouropoulos, Christian Sagartz, Dennis Radtke, Radan Kanev

Motion for a resolution

Paragraph 1 a (new)

Motion for a resolution

Amendment

1a. Highlights the need to raise awareness of EWCs among employee and management representatives; stresses that EWCs are a unique forum to exchange information, build and promote corporate identity;

Or. en

Amendment 92

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution

Paragraph 2

Motion for a resolution

Amendment

2. Acknowledges the different legal frameworks for board-level worker participation in 18 EU Member States and Norway; highlights that the scope and intensity of worker participation in company boardrooms varies greatly;

2. Acknowledges the different legal frameworks for board-level worker participation in 18 EU Member States and Norway; highlights that the scope and intensity of worker participation in company boardrooms varies greatly; **highlights that digital and green transitions are greatly affecting the world of work and that the more resilient and sustainable companies are those with well-established systems of workers participation in company matters;**

Or. en

Amendment 93

Margarita de la Pisa Carrión

Motion for a resolution
Paragraph 2

Motion for a resolution

2. Acknowledges the different legal frameworks for **board-level** worker participation in 18 EU Member States and Norway; highlights that the scope and intensity of worker participation in company boardrooms varies greatly;

Amendment

2. Acknowledges the different legal frameworks for worker participation **in supervisory bodies** in 18 EU Member States and Norway; highlights that the scope and intensity of worker participation in company boardrooms varies greatly;

Or. es

Amendment 94

Lukas Mandl, Sara Skytvedal, Jessica Polfjärd, Stelios Kypouropoulos, Christian Sagartz, Radan Kanev

Motion for a resolution
Paragraph 2

Motion for a resolution

2. Acknowledges the different legal frameworks for board-level worker participation in 18 EU Member States **and Norway**; highlights that the scope and intensity of worker participation in company boardrooms varies greatly;

Amendment

2. Acknowledges the different legal frameworks for board-level worker participation in 18 EU Member States; highlights that the scope and intensity of worker participation in company boardrooms varies greatly;

Or. en

Amendment 95

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution
Paragraph 2 a (new)

Motion for a resolution

Amendment

2a. Notes that divergence persists between EU countries regarding the

quality, timing and effectiveness of information and consultation before corporate decisions are made. Restructuring processes are not carried out equally across Europe. Dialogue about alternatives to redundancies and plant closures could range to none up to genuine exchange of views depending on the EU country where it takes place;

Or. en

Amendment 96

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution Paragraph 2 b (new)

Motion for a resolution

Amendment

2b. Regrets that the 2002/14/EC establishing a general framework for informing and consulting employees, and the 2009/38/EC European Works Council Directive(Recast) did not help to close the gaps as the impact of information and consultation on company decisions remain limited;

Or. en

Amendment 97

Lukas Mandl, Sara Skytvedal, Miriam Lexmann, Stelios Kypouropoulos, Christian Sagartz, Dennis Radtke, Radan Kanev

Motion for a resolution Paragraph 3

Motion for a resolution

Amendment

3. Is convinced that the workers' voice must be a key component of EU

3. Is convinced that the workers' voice must be a key component of EU

initiatives to ensure sustainable corporate governance and due diligence on human rights;

initiatives, *as laid down in TFEU Article 154 on the consultation of management and labour*, to ensure sustainable corporate governance and due diligence on human rights; *stresses that it is the main responsibility of states and governments to safeguard human rights in their countries and that this responsibility shall not be fully transferred to private actors*;

Or. en

Amendment 98
Sandra Pereira

Motion for a resolution
Paragraph 3

Motion for a resolution

3. Is convinced that the workers' voice must be a key component of EU initiatives to ensure sustainable corporate governance *and* due diligence on human rights;

Amendment

3. Is convinced that the workers' voice must be a key component of EU initiatives to ensure sustainable *and democratic* corporate governance, *guaranteeing* due diligence on human rights, *especially in the work environment*;

Or. pt

Amendment 99
Daniela Rondinelli

Motion for a resolution
Paragraph 3

Motion for a resolution

3. Is convinced that the workers' voice must be a key component of EU initiatives to ensure sustainable corporate governance and due diligence on human rights;

Amendment

3. Is convinced that the workers' voice must be a key component of EU initiatives to ensure sustainable corporate governance and due diligence on human rights, *as well as to reduce social dumping in the internal market*;

Or. it

Amendment 100

Terry Reintke

on behalf of the Greens/EFA Group

Motion for a resolution

Paragraph 3

Motion for a resolution

3. Is convinced that the workers' voice must be a key component of EU initiatives to ensure sustainable corporate governance and due diligence on human rights;

Amendment

3. Is convinced that the workers' voice must be a key component of EU initiatives to ensure sustainable corporate governance and due diligence on ***the environment, on human rights and workers' rights***;

Or. en

Amendment 101

Sara Skyttedal, Jessica Polfjärd

Motion for a resolution

Paragraph 3

Motion for a resolution

3. Is convinced that the workers' voice must be a key component of EU initiatives ***to ensure sustainable corporate governance and due diligence on human rights***;

Amendment

3. Is convinced that the workers' voice must be a key component of EU initiatives, ***respecting the principle of subsidiarity***;

Or. en

Amendment 102

Margarita de la Pisa Carrión

Motion for a resolution

Paragraph 3

Motion for a resolution

3. Is convinced that the workers'

Amendment

3. Is convinced that the workers'

voice must be a key component of EU initiatives to ensure sustainable corporate governance and due diligence on *human rights*;

voice must be a key component of EU initiatives to ensure sustainable corporate governance and due diligence on *matters that affect them*;

Or. es

Amendment 103

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

**Motion for a resolution
Paragraph 3 a (new)**

Motion for a resolution

Amendment

3a. Calls on the Commission and the Member States to establish the necessary conditions and requirements in order to have at least 80 % of corporations covered by sustainable corporate governance agreements by 2030, establishing strategies agreed with workers in order to positively influence environmental, social and economic development through governance practices and market presence, improve directors' accountability as regards integrating sustainability into corporate decision-making, and promote corporate governance practices that contribute to company sustainability, with reference inter alia to corporate reporting, board remuneration, maximum wage ratio difference, board composition and stakeholder involvement;

Or. en

Amendment 104

Samira Rafaela, Dragoș Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Ilana Cicurel

Motion for a resolution
Paragraph 3 a (new)

Motion for a resolution

Amendment

3a. Calls on the Commission to develop initiatives to improve familiarity with rules governing employee representation in corporate bodies in the various EU Member States and foster exchanges of best practices, assessing the different forms of worker participations and the socioeconomic effects thereof;

Or. en

Amendment 105

Lukas Mandl, Sara Skyttedal, Jessica Polfjärd, Miriam Lexmann, Stelios Kypouropoulos, Christian Sagartz, Dennis Radtke, Radan Kanev

Motion for a resolution
Paragraph 3 a (new)

Motion for a resolution

Amendment

3a. Highlights the importance of continuously improving the EU's and Member States' education, training and skills policies including vocational training, in particular in order to ensure lifelong learning and training, as well as the upskilling and reskilling for all workers;

Or. en

Amendment 106

Margarita de la Pisa Carrión

Motion for a resolution
Paragraph 4

Motion for a resolution

Amendment

4. Calls on the Commission to respect

4. Calls on the Commission to respect

the agreements between European social partners at both cross-industry and sectoral level **and to refrain from unilaterally deciding, in spite of the joint request of those social partners**, not to transpose such agreements through a generally binding Council decision;

the agreements between European social partners at both cross-industry and sectoral level **when deciding whether or** not to transpose such agreements through a generally binding Council decision;

Or. es

Amendment 107

Lukas Mandl, Sara Skyttedal, Jessica Polfjård, Miriam Lexmann, Stelios Kypouropoulos, Christian Sagartz, Dennis Radtke, Radan Kanev

Motion for a resolution Paragraph 4

Motion for a resolution

4. Calls on the Commission to respect the agreements between European social partners at both cross-industry and sectoral level and to refrain from unilaterally deciding, in spite of the joint request of those social partners, not to transpose such agreements through a generally binding Council decision;

Amendment

4. Calls on the Commission to respect the agreements between European social partners at both cross-industry and sectoral level, **in accordance with TFEU Article 154 and 155**, and to refrain from unilaterally deciding, in spite of the joint request of those social partners, not to transpose such agreements through a generally binding Council decision;

Or. en

Amendment 108

Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Ilana Cicurel

Motion for a resolution Paragraph 4

Motion for a resolution

4. Calls on the Commission to respect the agreements between European social partners at both cross-industry and sectoral level and to **refrain from unilaterally deciding, in spite of the joint** request of

Amendment

4. Calls on the Commission to respect the agreements between European social partners at both cross-industry and sectoral level and to **examine the possibility to transpose, upon the join** request of those

those social partners, *not to transpose* such agreements *through a generally* binding Council decision;

social partners, such agreements *in a* binding Council decision;

Or. en

Amendment 109

Lukas Mandl, Sara Skyttedal, Jessica Polfjärd, Christian Sagartz, Radan Kanev

Motion for a resolution

Paragraph 5

Motion for a resolution

Amendment

5. Notes that through loopholes, the EU Statute for a European Company (*Societas Europaeae – SE*) is inadvertently enabling companies to circumvent national regulations, particularly on board-level employee representation; regrets the fact that the 2019 Company Law Package²⁴ is serving to perpetuate these shortcomings rather than resolve them; notes that cross-border mergers are also used to avoid representation rights; stresses that companies use complex corporate structures and supply or subcontracting chains to circumvent social standards;

deleted

²⁴ *Directive (EU) 2019/2121 of the European Parliament and of the Council of 27 November 2019 as regards cross-border conversions, mergers and divisions (OJ L 321 12.12.2019, p. 1).*

Or. en

Amendment 110

Daniela Rondinelli

Motion for a resolution

Paragraph 5

Motion for a resolution

5. Notes that through loopholes, the EU Statute for a European Company (Societas Europaea – SE) is inadvertently enabling companies to circumvent national regulations, particularly on board-level employee representation; regrets the fact that the 2019 Company Law Package²⁴ is serving to perpetuate these shortcomings rather than resolve them; notes that cross-border mergers are also used to avoid representation rights; stresses that companies use complex corporate structures and supply or subcontracting chains to circumvent social standards;

²⁴ Directive (EU) 2019/2121 of the European Parliament and of the Council of 27 November 2019 as regards cross-border conversions, mergers and divisions (OJ L 321 12.12.2019, p. 1).

