

The background of the slide features a photograph of the London skyline at dusk. The Palace of Westminster and its iconic Elizabeth Tower (Big Ben) are prominent on the right, while the Victoria Tower and other parliamentary buildings are visible on the left. The sky is a deep, warm orange and red, transitioning into a darker blue at the top.

# EELA

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European Employment  
Lawyers Association

## A fresh look at European Works Councils

12 - 14 June 2025, London

## A fresh look at European Works Councils “EWCs” – 13 June 2025 (15:15-17:00)

*Rachel Barry (Matheson Ireland)*

*Ming Evans (Smiths Group plc)*

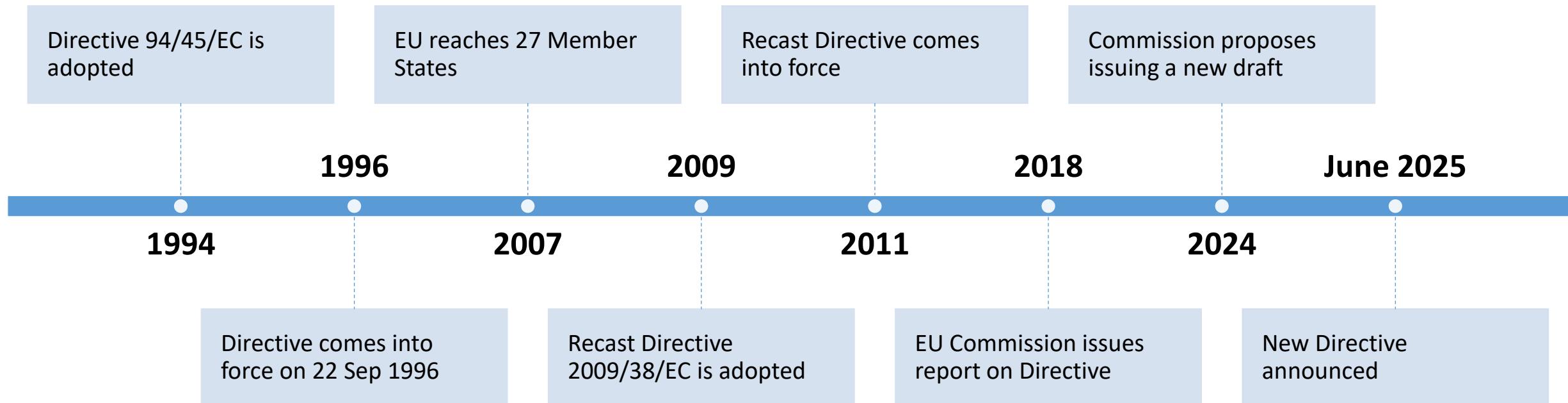
*Hellmut Gohde (Germany)*

*David Hopper (Lewis Silkin UK)*

## Introduction & outline

- What we will cover:
  - Practical issues and remedies
  - The future model – New Directive and ongoing challenges
  - Q&A and closing remarks
- But first...

## A 30-year journey and counting



## Key issues facing EWCs today

- ❑ Inconsistency interpretation: Directive vs national law vs ECJ
- ❑ Confidentiality vs Transparency
- ❑ Consultation – level, meaning, timing
- ❑ Inconsistency of enforcement
- ❑ Other matters

## EWCS future model – practical & legal considerations

- ❑ What does the New Directive mean
- ❑ Key considerations – definitions, funding, enforcement, gender balance, annual meetings...
- ❑ Open issues
- ❑ How to prepare from an In-House perspective

## Questions from the floor and Closing remarks

