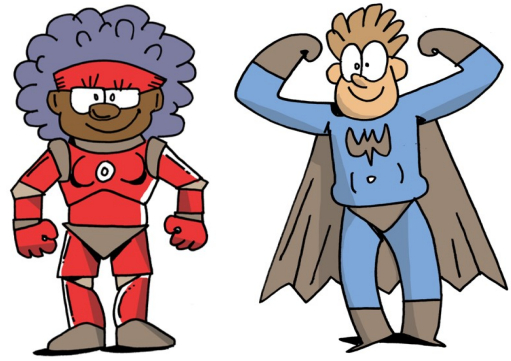


## case study an internal conflict



### objective of the activity

To explore the nature of conflicts within European Works Councils

### introduction

In a Swedish group with activities in France, Spain, Portugal, Sweden, Denmark, Italy, Lithuania and Estonia, there has been a heated discussion inside the European Works Council between the French, Portuguese and Spanish delegates on one side and the Scandinavian, Italian and Baltic delegates on the other side ever since the company announced a major restructuring plan as a consequence of the economic crisis.

The French, Portuguese, and Spanish members insist on adopting a much more critical attitude and are even considering a court case for the non-respect of the information and consultation procedure.

The Scandinavian and Baltic members, supported surprisingly by Italians, call for calmness and caution and want to give all chances to a negotiated solution, claiming that cooperation is always better than the open conflict.

### task

How should the EWC respond to this situation? Determine step-by-step strategy and communication

- towards management ;
- towards the Spanish, Portuguese and French employee representatives ;
- towards the Scandinavian, Italian and Baltic employee representatives ;
- towards the European Trade Union Federation.

Having in mind what the Chairman / Select Committee / the Trade Union Coordinator should do specifically