Amendment

5. Notes that through loopholes, the EU Statute for a European Company (Societas Europaea – SE) is inadvertently enabling companies to circumvent national regulations, particularly on board-level employee representation; regrets the fact that the 2019 Company Law Package²⁴ is serving to perpetuate these shortcomings rather than resolve them; notes that cross-border mergers are also used to avoid representation rights, **resulting in wage and social dumping which leads to unfair competition in the internal market, undermining workers' rights**; stresses that companies use complex corporate structures and supply or subcontracting chains to circumvent social standards;

²⁴ Directive (EU) 2019/2121 of the European Parliament and of the Council of 27 November 2019 as regards cross-border conversions, mergers and divisions (OJ L 321 12.12.2019, p. 1).

Or. it

Amendment 111
Margarita de la Pisa Carrión

Motion for a resolution
Paragraph 5

Motion for a resolution

5. Notes that through loopholes, the EU Statute for a European Company (Societas Europaea – SE) is inadvertently enabling companies to circumvent national regulations, particularly on board-level employee representation; regrets the fact that the 2019 Company Law Package²⁴ is **serv**ing to perpetuate these shortcomings rather than resolve them; notes that cross-

border mergers are also used to avoid representation rights; stresses that companies use complex corporate structures and supply or subcontracting chains to circumvent social standards;

²⁴ Directive (EU) 2019/2121 of the European Parliament and of the Council of 27 November 2019 as regards cross-border conversions, mergers and divisions (OJ L 321 12.12.2019, p. 1).

notes that cross-border mergers are also used *at times* to avoid representation rights; stresses that *some* companies use complex corporate structures and supply or subcontracting chains to circumvent social standards;

²⁴ Directive (EU) 2019/2121 of the European Parliament and of the Council of 27 November 2019 as regards cross-border conversions, mergers and divisions (OJ L 321 12.12.2019, p. 1).

Or. es

Amendment 112

Jordi Cañas

Motion for a resolution

Paragraph 5

Motion for a resolution

5. Notes that through loopholes, the EU Statute for a European Company (Societas Europaea – SE) is inadvertently enabling companies to circumvent national regulations, particularly on board-level employee representation; regrets the fact that the 2019 Company Law Package²⁴ is serving to perpetuate these shortcomings rather than resolve them; notes that cross-border mergers are also used to avoid representation rights; stresses that companies use complex corporate structures and supply or subcontracting chains to circumvent social standards;

²⁴ Directive (EU) 2019/2121 of the European Parliament and of the Council of 27 November 2019 as regards cross-border conversions, mergers and divisions (OJ L 321 12.12.2019, p. 1).

Amendment

5. Notes that through loopholes, the EU Statute for a European Company (Societas Europaea – SE) is inadvertently enabling companies to circumvent national regulations, particularly on board-level employee representation; regrets the fact that the 2019 Company Law Package²⁴ is serving to perpetuate these shortcomings rather than resolve them; notes that cross-border mergers are also used to avoid representation rights; stresses that **letterbox** companies **and companies that use** complex corporate structures and supply or subcontracting chains to circumvent social standards;

²⁴ Directive (EU) 2019/2121 of the European Parliament and of the Council of 27 November 2019 as regards cross-border conversions, mergers and divisions (OJ L 321 12.12.2019, p. 1).

Amendment 113

Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Atidzhe Alieva-Veli, Ilana Cicurel

Motion for a resolution**Paragraph 5***Motion for a resolution*

5. Notes that through loopholes, the EU Statute for a European Company (Societas Europaeae – SE) **is** inadvertently **enabling** companies to circumvent national regulations, particularly on board-level employee representation; regrets the fact that the 2019 Company Law Package²⁴ **is serving to perpetuate these shortcomings rather than** resolve them; notes that cross-border mergers **are also** used to avoid representation rights; stresses that companies use complex corporate structures and supply or subcontracting chains to circumvent social standards;

²⁴ Directive (EU) 2019/2121 of the European Parliament and of the Council of 27 November 2019 as regards cross-border conversions, mergers and divisions (OJ L 321 12.12.2019, p. 1).

Amendment

5. Notes that through loopholes, the EU Statute for a European Company (Societas Europaeae – SE) **can** inadvertently **enable** companies to circumvent national regulations, particularly on board-level employee representation; regrets the fact that the 2019 Company Law Package²⁴ **does not** resolve them; notes that cross-border mergers **might be** used to avoid representation rights; stresses that companies use complex corporate structures and supply or subcontracting chains to circumvent social standards;

²⁴ Directive (EU) 2019/2121 of the European Parliament and of the Council of 27 November 2019 as regards cross-border conversions, mergers and divisions (OJ L 321 12.12.2019, p. 1).

Amendment 114

Anne Sander

Motion for a resolution**Paragraph 5***Motion for a resolution*

5. Notes that through loopholes, the

Amendment

5. Notes that through loopholes, the

EU Statute for a European Company (Societas Europaeae – SE) is inadvertently enabling companies to circumvent national regulations, particularly on board-level employee representation; regrets the fact that the 2019 Company Law Package²⁴ is serving to perpetuate these shortcomings rather than resolve them; *notes* that cross-border mergers *are also used to avoid representation rights; stresses that companies use complex corporate structures and supply or subcontracting chains to circumvent social standards;*

²⁴ Directive (EU) 2019/2121 of the European Parliament and of the Council of 27 November 2019 as regards cross-border conversions, mergers and divisions (OJ L 321 12.12.2019, p. 1).

EU Statute for a European Company (Societas Europaeae – SE) is inadvertently enabling companies to circumvent national regulations, particularly on board-level employee representation; regrets the fact that the 2019 Company Law Package²⁴ is serving to perpetuate these shortcomings rather than resolve them; *takes the view* that cross-border mergers *strengthen the single market by generating greater synergies between European companies, but can sometimes give rise to unfair practices that need to be addressed;*

²⁴ Directive (EU) 2019/2121 of the European Parliament and of the Council of 27 November 2019 as regards cross-border conversions, mergers and divisions (OJ L 321 12.12.2019, p. 1).

Or. fr

Amendment 115

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginell, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution Paragraph 5 a (new)

Motion for a resolution

Amendment

5a. Stresses that workers representatives must have the right to be informed about the use of posted workers in subcontracting chains and be able to contact these workers, in line with the obligation established on article 8 of the Temporary Agency work Directive, which obliges the user undertaking to provide information on the use of temporary agency workers to bodies representing workers;

Or. en

Amendment 116

Lukas Mandl, Sara Skyttedal, Jessica Polfjärd, Christian Sagartz, Radan Kanev

Motion for a resolution

Paragraph 6

Motion for a resolution

6. ***Regrets the fact that the 2019 Company Law Package failed to adequately define a high EU standard for information, consultation and workers' board-level representation in cases where companies restructure across borders;***

Amendment

deleted

Or. en

Amendment 117

Margarita de la Pisa Carrión

Motion for a resolution

Paragraph 6

Motion for a resolution

6. ***Regrets the fact that the 2019 Company Law Package failed to adequately define a high EU standard for information, consultation and workers' board-level representation in cases where companies restructure across borders;***

Amendment

6. ***Proposes that the 2019 Company Law Package be analysed in order to ascertain whether it is attaining an effective EU standard for information, consultation and workers' representation through staff representatives, works councils, boards of directors or supervisory boards in cases where companies restructure across borders;***

Or. es

Amendment 118

Sandra Pereira

Motion for a resolution

Paragraph 6

Motion for a resolution

6. Regrets the fact that the 2019 Company Law Package failed to adequately define a high EU standard for information, consultation and workers' board-level representation in cases where companies restructure across borders;

Amendment

6. Regrets the fact that the 2019 Company Law Package failed to adequately define a high EU standard for information, consultation and workers' board-level ***participation and*** representation in cases where companies restructure across borders;

Or. pt

Amendment 119

Lukas Mandl, Sara Skyttedal, Jessica Polfjärd, Christian Sagartz, Radan Kanev

Motion for a resolution

Paragraph 7

Motion for a resolution

7. Reiterates that several EU legal acts concerning workers' board-level representation rights do not establish minimum requirements for board-level representation in the various kinds of European company or for companies that use EU company law instruments to enable cross-border company mobility and legal reorganisation such as cross-border mergers, conversions and divisions;

Amendment

deleted

Or. en

Amendment 120

Margarita de la Pisa Carrión

Motion for a resolution

Paragraph 7

Motion for a resolution

7. Reiterates that several EU legal acts concerning workers' ***board-level***

Amendment

7. Reiterates that several EU legal acts concerning workers' representation rights

representation rights do not establish minimum requirements for board-level representation in the various kinds of European company or for companies that use EU company law instruments to enable cross-border company mobility and legal reorganisation **such as** cross-border mergers, conversions and divisions;

through staff representatives, works councils or supervisory boards do not establish minimum requirements for board-level representation in the various kinds of European company or for companies that use EU company law instruments to enable cross-border company mobility and legal reorganisation **in cases of** cross-border mergers, conversions and divisions;

Or. es

Amendment 121
Anne Sander

Motion for a resolution
Paragraph 7

Motion for a resolution

7. Reiterates that several EU legal acts concerning workers' board-level representation rights **do not establish minimum requirements** for board-level representation in the various kinds of European company or for companies that use EU company law instruments to enable cross-border company mobility and legal reorganisation such as cross-border mergers, conversions and divisions;

Amendment

7. Reiterates that several EU legal acts concerning workers' board-level representation rights **should set out clear recommendations** for board-level representation in the various kinds of European company or for companies that use EU company law instruments to enable cross-border company mobility and legal reorganisation such as cross-border mergers, conversions and divisions;

Or. fr

Amendment 122
Lukas Mandl, Sara Skytvedal, Jessica Polfjård, Stelios Kypouropoulos, Christian Sagartz, Radan Kanev

Motion for a resolution
Paragraph 8

Motion for a resolution

8. ***Calls on the Commission to make the necessary improvements to the frameworks regulating SEs and European***

Amendment

deleted

*Cooperative Societies and to the Company
Law Package, and to amend Council
Directive 2001/86/EC to introduce
minimum EU rules governing employee
representation on supervisory boards;*

Or. en

Amendment 123

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

**Motion for a resolution
Paragraph 8**

Motion for a resolution

8. Calls on the Commission to make the necessary improvements to the frameworks regulating SEs and European Cooperative Societies and to the Company Law Package, and to amend Council Directive 2001/86/EC to introduce minimum EU rules governing employee representation on supervisory boards;

Amendment

8. Calls on the Commission to make the necessary improvements to the frameworks regulating SEs and European Cooperative Societies and to the Company Law Package, and to amend Council Directive 2001/86/EC to introduce minimum EU rules governing employee representation on supervisory boards; ***including the need to adapt to new thresholds;***

Or. en

Amendment 124

Samira Rafaela, Dragoș Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Atidzhe Alieva-Veli, Ilana Cicurel

**Motion for a resolution
Paragraph 8**

Motion for a resolution

8. Calls on the Commission to make the necessary improvements to the frameworks regulating SEs and European Cooperative Societies and to the Company

