

Meeting of the CEE Club 27th June 2018: "The employee's administrators, what feedbacks?"

Patricia NUNEZ, member of the Secretariat of the AXA EWC, participated on June 27, in a new meeting of the Club of European Works Councils organized by the Astrees association. The topic on the agenda, "employee's directors, what feedback?" was the opportunity to share experiences on a hot topic for the AXA EWC, which has just appointed **Bettina CRAMM** to represent AXA's European employees on the Group's Board of Directors.



After a round table on the news of the various European Committees, the participants discussed the methods of appointment and the practices of new directors.

For example, in the Suez Group, the France Group Committee and the European Committee appealed for applications with interviews to conclude with a designation. The salaried directors participate in the meetings of the bodies from which they come.

In the Michelin Group, the salaried director goes around countries where social dialogue is difficult and builds a dialogue strategy between local unions and local HR.

For most participants, one of the topics remains the confidentiality of information imposed on employee directors by the board of directors and the communication to local and European bodies

Marie Christine LEBERT, employee's director of the ATOS Group (digital services company), gave us a review of her experience.

After serving as Deputy Secretary and Secretary of the European Committee of this Group from 2001 to 2017, she was appointed employee's Director on December 18, 2017.



The European Committee of this Group set up a commission four years ago composed of four elected representatives of the EWC who worked on topics with the Directorate prior to the meetings of the Board of Directors in which it was invited once a year and could produce reports for the European body.

With the new law in 2013 and the introduction of an employee's director, the relevance of this commission was discussed. So far limited to a single administrator, the law has increased its number to 2 last June. He engaged in a discussion within the European Committee for a designation. The Management wants diversity and a vote of the European employees on application but the practical reality imposes a designation by the European Committee

As for the feedback from Marie Christine Lebert since December 2017, it was a very mixed reception from the Management at the 1st Board of Directors. Marie Christine plans to work with the independent directors to build a strategy.

With the Rh it goes well but the information upstream comes with difficulty and often at the last minute.

You need to be trained in the IFA (French Institute of Administrators) Certification. This program focuses on the behaviors, tools, knowledge and skills that any director must possess in order to exercise his / her mandate, and responds to the challenges of internationalization and diversification. The administration's advice. The European Committee relies heavily on the salaried director to pass the important messages but the lack of knowledge of the role of the Board of Directors and the employee director is an obstacle to this articulation

There is also the difficult question of the limit between the confidentiality of the information received and the possibility of external communication by the salaried director

The term of employee's director must also be political. It is a construction on the long term (the mandate at Atos is 3 years and renewable once). It is necessary to forge relations with the Management and the administrators which takes time. We must work on topics upstream and bring them to the Board of Directors, for example distribution of free shares, European wage policy, employment and employability



To the Board of Directors of the Group, it will be necessary to give space for the social impact of the decisions taken by the Management within its Comex, because the projects are not presented to the board of directors in the same light as in the other instances. Indeed, it is rather the financial risk that includes the Group's strategy and the impact for the shareholders that are its responsibility, and very often, it is the main lines (positive or negative) of the

projects that are presented well before that organizations are clearly defined or impacted the European Committees must then seize projects to measure reorganization and social impacts for employees

Finally, it remains to determine what means are given to the salaried directors to fulfill their missions