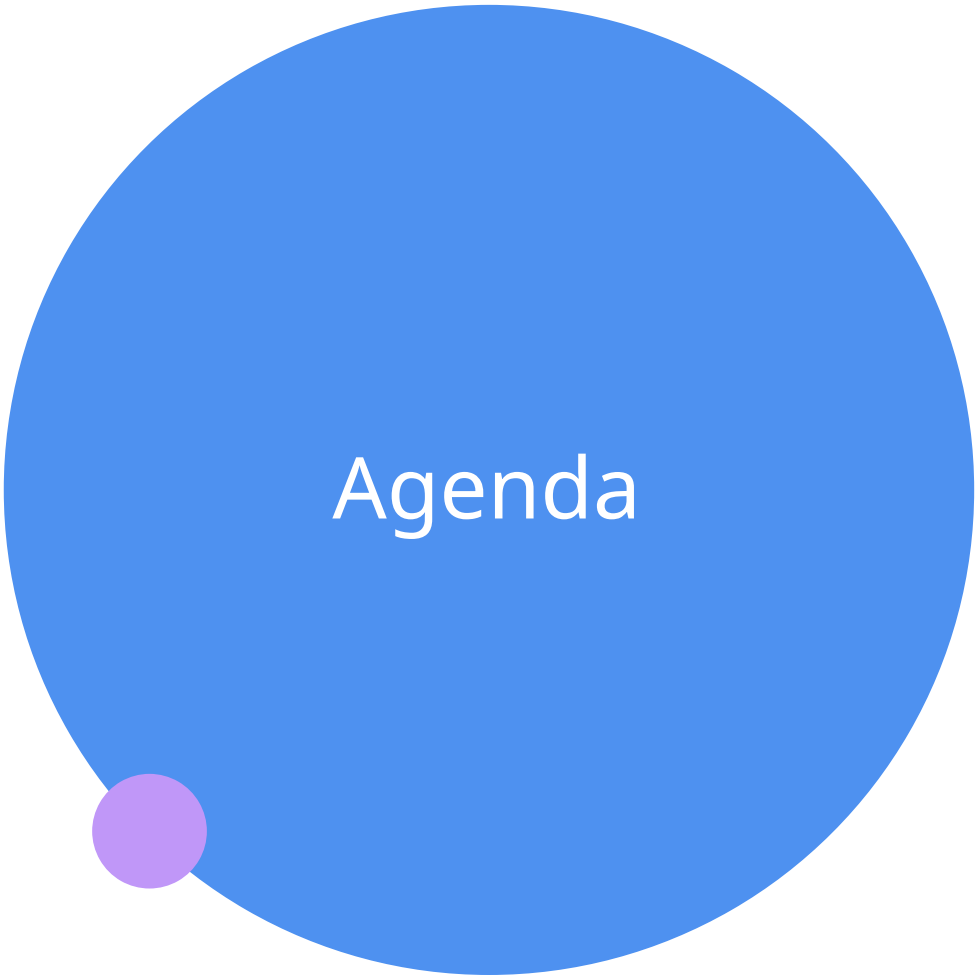




Findings from Catalonia – UGT de
Catalunya



Agenda

Research challenges

Interview findings

Conclusions and recommendations



Access to EWC representatives

- Major challenge identifying and contacting EWC members
- Information managed centrally in Madrid
- Lists often incomplete or outdated

Lack of a European database

- ETUI database removes personal data due to GDPR
- Difficult to identify or contact representatives
- ETUC database could improve research and coordination

Limited survey participation

- Missing contact details reduced outreach
- Lower questionnaire response rate
- Structural rather than methodological limitation

No EWC coordinators at Catalan level

- Responsibilities concentrated in Madrid
- Interviews with sectoral officers and works council representatives
- Participants had practical EWC experience

EWCs are mainly information bodies

- Consultation often follows strategic decisions
- Limited influence on company strategy
- Negotiating capacity perceived as weak

Information overload

- Delegates receive extensive documentation
- Need more time, expertise and specialised training
- Information must become bargaining power

Companies communicate too late

- Information arrives late
- Often incomplete or insufficient
- Meaningful consultation becomes difficult

The twin transition

- Green and digital transitions already affect workers
- Representatives have little influence
- Workers rarely shape implementation

Training priorities

- Digital transformation, AI and green transition
- Sustainability reporting, company strategy and EWC rights
- Training linked to collective bargaining

Beyond training

- More exchanges with colleagues across Europe
- Share good practices and negotiation strategies
- Strengthen European trade union networks

Final reflection

- Continuous trade union support for delegates
- Better European coordination and knowledge sharing
- Use EWC information to strengthen collective bargaining

Closing message