Amendment

8. Calls on the Commission to make the necessary improvements to the frameworks regulating SEs and European Cooperative Societies and to the Company

Law Package, and to amend Council Directive 2001/86/EC to introduce minimum EU rules governing employee representation on supervisory boards;

Law Package, and to amend Council Directive 2001/86/EC to introduce minimum EU rules governing employee representation, ***including on gender equality***, on supervisory boards;

Or. en

Amendment 125
Margarita de la Pisa Carrión

Motion for a resolution
Paragraph 8

Motion for a resolution

8. Calls on the Commission to make the necessary improvements to the frameworks regulating SEs and European Cooperative Societies and to the Company Law Package, and to amend Council Directive 2001/86/EC to introduce minimum EU rules governing employee representation on supervisory boards;

Amendment

8. Calls on the Commission to make the necessary improvements to the frameworks regulating SEs and European Cooperative Societies and to the Company Law Package, and to amend Council Directive 2001/86/EC to introduce minimum EU rules governing employee representation on supervisory boards, ***where the latter exist***;

Or. es

Amendment 126
Sandra Pereira

Motion for a resolution
Paragraph 8

Motion for a resolution

8. Calls on the Commission to make the necessary improvements to the frameworks regulating SEs and European Cooperative Societies and to the Company Law Package, and to amend Council Directive 2001/86/EC to introduce minimum EU rules governing employee representation on supervisory boards;

Amendment

8. Calls on the Commission to make the necessary improvements to the frameworks regulating SEs and European Cooperative Societies and to the Company Law Package, and to amend Council Directive 2001/86/EC to introduce minimum EU rules governing employee ***participation and*** representation on

supervisory boards;

Or. pt

Amendment 127

Anne Sander

Motion for a resolution

Paragraph 8

Motion for a resolution

8. Calls on the Commission to make the necessary improvements to the frameworks regulating SEs and European Cooperative Societies and to the Company Law Package, and to amend Council Directive 2001/86/EC to introduce **minimum** EU **rules** governing employee representation on supervisory boards;

Amendment

8. Calls on the Commission to make the necessary improvements to the frameworks regulating SEs and European Cooperative Societies and to the Company Law Package, and to amend Council Directive 2001/86/EC to introduce EU **recommendations** governing employee representation on supervisory boards;

Or. fr

Amendment 128

Anne Sander

Motion for a resolution

Paragraph 9

Motion for a resolution

9. Calls on the Commission and the Member States to establish the necessary conditions and requirements to ensure that at least 80 % of corporations in the EU are covered by sustainable corporate governance agreements by 2030²⁵; calls, to this end, for the establishment of strategies agreed with workers to positively influence environmental, social and economic development through governance practices and market presence, to strengthen the role of directors in pursuing the long-term interests of their company, to improve directors' accountability towards

Amendment

9. Calls on the Commission and the Member States to establish the necessary conditions and requirements to ensure that at least 80 % of corporations in the EU are covered by sustainable corporate governance agreements by 2030²⁵; calls, to this end, for the establishment of strategies agreed with workers to positively influence environmental, social and economic development through governance practices and market presence, to strengthen the role of directors in pursuing the long-term interests of their company, to improve directors' accountability towards

integrating sustainability into corporate decision-making, and to promote corporate governance practices that contribute to company sustainability, **including corporate reporting, board remuneration, a maximum CEO-to-worker pay ratio, board composition and stakeholder involvement**²⁶;

²⁵ Commission staff working document of 4 March 2021 accompanying its European Pillar of Social Rights Action Plan (SWD(2021)0046).

²⁶ Ibid.

integrating sustainability into corporate decision-making, and to promote corporate governance practices that contribute to company sustainability²⁶;

²⁵ Commission staff working document of 4 March 2021 accompanying its European Pillar of Social Rights Action Plan (SWD(2021)0046).

²⁶ Ibid.

Or. fr

Amendment 129 **Sara Skyttedal, Jessica Polfjärd**

Motion for a resolution **Paragraph 9**

Motion for a resolution

9. Calls on the Commission and the Member States to establish the necessary conditions and requirements to ensure **that at least 80 % of corporations in the EU are covered by** sustainable corporate governance agreements **by 2030**²⁵ ; calls, to this end, for the establishment of strategies agreed with workers to positively influence environmental, social and economic development through governance practices and market presence, to strengthen the role of directors in pursuing the long-term interests of their company, to improve directors' accountability towards integrating sustainability into corporate decision-making, and to promote corporate governance practices that contribute to company sustainability, **including corporate reporting, board remuneration, a maximum CEO-to-worker pay ratio,**

Amendment

9. Calls on the Commission and the Member States to establish the necessary conditions and requirements to ensure **adequate and proportionate** sustainable corporate governance agreements²⁵ ; calls, to this end, for the establishment of strategies agreed with workers to positively influence environmental, social and economic development through governance practices and market presence, to strengthen the role of directors in pursuing the long-term interests of their company, to improve directors' accountability towards integrating sustainability into corporate decision-making, and to promote corporate governance practices that contribute to company sustainability;

board composition and stakeholder involvement²⁶ ;

²⁵ Commission staff working document of 4 March 2021 accompanying its European Pillar of Social Rights Action Plan (SWD(2021)0046).

²⁶ Ibid.

²⁵ Commission staff working document of 4 March 2021 accompanying its European Pillar of Social Rights Action Plan (SWD(2021)0046).

²⁶ Ibid.

Or. en

Amendment 130
Dennis Radtke

Motion for a resolution
Paragraph 9

Motion for a resolution

9. Calls on the Commission and the Member States to establish the necessary conditions and requirements to ensure that at least 80 % of corporations in the EU are covered by sustainable corporate governance agreements by 2030²⁵ ; calls, to this end, for the establishment of strategies agreed with workers to positively influence environmental, social and economic development through governance practices and market presence, to strengthen the role of directors in pursuing the long-term interests of their company, to improve directors' accountability towards integrating sustainability into corporate decision-making, and to promote corporate governance practices that contribute to company sustainability, including corporate reporting, board remuneration, a maximum CEO-to-worker pay ratio, board composition and stakeholder involvement²⁶ ;

Amendment

9. Calls on the Commission and the Member States to establish the necessary conditions and requirements to ensure that at least 80 % of corporations in the EU are covered by sustainable corporate governance agreements by 2030²⁵ ***while recognising the particular administrative burden for small and medium-sized enterprises***; calls, to this end, for the establishment of strategies agreed with workers to positively influence environmental, social and economic development through governance practices and market presence, to strengthen the role of directors in pursuing the long-term interests of their company, to improve directors' accountability towards integrating sustainability into corporate decision-making, and to promote corporate governance practices that contribute to company sustainability, including corporate reporting, board remuneration, a maximum CEO-to-worker pay ratio, board composition and stakeholder involvement²⁶ ;

²⁵ Commission staff working document of 4 March 2021 accompanying its European Pillar of Social Rights Action Plan (SWD(2021)0046).

²⁶ Ibid.

²⁵ Commission staff working document of 4 March 2021 accompanying its European Pillar of Social Rights Action Plan (SWD(2021)0046).

²⁶ Ibid.

Or. en

Amendment 131

Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Ilana Cicurel

Motion for a resolution

Paragraph 9

Motion for a resolution

9. Calls on the Commission and the Member States to establish the necessary conditions and requirements to ensure that at least 80 % of corporations in the EU are covered by sustainable corporate governance agreements by 2030²⁵ ; calls, to this end, for the establishment of strategies agreed with workers to positively influence environmental, social and economic development through governance practices and market presence, to strengthen the role of directors in pursuing the long-term interests of their company, to improve directors' accountability towards integrating sustainability into corporate decision-making, and to promote corporate governance practices that contribute to company sustainability, including corporate reporting, board remuneration, **a maximum** CEO-to-worker pay ratio, **board composition** and stakeholder involvement²⁶ ;

²⁵ Commission staff working document of 4 March 2021 accompanying its European Pillar of Social Rights Action Plan

Amendment

9. Calls on the Commission and the Member States to establish the necessary conditions and requirements to ensure that at least 80 % of corporations in the EU are covered by sustainable corporate governance agreements by 2030²⁵ ; calls, to this end, for the establishment of strategies agreed with workers to positively influence environmental, social and economic development through governance practices and market presence, to strengthen the role of directors in pursuing the long-term interests of their company, to improve directors' accountability towards integrating sustainability into corporate decision-making, and to promote corporate governance practices that contribute to company sustainability, including corporate reporting, **increased transparency on** board remuneration, **and more balanced rules on** CEO-to-worker pay ratio, **gender-balanced board compositions** and stakeholder involvement²⁶ ;

²⁵ Commission staff working document of 4 March 2021 accompanying its European Pillar of Social Rights Action Plan

(SWD(2021)0046).

²⁶ Ibid.

(SWD(2021)0046).

²⁶ Ibid.

Or. en

Amendment 132
Margarita de la Pisa Carrión

Motion for a resolution
Paragraph 9

Motion for a resolution

9. Calls on the Commission and the Member States to establish the necessary conditions and requirements to ensure that at least 80 % of corporations in the EU are covered by sustainable corporate governance agreements by 2030²⁵; calls, to this end, for the establishment of strategies agreed with workers to positively influence environmental, social and economic development through governance practices and market presence, to strengthen the role of directors in pursuing the long-term interests of their company, to improve directors' accountability towards integrating sustainability into corporate decision-making, and to promote corporate governance practices that contribute to company sustainability, including corporate reporting, **board** remuneration, **a maximum CEO-to-worker pay ratio**, **board** composition and **stakeholder** involvement²⁶;

²⁵ Commission staff working document of 4 March 2021 accompanying its European Pillar of Social Rights Action Plan (SWD(2021)0046).

²⁶ Ibid.

Amendment

9. Calls on the Commission and the Member States to establish the necessary conditions and requirements to ensure that at least 80 % of corporations in the EU are covered by sustainable corporate governance agreements by 2030²⁵; calls, to this end, for the establishment of strategies agreed with workers to positively influence environmental, social and economic development through governance practices and market presence, to strengthen the role of directors in pursuing the long-term interests of their company, to improve directors' accountability towards integrating sustainability into corporate decision-making, and to promote corporate governance practices that contribute to company sustainability, including corporate reporting, **information on senior management** remuneration, **the** composition **of supervisory bodies** and **where applicable employee** involvement **therein**²⁶;

²⁵ Commission staff working document of 4 March 2021 accompanying its European Pillar of Social Rights Action Plan (SWD(2021)0046).

²⁶ Ibid.

