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E-001538/2026

Answer given by Executive Vice-President Mînzatu
on behalf of the European Commission
(1.7.2026)

EU Directives (Directive 98/59/EC¹, Directive 2001/23/EC², Directive 2002/14/EC³, and Directive 2009/38/EC⁴) provide for workers' involvement in company decision-making by laying down requirements for employers to inform and consult workers' representatives in cases such as collective redundancies, company restructuring and reorganisations, closures, downsizing, outsourcing and relocations. Member States may adopt more protective rules.

While the Commission monitors the correct implementation of EU law by Member States, the enforcement of individual undertakings' information and consultation obligations falls with the competent national authorities, including courts, which must ensure that the legislation is correctly and effectively applied by individual employers. Should workers consider that an employer did not inform and consult workers' representatives in accordance with the applicable legislation, they can seek redress before national authorities.

The existing rights stemming from these Directives do not limit the topics on which information and consultation must be provided and therefore are flexible enough to adapt to the various challenges that the steel industry is facing, including green and digital transitions. The Commission, nonetheless, continuously screens the EU *acquis* to ensure that EU rules remain relevant, proportionate and fit to achieve its objectives in the most cost-efficient way. In this context, the 2025 revision of Directive 2009/38/EC⁵ enhances workers' information and consultation rights in multinational companies, clarifying the timing and steps in the consultation process, improving confidentiality and access to justice.

¹ Council Directive 98/59/EC, <http://data.europa.eu/eli/dir/1998/59/oj>.

² Council Directive 2001/23/EC, <http://data.europa.eu/eli/dir/2001/23/oj>.

³ Directive 2002/14/EC, <http://data.europa.eu/eli/dir/2002/14/oj>.

⁴ Directive 2009/38/EC, <http://data.europa.eu/eli/dir/2009/38/oj>.

⁵ Directive (EU) 2025/2450, <http://data.europa.eu/eli/dir/2025/2450/oj>.