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Answer given by Executive Vice-President Minzatu
on behalf of the European Commission
(8.12.2025)

The Commission does not monitor corporate strategies of individual companies and has no legal powers to intervene in restructuring discussions between management and workers' representatives. Directive 98/59/EC¹ requires employers to consult staff representatives to reach an agreement and to notify the competent public authority to seek solutions to the problems raised by redundancies. The agreed revision of the European Works Council Directive² re-affirms the commitment of the Commission and the co-legislator to act in the interest of democracy at work.

As announced in the Clean Industrial Deal, the Commission will engage with social partners to modernise the Quality Framework for anticipation of change and restructuring³, focusing on earlier anticipation of change, faster intervention and stronger workers' rights to information and consultation.

The main instruments to support workers affected by restructuring are the ESF+, which helps in an anticipative way, and the European Globalisation Adjustment Fund for Displaced Workers (EGF)⁴, which offers one-off reactive assistance in case of major restructuring events. Italy can assess whether there are possibilities to introduce an application under the EGF⁵ or to fund specific operations under the ERDF⁶ or ESF+ co-funded regional programmes⁷.

The Commission is committed to strengthening research on the impact of AI on skills and the labour market through Horizon Europe⁸. The European Partnership on Social Transformations and Resilience set out in the Horizon Europe Strategic Plan 2025-2027 will provide further funding opportunities, among others on issues such as the future of work and the impact of

¹ Council Directive 98/59/EC of 20 July 1998 on the approximation of the laws of the Member States relating to collective redundancies, OJ L 225 12.8.1998, p. 16 - <https://eur-lex.europa.eu/eli/dir/1998/59/eng>.

² Directive 2009/38/EC of the European Parliament and of the Council of 6 May 2009 on the establishment of a European Works Council or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees, OJ L 122, 16.5.2009, pp. 28–44 - <https://eur-lex.europa.eu/eli/dir/2009/38/oj/eng>.

³ Communication from the Commission 'EU Quality Framework for Anticipation of Change and Restructuring', COM(2013) 882 final, adopted on 13 December 2013 - <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:52013DC0882>.

⁴ The EGF is directed at supporting active labour market policy measures and personalised services that aim to support workers' job transitions, helping them to reintegrate into decent and sustainable employment.

⁵ Regulation (EU) 2021/691 of the European Parliament and of the Council of 28 April 2021 on the European Globalisation Adjustment Fund for Displaced Workers (EGF) and repealing Regulation (EU) No 1309/2013, OJ L 153, 3.5.2021, p. 48–70 - <https://eur-lex.europa.eu/eli/reg/2021/691/oj/eng>.

⁶ European Regional Development Fund.

⁷ Regulation (EU) 2021/1060 of the European Parliament and of the Council of 24 June 2021, OJ L 231, 30.6.2021, p.159-706 - <https://eur-lex.europa.eu/eli/reg/2021/1060/oj/eng>.

⁸ The Horizon Europe topic 'Assessing and strengthening the complementarity between new technologies and human skills' has funded six projects:

<https://cordis.europa.eu/search?q=contenttype%3D%27project%27%20AND%20programme%2Fcode%3D%27HORIZON-CL2-2024-TRANSFORMATIONS-01-11%27&p=1&num=10&srt=/project/contentUpdateDate:decreasing>.

new technologies⁹.

⁹ *Horizon Europe strategic plan 2025-2027*, Publications Office of the European Union, 2024.
<https://op.europa.eu/en/publication-detail/-/publication/6abcc8e7-e685-11ee-8b2b-01aa75ed71a1/language-en>.
Upon successful evaluation, the STR partnership is expected to be launched in June 2027.