Or. es

Amendment 133

Lukas Mandl, Sara Skytvedal, Miriam Lexmann, Stelios Kypouropoulos, Christian Sagartz, Radan Kanev

Motion for a resolution

Paragraph 9

Motion for a resolution

9. ***Calls on*** the Commission and the Member States to establish the necessary conditions and requirements to ***ensure that at least 80 % of*** corporations in the EU are covered by sustainable corporate governance agreements ***by 2030***²⁵ ; calls, to this end, for the establishment of strategies ***agreed with workers*** to positively influence environmental, social and economic development through governance practices and market presence, to strengthen the role of directors in pursuing the long-term interests of their company, to improve ***directors'*** accountability towards integrating sustainability into corporate decision-making, and to promote corporate governance practices that contribute to company sustainability, including corporate reporting, ***board remuneration, a maximum CEO-to-worker pay ratio, board composition and stakeholder involvement***²⁶ ;

²⁵ Commission staff working document of 4 March 2021 accompanying its European Pillar of Social Rights Action Plan (SWD(2021)0046).

²⁶ Ibid.

Amendment

9. ***Encourages*** the Commission and the Member States to establish the necessary conditions and requirements to ***support that large*** corporations in the EU are covered by sustainable corporate governance agreements ***while recognizing the particular administrative burden for small and medium-sized enterprises***²⁵ ; calls, to this end, for the establishment of strategies to positively influence environmental, social and economic development through governance practices and market presence; to strengthen the role of directors in pursuing the long-term interests of their company, to improve ***companies'*** accountability towards integrating sustainability into corporate decision-making, and to promote corporate governance practices that contribute to company sustainability, including corporate reporting²⁶ ;

²⁵ Commission staff working document of 4 March 2021 accompanying its European Pillar of Social Rights Action Plan (SWD(2021)0046).

²⁶ Ibid.

Or. en

Amendment 134

Sara Skytvedal, Jessica Polfjärd

Motion for a resolution
Paragraph 9 a (new)

Motion for a resolution

Amendment

9a. Regrets that the Commission does not live up to its better regulation goals and the pledge of doing less more efficient; requests the Commission to develop reliable reduction targets for administrative burdens for European SMEs and mid-cap companies; to this end, calls on the Commission to enable the workers' voice be heard in this process;

Or. en

Amendment 135
Daniela Rondinelli

Motion for a resolution
Paragraph 9 a (new)

Motion for a resolution

Amendment

9a. Calls on the Commission to contribute to the establishment of a European system of penalties that is harmonised, proportionate, effective and dissuasive and that includes the entire supply chain, including subcontracting, so as to ensure that the rights of all workers are respected;

Or. it

Amendment 136
Sandra Pereira

Motion for a resolution
Paragraph 10

Motion for a resolution

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on binding human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this directive should establish mandatory due diligence covering companies' activities and their business relationships, including supply and subcontracting chains, and should ensure the full involvement of trade unions and workers' representatives throughout the whole due diligence process;

Amendment

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on binding human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, ***trade unions, the right to strike***, health and safety, social protection and working conditions, ***including full compliance with the principle of prohibiting unfair dismissal; the principle of equal pay for equal work; and the principle of adapting work to human needs and reconciling family and personal life with work***; stresses that this directive should establish mandatory due diligence covering companies' activities and their business relationships, including supply and subcontracting chains, and should ensure the full involvement of trade unions and workers' representatives throughout the whole due diligence process;

Or. pt

Amendment 137

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution

Paragraph 10

Motion for a resolution

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on binding human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, health and safety,

Amendment

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on binding human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain ***and worker's***

social protection and working conditions; stresses that this directive should establish mandatory due diligence covering companies' activities and their business relationships, including supply and subcontracting chains, and should ensure the full involvement of trade unions and workers' representatives throughout the whole due diligence process;

participation rights, health and safety, social protection and working conditions; stresses that this directive should establish mandatory due diligence covering companies' activities and their business relationships, including supply and subcontracting chains, and should ensure the full involvement of trade unions and workers' representatives throughout the whole due diligence process; ***underlines that both national labour inspectorates and the ELA must be able to conduct inspections throughout the chain, are open to file complaints, and can offer mediation, on all EU companies and companies wanting to access the internal market;***

Or. en

Amendment 138
Guido Reil, Nicolaus Fest

Motion for a resolution
Paragraph 10

Motion for a resolution

10. ***Calls on the Commission to deliver on its commitment to put forward without further delay a directive on binding human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this directive should establish mandatory due diligence covering companies' activities and their business relationships, including supply and subcontracting chains, and should ensure the full involvement of trade unions and workers' representatives throughout the whole due diligence process;***

Amendment

10. ***Takes the view that a directive on binding due diligence requirements would have a negative impact on companies, their business activities and supply chain relationships and their global competitiveness; takes the view, in particular, that the introduction of binding due diligence requirements would generate increased administrative and procedural burdens, penalise smaller companies with fewer resources, place companies at a competitive disadvantage vis-à-vis their counterparts in third countries and make them liable for damage outside their control;***

Amendment 139
Anne Sander

Motion for a resolution
Paragraph 10

Motion for a resolution

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on **binding** human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this directive should establish **mandatory** due diligence covering companies' activities and their business relationships, including supply and subcontracting chains, and should ensure the full involvement of trade unions and workers' representatives throughout the whole due diligence process;

Amendment

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this directive should establish due diligence covering companies' activities and their business relationships, including supply and subcontracting chains, and should ensure the full involvement of trade unions and workers' representatives throughout the whole due diligence process; **stresses that this due diligence should not be too costly or burdensome for companies, in particular SMEs and VSEs;**

Or. fr

Amendment 140
Miriam Lexmann

Motion for a resolution
Paragraph 10

Motion for a resolution

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on binding human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and

Amendment

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on binding human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and

collectively bargain, health and safety, social protection and working conditions; stresses that this directive should establish **mandatory** due diligence covering companies' activities and their business relationships, including supply and subcontracting chains, **and should** ensure **the full involvement of trade unions and workers' representatives throughout the whole due diligence process**;

collectively bargain, health and safety, social protection and working conditions; stresses that this directive should establish due diligence covering companies' activities and their business relationships, including supply and subcontracting chains **to ensure transparency over the activities of the subcontractors and supply chain actors in third countries, especially in those where forced labour or inhumane, degrading treatment disrespectful to human dignity continues to be practiced at the workplace**;

Or. en

Amendment 141

Terry Reintke

on behalf of the Greens/EFA Group

Motion for a resolution

Paragraph 10

Motion for a resolution

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on binding human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this directive should establish mandatory due diligence covering companies' activities and their business relationships, including supply and subcontracting chains, and should ensure the full involvement of trade unions and workers' representatives throughout the whole due diligence process;

Amendment

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on binding **environment and** human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this directive should establish mandatory due diligence **requirements** covering companies' **operations**, activities and their business relationships, including supply and subcontracting chains, and should ensure the full involvement of trade unions and workers' representatives throughout the whole due diligence process, **including the development and implementation process**;

Or. en

Amendment 142
Sara Skyttedal, Jessica Polfjärd

Motion for a resolution
Paragraph 10

Motion for a resolution

10. Calls on the Commission to **deliver on its commitment** to put forward **without further delay a directive on binding** human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this **directive** should **establish mandatory** due diligence covering companies' activities and their business relationships, including supply and subcontracting chains, and should ensure the full involvement of trade unions and workers' representatives throughout the whole due diligence process;

Amendment

10. Calls on the Commission to **evaluate** to put forward **a voluntary framework on** human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this **framework** should **support voluntary** due diligence covering companies' activities and their business relationships, including supply and subcontracting chains, and should ensure the full involvement of trade unions and workers' representatives throughout the whole due diligence process; **calls on the Commission to consider exempting SMEs and other actors not involved in long supply chains**;

Or. en

Amendment 143
Margarita de la Pisa Carrión

Motion for a resolution
Paragraph 10

Motion for a resolution

10. Calls on the Commission to **deliver on its commitment to put forward without further delay a directive on binding human rights** due diligence **and responsible business conduct**, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this **directive** should **establish mandatory due diligence**

Amendment

10. Calls on the Commission to **urge Member States to share good practices on corporate social responsibility** due diligence, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this **due diligence** should **cover** companies' activities and their business relationships, including supply and subcontracting

covering companies' activities and their business relationships, including supply and subcontracting chains, *and should ensure* the *full* involvement of trade unions and workers' representatives throughout the whole due diligence process;

chains, *promoting* the involvement of trade unions and workers' representatives throughout the whole due diligence process;

Or. es

Amendment 144

Lukas Mandl, Sara Skytvedal, Stelios Kypouropoulos, Christian Sagartz, Dennis Radtke, Radan Kanev

Motion for a resolution

Paragraph 10

Motion for a resolution

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on binding human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this directive should establish *mandatory* due diligence covering companies' activities and their business relationships, including supply and subcontracting chains, and should ensure the *full* involvement of trade unions and workers' representatives *throughout the whole* due diligence *process*;

Amendment

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on binding human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this directive should establish due diligence covering *certain* companies' activities and their business relationships, including supply and subcontracting chains, and should ensure the involvement of trade unions and workers' representatives *in the establishment and implementation of* due diligence *strategies*;

Or. en

Amendment 145

Samira Rafaela, Dragoş Pişlaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Ilana Cicurel

Motion for a resolution

Paragraph 10

Motion for a resolution

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on binding human rights due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this directive should establish mandatory due diligence covering companies' activities **and their business relationships**, including supply and subcontracting chains, and should ensure the full involvement of trade unions and workers' representatives throughout the whole due diligence process;

Amendment

10. Calls on the Commission to deliver on its commitment to put forward without further delay a directive on binding human rights **and environmental** due diligence and responsible business conduct, including workers' rights such as the right to organise and collectively bargain, health and safety, social protection and working conditions; stresses that this directive should establish mandatory **rules on** due diligence covering companies' activities, including **those of** supply and subcontracting chains, and should ensure the full involvement of trade unions and workers' representatives throughout the whole due diligence process;

Or. en

Amendment 146
Miriam Lexmann

Motion for a resolution
Paragraph 11

Motion for a resolution

11. Is convinced that introducing **and monitoring** new digital technologies in the workplace **successfully and** in a trustworthy manner **will** require timely and meaningful information for and consultation with trade unions and workers' representatives to ensure full respect for their health, safety, data protection, equal treatment and well-being at work and prevent undue exploitation and surveillance of workers, in particular via management by algorithms; underlines the fact that trade unions and workers' representatives should have the necessary access and means **to assess** and evaluate digital technology;

