

## MUDITA SINGH

### “Influence of History and Culture in EU Policies”

TOPIC - "Empowering Workers: Strengthening Representation in EU Multinationals through Enhanced European Works Councils"

SOURCE - [https://commission.europa.eu/news/stronger-voice-workers-eu-basedmultinational-companies-2024-01-24\\_en](https://commission.europa.eu/news/stronger-voice-workers-eu-basedmultinational-companies-2024-01-24_en)





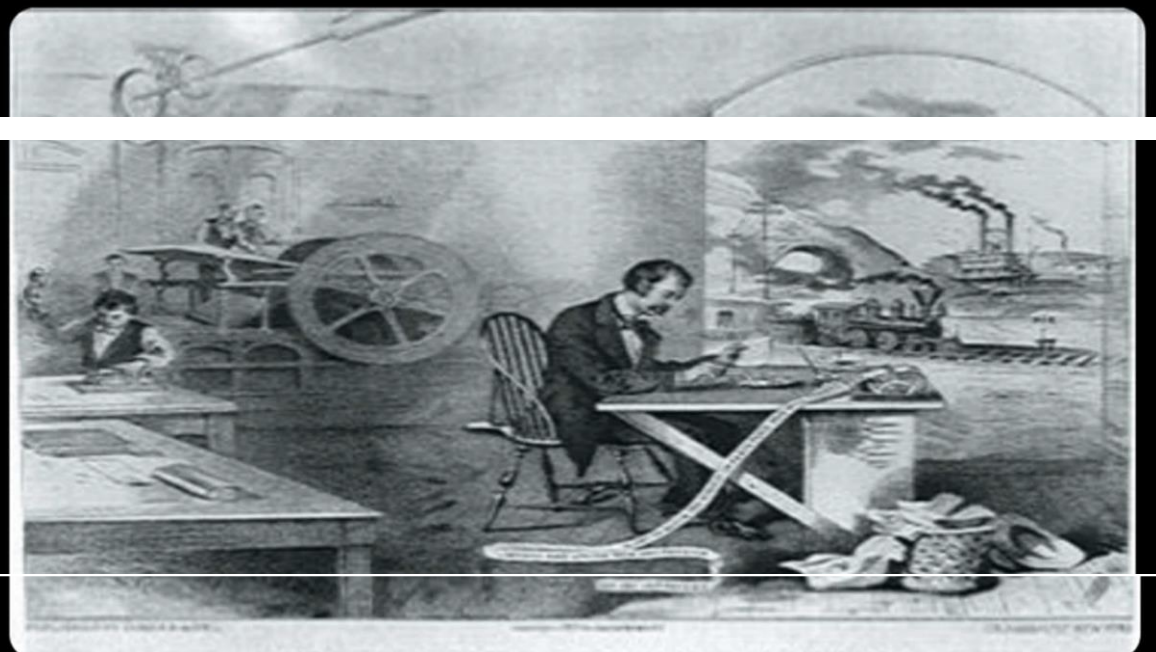
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#WorkerRights #EuropeanHistory #Europeatwork



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🏭 INDUSTRIAL REVOLUTION -EU's history of industrial shifts influences the need for workers to adapt to changes. European Works Councils facilitate this transition in the face of labor shortages and technological advancements. #IndustrialEvolution #EUAdaptation



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Historical economic shifts have taught the EU the importance of worker involvement in restructuring decisions. The policy aims to enhance collaboration during such transitions.   [#CorporateRestructuring](#)  
[#EconomicShifts](#)

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 Cultural Foundation: The EU, rooted in diverse cultures, recognizes the importance of inclusivity. The policy reflects a commitment to cultural values of fairness and representation. [#InclusiveEU](#)  
[#CulturalValues](#)

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The EU's commitment to worker representation is evident in the historical development of European Works Councils, ensuring continuity in labor rights. [#WorkerRepresentation](#) [#EUCommitment](#) 🇪🇺 👤 🇪🇺

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The Numbers Game With 1,000 EWCs representing 11.3 million employees, the EU acknowledges the need for expansion to cover more of the almost 4,000 eligible multinational companies. [#WorkersExpansion](#) [#EWCsGrowth](#)



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The proposal to remove exemptions aligns with historical struggles for equal rights, enabling more workers to request the establishment of EWCs.  
[#EqualRights](#) [#EUEquality](#)

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Cultural emphasis on collaboration informs the policy's goal of ensuring timely and meaningful consultation for workers in multinational companies.  
[#ConsultationCulture](#) [#EUConsultation](#)

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🌐 The Transnational Vision Reflecting the EU's transnational spirit, the proposed measures aim to enhance information exchange and consultation, fostering a united workforce across borders.

[#TransnationalEU](#) [#EUCollaboration](#)

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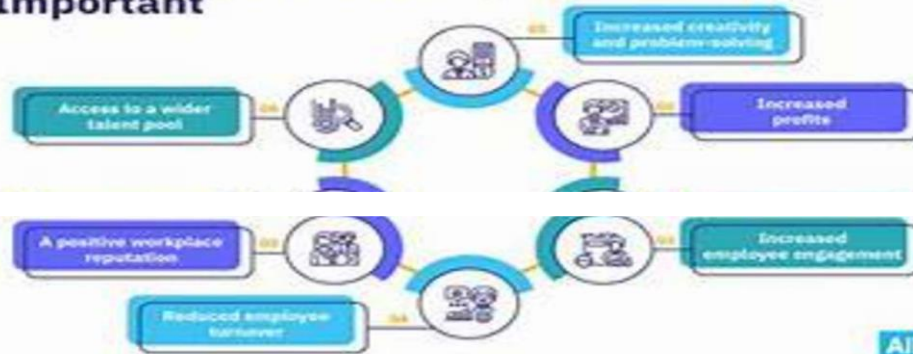
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👤 Gender-Balanced Inclusion: Cultural values of gender equality are reflected in the policy, pushing for terms to establish gender-balanced European Works Councils. [#GenderEquality](#) [#EUGenderInclusion](#)

### Why Diversity in the Workplace is Important



AIHR | Institute for  
Advanced Human Resource  
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Recognizing historical economic realities, the proposed measures are designed to enhance worker representation without negatively impacting companies' competitiveness. 🌍🌐🗺️ #GlobalCompetitiveness #EUWorkersCompetitiveness

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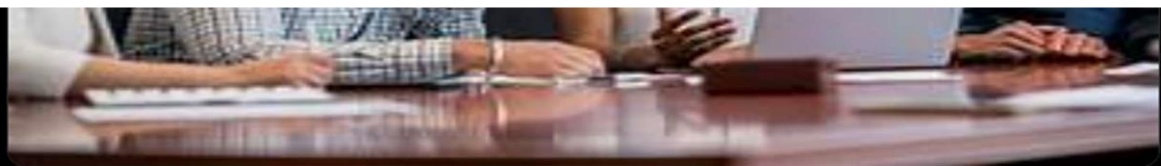


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🌈 Inclusivity Triumphs-The policy's focus on inclusivity and representation resonates with the EU's historical journey towards a more united and inclusive union. #VisualRepresentation #InclusiveEU #EUUnity



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EU's commitment to workers' voices in multinational companies intertwines history, culture, and forward-looking policies, fostering a more inclusive, adaptive, and united European workforce. 🌐💬

[#EUWorkforceEvolution](#) [#EUCollaboration](#)



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