

# Social Affairs

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## WORKER INFORMATION AND CONSULTATION

Directive [2002/14/EC](#) of the European Parliament and of the Council of 11 March 2002 establishing a general framework for informing and consulting employees in the European Community

### Objective

To establish a general framework setting out minimum requirements for the right to information and consultation of employees in undertakings or establishments within the Community. Contrary to the European Works Council Directive, this Directive applies to all companies and not only to transnational companies operating in several countries.

### Relevance for the hospitality industry

The Directive is of direct impact on the hospitality companies that exceed the threshold set in this Directive.

### State of progress

The Directive was adopted on 11 March. Member States had until 23 March 2005 to comply with this Directive. The United Kingdom and Ireland benefited from transitional arrangements.

### Content

The Directive shall apply, according to the choice made by Member States, to:

- Undertakings employing at least 50 employees in one Member State;
- Establishments employing at least 20 employees in one Member State.

Information and consultation shall cover:

- Information on the recent and probable development of the undertaking's or establishment's activities and economic situation;
- Information and consultation on the situation, structure and probable development of employment within the undertaking or establishment and on any anticipatory measures envisaged, in particular where there is a threat to employment;
- Information and consultation on decisions likely to lead to substantial changes in work organisation or in contractual relations.

The United Kingdom and Ireland were allowed to limit the application of the national provisions implementing this Directive to:

- Undertakings employing at least 150 employees or establishments employing at least 100 employees until 23 March 2007;
- Undertakings employing at least 100 employees or establishments employing at least 52 employees during the year following 23 March 2007.

For a summary of the Directive you can visit the [SCADplus](#) website (European Commission)

### HOTREC position

HOTREC believes that this is a national matter and, by application of the principle of subsidiarity, should be left to the Member States to handle. Furthermore, it is creating costs

for enterprises, as it is they that will have to bear the cost of information and consultation meetings.

#### **Official reference**

Directive [2002/14/EC](#) of the European Parliament and of the Council of 11 March 2002 establishing a general framework for informing and consulting employees in the European Community, O.J. L 80, 23.3.2002.