Amendment

11. Is convinced that introducing new digital technologies in the workplace **has, despite the challenges that need to be address on individual case-by-case basis, the potential to have a positive impact on the working environment if they are introduced** in a trustworthy manner **and applied in line with the human-centric approach, protecting and enhancing dignity of every worker. This will inter alia** require timely and meaningful information for and consultation with trade unions and workers' representatives to ensure full respect for their health, safety, data protection, equal treatment and well-being at work and prevent undue exploitation and surveillance of workers, in

particular via management by algorithms; underlines the fact that trade unions and workers' representatives should have the necessary access and means and evaluate digital technology; ***highlights the need to apply the ethics-by-default principle throughout the entire life cycle of the digital technologies in order to harness their full potential and avoid biases;***

Or. en

Amendment 147

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution

Paragraph 11

Motion for a resolution

11. Is convinced that introducing and monitoring new digital technologies in the workplace successfully and in a trustworthy manner will require timely and meaningful information ***for*** and consultation ***with*** trade unions and workers' representatives to ensure full respect for their health, safety, data protection, equal treatment and well-being at work and prevent undue exploitation and surveillance of workers, in particular via management by algorithms; underlines the fact that trade unions and workers' representatives should have the necessary access and means to assess and evaluate digital technology;

Amendment

11. Is convinced that introducing and monitoring new digital technologies in the workplace successfully and in a trustworthy manner will require timely and meaningful information and consultation ***of*** trade unions and workers' representatives to ensure full respect for their health, safety, data protection, equal treatment and well-being at work and prevent undue exploitation and surveillance of workers, in particular via management by algorithms; underlines the fact that trade unions and workers' representatives should have the necessary access and means to assess and evaluate digital technology; ***stresses that social dialogue structures, collective bargaining, information, consultation and participation of trade unions and workers' representatives are key to provide the necessary support for workers to better build and be part of the uptake and monitoring of sustainable digital technology at the workplace;***

Amendment 148

Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Atidzhe Alieva-Veli, Ilana Cicurel

Motion for a resolution

Paragraph 11

Motion for a resolution

11. Is convinced that introducing and monitoring new digital technologies in the workplace successfully and in a trustworthy manner will require timely and meaningful information for and consultation with trade unions and workers' representatives to ensure full respect for their health, safety, data protection, equal treatment and well-being at work and prevent undue exploitation and surveillance of workers, in particular via management by algorithms; underlines the fact that trade unions and workers' representatives should have the necessary access and means to assess and evaluate digital technology;

Amendment

11. Is convinced that introducing and monitoring new digital technologies in the workplace successfully and in a trustworthy manner will require timely and meaningful information for and consultation with trade unions and workers' representatives to ensure full respect for their health, safety, data protection, equal treatment and well-being at work and prevent undue exploitation and surveillance of workers, in particular via management by algorithms; ***emphasises that new digital technologies and artificial intelligence should not replicate existing discrimination and societal biases but should help the social inclusion and participation of diverse groups***; underlines the fact that trade unions and workers' representatives should have the necessary access and means to assess and evaluate digital technology;

Amendment 149

Sandra Pereira

Motion for a resolution

Paragraph 11

Motion for a resolution

11. Is convinced that introducing and

Amendment

11. Is convinced that introducing and

monitoring new digital technologies in the workplace successfully and in a trustworthy manner will require timely and meaningful information for and consultation *with trade unions* and *workers'* representatives to ensure full respect for their health, safety, data protection, equal treatment and well-being at work and prevent undue exploitation and surveillance of workers, in particular via management by algorithms; underlines the fact that trade unions and workers' representatives should have the necessary access and means to assess and evaluate digital technology;

monitoring new digital technologies in the workplace successfully and in a trustworthy manner will require timely and meaningful information for *trade unions* and *workers' representatives, as well as the establishment of* consultation *and bargaining processes which make for the effective participation of workers* and *their* representatives *in decision-making processes that concern them*, to ensure full respect for their health, safety, data protection, equal treatment and well-being at work and prevent undue exploitation and surveillance of workers, in particular via management by algorithms; underlines the fact that trade unions and workers' representatives should have the necessary access and means to assess and evaluate digital technology;

Or. pt

Amendment 150

Terry Reintke

on behalf of the Greens/EFA Group

Motion for a resolution

Paragraph 11

Motion for a resolution

11. Is convinced that introducing and monitoring new digital technologies in the workplace successfully and in a trustworthy manner will require timely and meaningful information for and consultation with trade unions and workers' representatives to ensure full respect for their health, safety, data protection, equal treatment and well-being at work and prevent undue exploitation and surveillance of workers, in particular via management by algorithms; underlines the fact that trade unions and workers' representatives should have the necessary access and means to assess and evaluate

Amendment

11. Is convinced that introducing and monitoring new digital technologies in the workplace successfully and in a trustworthy manner will require timely and meaningful information for and consultation with trade unions and workers' representatives to ensure full respect for their health, safety, data protection, equal treatment, *employment protection* and well-being at work and prevent undue exploitation and surveillance of workers, *as well as discrimination and stigmatisation*, in particular via management by algorithms; underlines the fact that trade unions and workers' representatives should have the

digital technology;

necessary access and means to assess and evaluate digital technology *prior to their introduction*;

Or. en

Amendment 151
Dennis Radtke

Motion for a resolution
Paragraph 11

Motion for a resolution

11. Is convinced that introducing and monitoring new digital technologies in the workplace successfully and in a trustworthy manner will require timely and meaningful information for and consultation with trade unions and workers' representatives to ensure full respect for their health, safety, data protection, equal treatment and well-being at work and prevent undue exploitation and surveillance of workers, in particular via management by algorithms; underlines the fact that trade unions and workers' representatives should have the necessary access and means to assess and evaluate digital technology;

Amendment

11. Is convinced that introducing and monitoring new digital technologies in the workplace successfully and in a trustworthy manner will *have a positive impact on the working environment and will at the same time* require timely and meaningful information for and consultation with trade unions and workers' representatives to ensure full respect for their health, safety, data protection, equal treatment and well-being at work and prevent undue exploitation and surveillance of workers, in particular via management by algorithms; underlines the fact that trade unions and workers' representatives should have the necessary access and means to assess and evaluate digital technology;

Or. en

Amendment 152
Lukas Mandl, Sara Skytvedal, Jessica Polfjärd, Stelios Kypouropoulos, Christian Sagartz, Radan Kanev

Motion for a resolution
Paragraph 11

Motion for a resolution

11. Is convinced that *introducing and*

Amendment

11. Is convinced that new digital

monitoring new digital technologies in the workplace ***successfully and in a trustworthy manner*** will require timely and meaningful information for and consultation with ***trade unions and*** workers' representatives to ensure full respect for their health, safety, data protection, equal treatment and well-being at work and prevent undue exploitation and surveillance of workers, in particular via management by algorithms; underlines the fact that ***trade unions and*** workers' representatives should have the necessary access and means to assess and evaluate digital technology;

technologies in the workplace ***will have a positive impact on the working environment and*** will require timely and meaningful information for and consultation with workers' representatives, ***including trade unions***, to ensure full respect for their health, safety, data protection, equal treatment and well-being at work and prevent undue exploitation and surveillance of workers, in particular via management by algorithms; underlines the fact that workers' representatives, ***including trade unions***, should have the necessary access and means to assess and evaluate digital technology;

Or. en

Amendment 153

Terry Reintke

on behalf of the Greens/EFA Group

Motion for a resolution

Subheading 1 a (new)

Motion for a resolution

Amendment

Is concerned about the increased number of workers in precarious and non-standard forms of employment, bogus self-employed and workers with zero-hour contracts, who do not enjoy effective representation and participation rights in the workplace; deplores that this is particularly the case for sectors where the majority of workers are women; reiterates the call on the Commission and the Member States to eliminate forms of employment relationship that impede on workers' right to freedom of association and participation in the workplace;

Or. en

Amendment 154

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution Paragraph 11 a (new)

Motion for a resolution

Amendment

11a. Believes that a consistent EU strategy is required to equip companies and workers to cope with a fair green and digital transition. The European Parliament already proposed in 2013 a legal framework for the anticipation and management of change that must secure that meaningful workers' information and consultation take place with a view to shape sustainable and socially acceptable restructuring and leaves no worker behind^{33a};

^{33a} European Parliament resolution of 15 January 2013 with recommendations to the Commission on information and consultation of workers, anticipation and management of restructuring.

Or. en

Amendment 155

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution Paragraph 11 b (new)

Motion for a resolution

Amendment

11b. Calls on the Commission and the Member States, together with social partners, to commit to reaching collective

bargaining coverage of 90 % by 2030 in those national systems that combine statutory and social partners' regulation of employment and working conditions; stresses that collective bargaining contributes to the social market economy, as aimed for in the Lisbon Treaty; reiterates that the European treaties, which explicitly protect the autonomy of social partners, and the self-regulatory systems in place in some Member States, must be protected in order for social partners to regulate autonomously, ensuring strong legitimacy and collective agreement coverage progress; calls on the Member States to remove any national legislation that hampers collective bargaining, including by ensuring trade unions' access to workplaces for the purpose of organising;

Or. en

Amendment 156

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution

Paragraph 11 c (new)

Motion for a resolution

Amendment

11c. Workers' rights to organise, to union representation, to freedom of assembly and to collectively call for reforms within their workplaces are fundamental aspects of the European project and core principles of the social model that are affirmed and legally upheld by the European institutions; calls on the Commission to complement the activities of Member States to protect workers in the exercise of these rights and to prevent and sanction union busting practices, including by proposing

minimum requirements for gradual implementation according to the procedures provided for in the Treaties.

