



**FUSION  
FOR  
ENERGY**

# Expression Direct

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**17 Oct. 2022**



Bringing  
the power  
of the sun  
to earth

# The right of expression of employees

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*In May 1981, François Mitterrand came to power. The new President sought to surround himself with ministers who were "men of the field" with a "concern for social dialogue"*

*Mitterrand asked his Minister of Labour, Jean Auroux, to write a report on "workers' rights". This led to a series of social laws, the promulgation of which marked a remarkable evolution in employees' working conditions and their expression within the company.*

***Company is not anymore "The place of the noise of machines and the silence of men"***



## *Employees must be given a voice !*

1. **Disciplinary procedure well framed (prohibition of all discrimination),**
2. **The right of expression for employees on their working conditions,**
3. **An annual obligation to negotiate in the company on wages, working hours and work organisation,**
4. **A minimum operating budget,**
5. **The creation of the Health, Safety and Working Conditions Committee,**
6. **The employee's right to withdraw in the event of a situation of serious and imminent danger.**

## The right of direct expression of employees on their working conditions.

1. It is collective since everyone can - and must - express themselves as a member of a working community.
2. It is then direct since everyone can take a personal approach and complement the action of the staff representatives.

*It prevents a purely top-down and constraining communication, and rather favours a situation where employees are regularly solicited for their collective intelligence. But moreover, the direct expression of employees allows employees to express themselves on the issue of their working conditions, at their level.*

# How would it work?

The discussion will focus around 5 questions:

Q1: What do you see as the strengths and positive features of F4E?

Q2: What do you see as the main difficulties and weaknesses of F4E?

Q3: How can we build on the strengths and improve our weaknesses?

Q4: What should be the priorities among these actions above, with a more extensive discussion?

Q5: Extra topic to be defined by the Group

Each group is to produce a report (which will be anonymous) of its work and it is therefore recommended that each group appoint a **rappporteur** and a **facilitator** (in charge of managing the discussion and giving the floor).

**The report should be send directly after the session to the Staff Committee  
[staff.committee@f4e.europa.eu](mailto:staff.committee@f4e.europa.eu)**

External Experts will be available to contribute during the sessions, when required by the Unit/Group.

The Experts are Georges Vlandas and Marc Benadon,

available on Webex during the sessions:

<https://u4unity.webex.com/meet/jps>

**Golden Rule: All needs to be reported by rapporteur also if it is the idea of a minority of the group**



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# Thank you for your attention

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# Which Topics would you like to discuss?

- Promotions
- Health and Safety at work
- Hybrid working
- Mobility
- Contracts CA-TA-F
- Schooling
- Trainings
- ....



Any Suggestions? The Floor is Yours