Or. en

Amendment 157

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

**Motion for a resolution
Paragraph 11 d (new)**

Motion for a resolution

Amendment

11d. Underlines that reforms in Member States should not negatively affect collective bargaining and that it needs to be promoted at sectoral level, including by supporting the capacity-building of social partners; urges the Commission and the Member States to fully involve social partners in European policymaking, including in the European Semester process; stresses that labour reforms at national level have to contribute to the implementation of the EPSR, including principle 8 on social dialogue and involvement of workers, collective bargaining and respect of the social partners autonomy, the right to collective action and to be informed and consulted in good time on the transfer, restructuring and merger of undertakings and on collective redundancies; calls on the Commission to analyse labour reforms in the NRRPs on these specific aspects and to reject those that might be counterproductive to this principle;

Or. en

Amendment 158

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurora Lalucq

Motion for a resolution Paragraph 12

Motion for a resolution

12. Stresses the need to strengthen, enforce and consolidate all the relevant EU laws to ensure that information and consultation is an integral part of company decision-making at all levels within companies;

Amendment

12. Stresses the need to strengthen, enforce and consolidate all the relevant EU laws to ensure that information and consultation is an integral part of company decision-making at all levels within companies, ***from each local workplace to the transnational level in companies that are active on a European scale;***

Or. en

Amendment 159 Miriam Lexmann

Motion for a resolution Paragraph 12

Motion for a resolution

12. Stresses the need to strengthen, ***enforce*** and consolidate all the relevant EU laws to ensure that information and consultation is an integral part of company decision-making at all levels within companies;

Amendment

12. Stresses the need to ***thoroughly enforce, evaluate and in case it is necessary based on this evaluation,*** strengthen and consolidate all the relevant EU laws to ensure that information and consultation is an integral part of company decision-making at all levels within companies;

Or. en

Amendment 160 Terry Reintke on behalf of the Greens/EFA Group

Motion for a resolution
Paragraph 12

Motion for a resolution

12. Stresses the need to strengthen, enforce and consolidate all the relevant EU laws to ensure that information and consultation is an integral part of company decision-making at all levels within companies;

Amendment

12. Stresses the need to strengthen, enforce and consolidate all the relevant EU laws to ensure that information and consultation is an integral part of company decision-making at all levels within companies; *particularly when it comes to fostering equality in the workplace;*

Or. en

Amendment 161

Lukas Mandl, Sara Skytvedal, Jessica Polfj rd, Christian Sagartz, Radan Kanev

Motion for a resolution
Paragraph 12

Motion for a resolution

12. Stresses the need to *strengthen, enforce and consolidate all the* relevant EU laws to ensure that information and consultation is an integral part of company decision-making *at all levels within companies;*

Amendment

12. Stresses the need to enforce relevant EU laws to ensure that information and consultation is an integral part of company decision-making;

Or. en

Amendment 162

Sandra Pereira

Motion for a resolution
Paragraph 12

Motion for a resolution

12. Stresses the need to strengthen, enforce and consolidate all the relevant EU laws to ensure that information and consultation is an integral part of company decision-making at all levels within

Amendment

12. Stresses the need to strengthen, enforce and consolidate all the relevant EU laws to ensure that information *for* and consultation *of employees* is an integral part of company decision-making at all

companies;

levels within companies;

Or. pt

Amendment 163

Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Atidzhe Alieva-Veli, Ilana Cicurel

Motion for a resolution

Paragraph 12 a (new)

Motion for a resolution

Amendment

12a. Calls on the Commission to take account of the existence of good practices as well as the results of studies and assessments of the socioeconomic effects and consequences of employee representation in corporate bodies while amending existing directives affecting this issue and which can help improve corporate governance;

Or. en

Amendment 164

Jordi Cañas

Motion for a resolution

Paragraph 12 a (new)

Motion for a resolution

Amendment

12a. Notes that European Works Council engagement can develop and promote corporate culture and cohesion; however, the country of origin, sector and legal underpinning can influence the extent to which management uses European Works Councils to support that goal;^{1a}

^{1a} ***Pulignano V. and Turk J., KU Leuven,***

*European Works Councils on the Move:
Management Perspectives on the
Development of a Transnational
Institution for Social Dialogue, 2016, p.
24.*

Or. en

Amendment 165

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

**Motion for a resolution
Paragraph 12 a (new)**

Motion for a resolution

Amendment

12a. Calls on the Commission to undertake urgent and decisive actions towards Member States and European companies to make sure that workers' information, consultation and participation rights are respected and that companies comply with legal requirements;

Or. en

Amendment 166

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

**Motion for a resolution
Paragraph 13**

Motion for a resolution

Amendment

13. Stresses the importance of ensuring timely and meaningful information and consultation across the EU before any decisions are made about policies or

13. Stresses the importance of ensuring timely and meaningful information and consultation across the EU before any decisions are made about policies or

measures with cross-border implications; emphasises that workers' representatives must have access to the requisite expertise to assess the implications of these **cross-border** policies and processes for the workforce;

measures, **including those** with cross-border implications; emphasises that **trade unions and** workers' representatives must have access to the requisite expertise to assess the implications of these policies and processes for the workforce **and to develop alternatives; stresses that a genuine dialogue must take place on those alternatives between trade unions and workers' representatives on the one hand, and company decision-makers on the other hand;**

Or. en

Amendment 167
Sandra Pereira

Motion for a resolution
Paragraph 13

Motion for a resolution

13. Stresses the importance of ensuring timely and meaningful information and consultation across the EU before any decisions are made about policies or measures with cross-border implications; emphasises that workers' representatives must have access to the requisite expertise to assess the implications of these cross-border policies **and processes** for **the workforce**;

Amendment

13. Stresses the importance of ensuring timely and meaningful information and consultation across the EU, **as appropriate**, before any **management** decisions are made **which have an impact on jobs and working conditions and** about policies or measures with cross-border implications; emphasises that workers' representatives must have access to the requisite expertise **and documentation** to assess the implications of these cross-border policies for **their working relationship**;

Or. pt

Amendment 168
Daniela Rondinelli

Motion for a resolution
Paragraph 13

Motion for a resolution

13. Stresses the importance of ensuring timely and meaningful information and consultation across the EU before any decisions are made about policies or measures with cross-border implications; emphasises that workers' representatives must have access to the requisite expertise to assess the implications of these cross-border policies and processes for the workforce;

Amendment

13. Stresses the importance of ensuring timely and meaningful information and consultation across the EU before any decisions are made about policies or measures with cross-border implications; emphasises that workers' representatives must have access to the requisite expertise to assess the implications of these cross-border policies and processes for the workforce, ***in order to eliminate social and wage dumping***;

Or. it

Amendment 169
Margarita de la Pisa Carrión

Motion for a resolution
Paragraph 13

Motion for a resolution

13. Stresses the importance of ensuring timely and meaningful information and consultation ***across the EU*** before any decisions are made about policies or measures with cross-border implications; emphasises that workers' representatives must have access to the requisite expertise to assess the implications of these cross-border policies and processes for the workforce;

Amendment

13. Stresses the importance of ensuring timely and meaningful information and consultation ***in the various Member States concerned*** before any decisions are made about policies or measures with cross-border implications; emphasises that workers' representatives must have access to the requisite expertise to assess the implications of these cross-border policies and processes for the workforce;

Or. es

Amendment 170
Miriam Lexmann

Motion for a resolution
Paragraph 13

Motion for a resolution

13. Stresses the importance of ensuring timely and meaningful information and consultation across the EU before **any** decisions **are made about** policies or measures with cross-border implications; emphasises that workers' representatives must have access to the requisite expertise to assess the implications of these cross-border policies and processes for the workforce;

Amendment

13. Stresses the importance of ensuring timely and meaningful information and consultation across the EU before decisions **on** policies or measures with cross-border implications **are made**; emphasises that workers' representatives must have access to the requisite expertise **sufficient** to assess the implications of these cross-border policies and processes for the workforce **and companies**;

Or. en

Amendment 171

Lukas Mandl, Sara Skyttedal, Jessica Polfjärd, Christian Sagartz, Dennis Radtke, Radan Kanev

Motion for a resolution

Paragraph 13

Motion for a resolution

13. Stresses the importance of ensuring timely and meaningful information and consultation across the EU before **any** decisions **are made about** policies or measures with cross-border implications; emphasises **that** workers' representatives **must have access** to the requisite expertise to assess the implications of these cross-border policies and processes for the workforce;

Amendment

13. Stresses the importance of ensuring timely and meaningful information and consultation across the EU before decisions **on** policies or measures with cross-border implications; emphasises **the need of** workers' representatives to the requisite expertise to assess the implications of these cross-border policies and processes for the workforce **and companies**;

Or. en

Amendment 172

Brando Benifei, Gabriele Bischoff, Elisabetta Gualmini, Pierfrancesco Majorino

Motion for a resolution

Paragraph 13 a (new)

Motion for a resolution

Amendment

13a. Highlights the importance for employees' representation, in particular, the European Works Councils, to participate meaningfully, with an effective information and consultation, in the drawing up and in the implementation of new business plans with a transnational impact on workers, including any digital innovation processes; stresses also that workers' representation should take part in the elaboration of social plans, which should be an integral part of such business plan, aimed at governing changes that may affect workers and generate redundancies;

Or. en

Amendment 173

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Helène Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

**Motion for a resolution
Paragraph 13 a (new)**

Motion for a resolution

Amendment

13a. Calls on the Commission to systemically include workers' participation as relevant aspect in European company law initiatives and establish a "participation-mainstreaming" in order to introduce information, consultation and participation elements into European law;

Or. en

**Amendment 174
Jordi Cañas**

Motion for a resolution
Paragraph 13 a (new)

Motion for a resolution

Amendment

13a. Highlights the need to address the short and medium-term thinking, and the differences in industrial relations traditions among European Works Council representatives to strengthen European Works Councils;^{2a}

^{2a} ***Pulignano V. and Turk J., KU Leuven, European Works Councils on the Move: Management Perspectives on the Development of a Transnational Institution for Social Dialogue, 2016.***

Or. en

Amendment 175
Brando Benifei, Gabriele Bischoff, Elisabetta Gualmini, Pierfrancesco Majorino

Motion for a resolution
Paragraph 13 b (new)

Motion for a resolution

Amendment

13b. Employees' right of information should always be ensured in a timely manner and should also address the potential quantitative and qualitative effects on jobs, working time and work organisation, and the changes deriving from the digital innovation processes and products, for example, with regard to smart or remote working;

Or. en

Amendment 176
Lukas Mandl, Sara Skytvedal, Jessica Polfjärd, Christian Sagartz, Radan Kanev

Motion for a resolution
Paragraph 14

Motion for a resolution

Amendment

14. Calls for the EU to ensure that employees are also represented on boards in European-scale companies, above all when those companies make use of EU legislation for the purposes of cross-border company restructuring and mobility;

deleted

Or. en

Amendment 177

Terry Reintke

on behalf of the Greens/EFA Group

Motion for a resolution
Paragraph 14

Motion for a resolution

Amendment

14. Calls for the EU to ensure that employees are also represented on boards in European-scale companies, above all when those companies make use of EU legislation for the purposes of cross-border company restructuring and mobility;

14. Calls for the EU to ensure that employees are also represented on boards in European-scale companies, above all when those companies make use of EU legislation for the purposes of cross-border company restructuring and mobility, ***stresses the need for gender balanced boards both in terms of employees' seats and the board overall; reiterates its call on the Council to end the blockade of the Women on Boards Directive reflecting the fact that in order to achieve a participatory workplaces gender equality must be ensured at all levels;***

Or. en

Amendment 178

Anne Sander

Motion for a resolution
Paragraph 14

Motion for a resolution

14. Calls for the EU to ensure that employees are also represented on boards in European-scale companies, ***above all when those companies make use of EU legislation for the purposes of cross-border company restructuring and mobility***;

Amendment

14. Calls for the EU to ensure that employees are also represented on boards in European-scale companies;

Or. fr

Amendment 179
Margarita de la Pisa Carrión

Motion for a resolution
Paragraph 14

Motion for a resolution

14. ***Calls for the EU to ensure*** that employees are ***also*** represented on boards in European-scale companies, ***above all*** when those companies make use of EU legislation for the purposes of cross-border company restructuring and mobility;

Amendment

14. ***Recommends*** that employees are represented on ***supervisory*** boards in European-scale companies, when those companies make use of EU legislation for the purposes of cross-border company restructuring and mobility ***and provided that the respective national laws applicable in the matter provide for such representation***;

Or. es

Amendment 180
Guido Reil, Nicolaus Fest

Motion for a resolution
Paragraph 15

Motion for a resolution

15. ***States that much remains to be done to ensure gender equality in all***

Amendment

deleted

aspects of worker participation across the EU;

Or. de

Amendment 181

Terry Reintke

on behalf of the Greens/EFA Group

Motion for a resolution

Paragraph 15

Motion for a resolution

15. States that much remains to be done to ensure gender equality in all aspects of worker participation across the EU;

Amendment

15. States that much remains to be done to ensure gender equality in all aspects of worker participation across the EU; ***notes that persistent gender inequality is also reflected in women's limited access to leadership and representative positions in the workplace; calls for the introduction of increased measures, in consultation with the social partners, to ensure balanced representation and gender equality; notes that gender quotas contribute to the achievement of more diversity, and gender equality and equitability throughout all decision-making bodies;***

Or. en

Amendment 182

Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Atidzhe Alieva-Veli, Ilana Cicurel

Motion for a resolution

Paragraph 15

Motion for a resolution

15. States that much remains to be done to ensure gender equality in all aspects of worker participation across the EU;

Amendment

15. States that much remains to be done to ensure gender equality in all aspects of worker participation across the EU; ***reiterates that gender equality and***

diversity in the boardrooms is a key democratic principle with positive economic side effects;

Or. en

Amendment 183
Jordi Cañas

Motion for a resolution
Paragraph 15

Motion for a resolution

15. States that much remains to be done to ensure gender equality in all aspects of worker participation across the EU;

Amendment

15. States that much remains to be done to ensure gender equality *and proper representation of employees with disabilities and chronically ill employees* in all aspects of worker participation across the EU;

Or. en

Amendment 184
Margarita de la Pisa Carrión

Motion for a resolution
Paragraph 15

Motion for a resolution

15. *States that much remains to be done to ensure gender equality in all aspects of worker participation across the EU;*

Amendment

15. *Urges the EU and the Member States to continue working towards equality between men and women for the purposes of worker participation in companies;*

Or. es

Amendment 185
Sandra Pereira

Motion for a resolution
Paragraph 15

Motion for a resolution

15. States that much remains to be done to ensure gender equality in all aspects of worker participation across the EU;

Amendment

15. States that much remains to be done to ensure gender equality ***and equal opportunities*** in all aspects of worker participation across the EU;

Or. pt

Amendment 186

Gabriele Bischoff, Agnes Jongerius, Manuel Pizarro, Marc Angel, Milan Brglez, Vilija Blinkevičiūtė, Brando Benifei, Elisabetta Gualmini, Johan Danielsson, Heléne Fritzon, Klára Dobrev, Alicia Homs Ginel, Estrella Durá Ferrandis, Lina Gálvez Muñoz, Aurore Lalucq

Motion for a resolution
Paragraph 15 a (new)

Motion for a resolution

Amendment

15a. Considers that companies should make progress in guaranteeing diversity and gender equality including equal pay at the workplace; urges the Council to make progress on the so-called women on boards Directive^{34a}; calls for application of the 40% quota to both non-executive and executive boards (independently considered), both in private and public-owned companies, with progressive adaptation of the national legislation;

^{34a} Commission proposal of 14 November 2012 for a directive of the European Parliament and of the Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures (Women on boards directive)

Or. en

Amendment 187
Daniela Rondinelli

Motion for a resolution
Paragraph 15 a (new)

Motion for a resolution

Amendment

15a. Calls on the Commission to follow up on the priorities included in the EU Gender Equality Strategy 2020-2025 and in particular to ensure that the proposal for a directive on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures is released in the Council;

Or. it

Amendment 188
Margarita de la Pisa Carrión

Motion for a resolution
Paragraph 16

Motion for a resolution

Amendment

16. Calls on the Commission to **introduce a new framework directive** on workers' information, consultation and participation **for the various kinds of European companies, including subcontracting chains and franchises, and for companies that use EU company mobility instruments, in order to establish minimum standards on issues such as anticipating change and restructuring, in particular at company level;**

16. Calls on the Commission to **draw up a comparative guide on the different models for** workers' information, consultation and participation **existing in the Member States at present;**

Or. es

Amendment 189
Lukas Mandl, Sara Skytvedal, Jessica Polfjärd, Miriam Lexmann, Stelios Kympouropoulos, Christian Sagartz, Radan Kanev

Motion for a resolution
Paragraph 16

Motion for a resolution

16. Calls on the Commission to introduce a new framework directive on workers' information, consultation and participation for the various kinds of European companies, ***including subcontracting chains and franchises, and for companies that use EU company mobility instruments, in order to establish minimum standards on issues such as anticipating change and restructuring, in particular at company level;***

Amendment

16. Calls on the Commission to introduce a new framework directive on workers' information, consultation and participation for the various kinds of European companies;

Or. en

Amendment 190
Daniela Rondinelli

Motion for a resolution
Paragraph 16

Motion for a resolution

16. Calls on the Commission to introduce a new framework directive on workers' information, consultation and participation for the various kinds of European companies, including subcontracting chains and franchises, and for companies that use EU company mobility instruments, in order to establish minimum standards on issues such as anticipating change and restructuring, in particular at company level;

Amendment

16. Calls on the Commission to introduce a new framework directive on workers' information, consultation and participation for the various kinds of European companies, including subcontracting chains and franchises, and for companies that use EU company mobility instruments, in order to establish minimum standards on issues such as anticipating change and restructuring, in particular at company level, ***in order to eliminate social dumping and ensure that the internal market works properly;***

Or. it

Amendment 191

Terry Reintke

on behalf of the Greens/EFA Group

Motion for a resolution

Paragraph 16

Motion for a resolution

16. Calls on the Commission to introduce a new framework directive on workers' information, consultation and participation for the various kinds of European companies, including subcontracting chains and franchises, and for companies that use EU company mobility instruments, in order to establish minimum standards on issues such as anticipating change and restructuring, in particular at company level;

Amendment

16. Calls on the Commission to introduce a new framework directive on workers' information, consultation and participation for the various kinds of European companies, including subcontracting chains and franchises, and for companies that use EU company mobility instruments, in order to establish minimum standards on issues such as anticipating change, ***including with regard to measures concerning climate change***, and restructuring, in particular at company level;

Or. en

Amendment 192

Sandra Pereira

Motion for a resolution

Paragraph 16 a (new)

Motion for a resolution

Amendment

16a. Points out that the current European legal framework on worker information, consultation and participation (such as the European Works Council Directive, the European Company Directive and the Directive on cross-border conversions, mergers and divisions) has loopholes and shortcomings that need to be addressed urgently in order to enforce workers' rights, to combat shell companies and the 'shopping' regime, to ensure that effective and dissuasive penalties are imposed for violations and to guarantee access to

justice;

Or. pt

Amendment 193

Anne Sander

Motion for a resolution

Paragraph 17

Motion for a resolution

17. *Stresses that many shortcomings in EU law would be overcome by introducing thresholds for a minimum EU standard of board-level representation under this new framework directive; considers, to this end, that workers' representatives should have the following number/proportion of seats on boards: 2 or 3 seats in small companies with 50 to 250 employees, one third of all seats in companies with 250 to 1 000 employees, and half of all seats in big companies with more than 1 000 employees (within the company and its direct or indirect subsidiaries);*

Amendment

17. *Calls on the Commission and the Member States to promote better employee representation on company boards;*

Or. fr

Amendment 194

Margarita de la Pisa Carrión

Motion for a resolution

Paragraph 17

Motion for a resolution

17. *Stresses that many shortcomings in EU law would be overcome by introducing thresholds for a minimum EU standard of board-level representation under this new framework directive; considers, to this end, that workers' representatives should have the following*

Amendment

17. *Stresses that any initiative in the field of workers' participation in management has to take the freedom of the business into account and not constitute an obstacle for small and medium-sized enterprises throughout the European Union, on whom the success of*

number/proportion of seats on boards: 2 or 3 seats in small companies with 50 to 250 employees, one third of all seats in companies with 250 to 1 000 employees, and half of all seats in big companies with more than 1 000 employees (within the company and its direct or indirect subsidiaries);

the single market depends;

Or. es

Amendment 195

Lukas Mandl, Sara Skyttedal, Miriam Lexmann, Stelios Kympouropoulos, Christian Sagartz, Dennis Radtke, Radan Kanev

Motion for a resolution

Paragraph 17

Motion for a resolution

17. Stresses that *many* shortcomings in EU law would be overcome by introducing **thresholds for** a minimum EU standard of board-level representation under this new framework directive; **considers, to this end, that workers' representatives should have the following number/proportion of seats on boards: 2 or 3 seats in small companies with 50 to 250 employees, one third of all seats in companies with 250 to 1 000 employees, and half of all seats in big companies with more than 1 000 employees (within the company and its direct or indirect subsidiaries);**

Amendment

17. Stresses that shortcomings in EU law would be overcome by introducing a minimum EU standard of board-level representation under this new framework directive;

Or. en

Amendment 196

Samira Rafaela, Dragoş Pîslaru, Lucia Ďuriš Nicholsonová, Atidzhe Alieva-Veli

Motion for a resolution

Paragraph 17

Motion for a resolution

17. Stresses that many shortcomings in EU law would be overcome by introducing thresholds for a minimum EU standard of board-level representation under this new framework directive; ***considers, to this end, that workers' representatives should have the following number/proportion of seats on boards: 2 or 3 seats in small companies with 50 to 250 employees, one third of all seats in companies with 250 to 1 000 employees, and half of all seats in big companies with more than 1 000 employees (within the company and its direct or indirect subsidiaries);***

Amendment

17. Stresses that many shortcomings in EU law would be overcome by introducing thresholds for a minimum EU standard of board-level representation under this new framework directive;

Or. en

Amendment 197

Sara Skyttedal, Jessica Polfjärd

Motion for a resolution

Paragraph 17

Motion for a resolution

17. Stresses that ***many*** shortcomings in EU law ***would*** be overcome by introducing thresholds for a minimum EU standard of board-level representation under this new framework directive; ***considers, to this end, that workers' representatives should have the following number/proportion of seats on boards: 2 or 3 seats in small companies with 50 to 250 employees, one third of all seats in companies with 250 to 1 000 employees, and half of all seats in big companies with more than 1 000 employees (within the company and its direct or indirect subsidiaries);***

Amendment

17. Stresses that ***some*** shortcomings in EU law ***could*** be overcome by introducing thresholds for a minimum EU standard of board-level representation under this new framework directive; ***calls on the Commission to consider a thorough impact assessment, while respecting the principle of subsidiarity as well as the positive and negative freedoms of association of employees and employers***

Or. en

Amendment 198
Sandra Pereira

Motion for a resolution
Paragraph 18

Motion for a resolution

18. Recalls that the European Works Council Directive is part of the EU acquis on **information for and consultation of employees**; expresses concern over shortcomings in the directive's design, notably the enforcement of information and consultation rights;

Amendment

18. Recalls that the European Works Council Directive is part of the EU acquis on **employees' right to participation, information and consultation**; expresses concern over shortcomings in the directive's design, notably the enforcement **and effectiveness** of information and consultation rights, **and deplores the opportunity missed in 2008 to develop further and significantly improve this directive**;

Or. pt

Amendment 199
Guido Reil, Nicolaus Fest

Motion for a resolution
Paragraph 18

Motion for a resolution

18. Recalls that the European Works Council Directive is part of the EU acquis on information for and consultation of employees; **expresses concern over shortcomings in the directive's design, notably the enforcement of information and consultation rights**;

Amendment

18. Recalls that the European Works Council Directive is part of the EU acquis on information for and consultation of employees; **points out that in 2018 the Commission concluded that the provisions laid down by the directive were sufficient and that no further revision was needed**;

Or. de

Amendment 200
Sandra Pereira

Motion for a resolution
Paragraph 18 a (new)

Motion for a resolution

Amendment

18a. *Calls for a thorough and complete revision of the Directive on the establishment of a European Works Council with a view to strengthening employee representatives' right to information and consultation, including through the introduction of the principle of the right of veto for employees' representatives, particularly during restructuring and attempts to relocate companies, and cross-border companies in particular, and where workers' rights are not respected;*

Or. pt

Amendment 201

Jordi Cañas

Motion for a resolution

Paragraph 18 a (new)

Motion for a resolution

Amendment

18a. *Regrets that the financial and material resources needed to enable the European Works Councils to perform their duties in an appropriate manner are not always provided by the central management, as per Annex I of the European Works Council Directive;^{3a}*

^{3a} *European Commission (2018), Evaluation accompanying the Report on the implementation of the Works Council Directive.*

Or. en

Amendment 202

Jordi Cañas

Motion for a resolution
Paragraph 18 b (new)

Motion for a resolution

Amendment

18b. Notes that the common understanding of a European Works Council's role as a transnational body and the application of legal restructuring practices vary greatly depending on the level or intensity of industrial relations, the size of the company and policy frameworks;^{4a}

4a

<https://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=8153&furtherPubs=yes>

Or. en

Amendment 203
Dennis Radtke

Motion for a resolution
Paragraph 19

Motion for a resolution

Amendment

19. Calls on the Commission to guarantee information and consultation rights to ensure that the European Works **Council can deliver its** opinion before consultation is completed at the respective level; calls on the Commission, moreover, to ensure access to justice, to put an end to exemptions for old, so-called ‘voluntary’ pre-directive agreements after more than 20 years, **to introduce sanctions**, to consolidate the concept of the ‘transnational character of a matter’ and incorporate it into the European Works Council Directive, to prevent the abuse of confidentiality rules, and to ensure the efficient coordination of information,

19. Calls on the Commission to guarantee information and consultation rights to ensure that the European Works **Council's opinion is taken into account in company decisions and is delivered** before consultation is completed at the respective level; calls on the Commission, moreover, to ensure access to justice **for special negotiation bodies and European Works Councils, to introduce effective, dissuasive and proportionate sanctions, to include joint ventures, franchise systems and contract management in the scope of the Directive; to secure that “representative agent” and “central management” location are based upon**

consultation and participation at local, national and EU levels;

objective criteria, to put an end to exemptions for old, so-called ‘voluntary’ pre-directive agreements after more than 20 years, to consolidate the concept of the ‘transnational character of a matter’ and incorporate it into the European Works Council Directive, to prevent the abuse of confidentiality rules, **to strengthen the subsidiarity requirements** and to ensure the efficient coordination of information, consultation and participation at local, national and EU levels;

Or. en

Amendment 204

Terry Reintke

on behalf of the Greens/EFA Group

Motion for a resolution

Paragraph 19

Motion for a resolution

19. Calls on the Commission to guarantee information and consultation rights to ensure that the European Works Council can deliver its opinion before consultation is completed at the respective level; calls on the Commission, moreover, to ensure access to justice, to put an end to exemptions for old, so-called ‘voluntary’ pre-directive agreements after more than 20 years, to introduce sanctions, to consolidate the concept of the ‘transnational character of a matter’ and incorporate it into the European Works Council Directive, to prevent the abuse of confidentiality rules, and to ensure the efficient coordination of information, consultation and participation at local, national and EU levels;

Amendment

19. Calls on the Commission to guarantee information and consultation rights to ensure that the European Works Council can deliver its opinion before consultation is completed at the respective level; calls on the Commission, moreover, to ensure **effective** access to justice, to put an end to exemptions for old, so-called ‘voluntary’ pre-directive agreements after more than 20 years, to introduce **dissuasive** sanctions, **including but not limited to fines**, to consolidate the concept of the ‘transnational character of a matter’ and incorporate it into the European Works Council Directive, to prevent the abuse of confidentiality rules **as a means to limit access to information and effective participation**, and to ensure the efficient coordination of information, consultation and participation at local, national and EU levels;

Amendment 205
Sandra Pereira

Motion for a resolution
Paragraph 19

Motion for a resolution

19. Calls on the Commission to guarantee information and consultation rights to ensure that the European Works Council can deliver its opinion before consultation is completed at the respective level; calls on the Commission, moreover, to ensure access to justice, to put an end to exemptions for old, so-called ‘voluntary’ pre-directive agreements after more than 20 years, to introduce sanctions, to consolidate the concept of the ‘transnational character of a matter’ and incorporate it into the European Works Council Directive, to prevent the abuse of confidentiality rules, and to ensure the efficient coordination of information, consultation and participation at local, national and EU levels;

Amendment

19. Calls on the Commission to guarantee ***the strengthening of*** information and consultation rights to ensure that the European Works Council can deliver its opinion before consultation is completed at the respective level ***and before the governing bodies come to a decision***; calls on the Commission, moreover, to ensure access to justice, to put an end to exemptions for old, so-called ‘voluntary’ pre-directive agreements after more than 20 years, to introduce sanctions, to consolidate the concept of the ‘transnational character of a matter’ and incorporate it into the European Works Council Directive, to prevent the abuse of confidentiality rules, and to ensure the efficient coordination of information, consultation and participation at local, national and EU levels;

Or. pt

Amendment 206
Samira Rafaela, Dragoş Pîslaru, Sylvie Brunet, Stéphane Bijoux, Marie-Pierre Vedrenne, Véronique Trillet-Lenoir, Lucia Ďuriš Nicholsonová, Ilana Cicurel

Motion for a resolution
Paragraph 19

Motion for a resolution

19. Calls on the Commission to guarantee information and consultation rights to ensure that the European Works

Amendment

19. Calls on the Commission to guarantee information and consultation rights to ensure that the European Works

Council can deliver its opinion before consultation is completed at the respective level; calls on the Commission, moreover, to ensure access to justice, to put an end to exemptions for old, so-called ‘voluntary’ pre-directive agreements after more than 20 years, to **introduce sanctions**, to consolidate the concept of the ‘transnational character of a matter’ and incorporate it into the European Works Council Directive, to prevent the abuse of confidentiality rules, and to ensure the efficient coordination of information, consultation and participation at local, national and EU levels;

Council can deliver its opinion before consultation is completed at the respective level; calls on the Commission, moreover, to ensure access to justice, to put an end to exemptions for old, so-called ‘voluntary’ pre-directive agreements after more than 20 years, to **strengthen reinforcement mechanisms**, to consolidate the concept of the ‘transnational character of a matter’ and incorporate it into the European Works Council Directive, to prevent the abuse of confidentiality rules, and to ensure the efficient coordination of information, consultation and participation at local, national and EU levels;

Or. en

Amendment 207

Lukas Mandl, Sara Skyttedal, Jessica Polfjärd, Stelios Kypouropoulos, Christian Sagartz, Radan Kanev

Motion for a resolution

Paragraph 19

Motion for a resolution

19. Calls on the Commission to **guarantee** information and consultation rights **to ensure that** the European Works Council **can** deliver its opinion before consultation is completed at the respective level; calls on the **Commission, moreover**, to ensure access to justice, to **put an end to exemptions for old, so-called ‘voluntary’ pre-directive agreements after more than 20 years, to introduce sanctions, to consolidate** the concept of the ‘transnational character of a matter’ **and incorporate it into** the European Works Council Directive, to prevent the abuse of confidentiality rules, and to ensure the efficient coordination of information, consultation and participation at local, national and EU levels;

Amendment

19. Calls on the Commission to **strive to ensure** information and consultation rights **in order for** the European Works Council **to** deliver its opinion before consultation is completed at the respective level; calls on the **Member States** to ensure access to justice, to introduce **effective, proportionate and dissuasive penalties in order to ensure compliance, to aim to clarify** the concept of the ‘transnational character of a matter’ **in the context of** the European Works Council Directive, to prevent the abuse of confidentiality rules, and to ensure the efficient coordination of information, consultation and participation at local, national and EU levels;

Amendment 208
Miriam Lexmann

Motion for a resolution
Paragraph 19

Motion for a resolution

19. Calls on the Commission to **guarantee** information and consultation rights **to ensure that** the European Works Council **can** deliver its opinion before consultation is completed at the respective level; calls on the **Commission, moreover,** to ensure access to justice, **to put an end to exemptions for old, so-called ‘voluntary’ pre-directive agreements after more than 20 years,** to introduce **sanctions,** to consolidate the concept of the ‘transnational character of a matter’ **and incorporate it into** the European Works Council Directive, to prevent the abuse of confidentiality rules, and to ensure the efficient coordination of information, consultation and participation at local, national and EU levels;

Amendment

19. Calls on the Commission to **ensure** information and consultation rights **in order to enable** the European Works Council **to** deliver its opinion before consultation is completed at the respective level; **moreover,** calls on the **Member States** to ensure access to justice **and on the Commission** to introduce **effective, proportionate and dissuasive penalties in order to ensure compliance,** to consolidate the concept of the ‘transnational character of a matter’ **in the context of** the European Works Council Directive, to prevent the abuse of confidentiality rules, and to ensure the efficient coordination of information, consultation and participation at local, national and EU levels;