

„ELECTRICITY NETWORK IN EUROPE” Conference

Introduction of the Expert Study RWE

*Presentation Ildikó Krén
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Structure of the Presentation

- **RWE AG**
- **RWE EWC**
- **Structure of RWE EWC**
- **RWE EWC Agreements**
- **Development ideas**

RWE AG

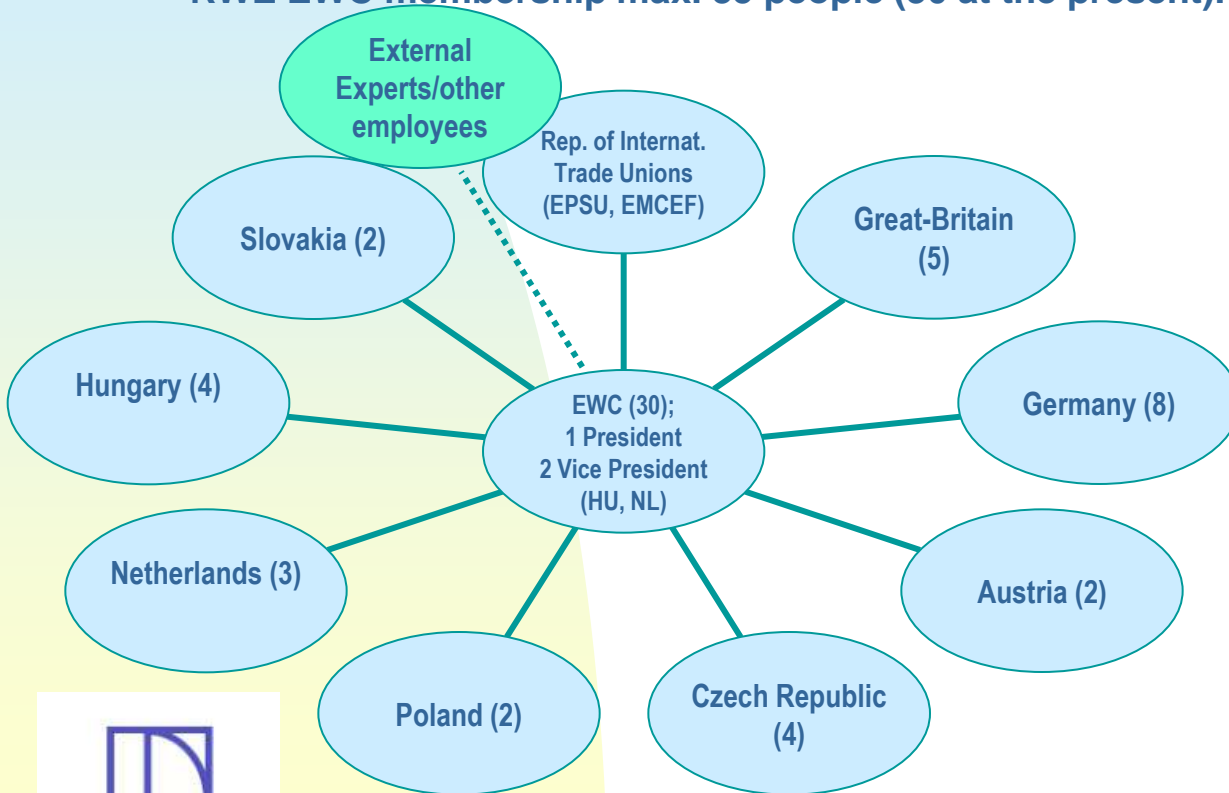
- **Main Activities:**
 - Power Generation
 - Gas and Oil Exploration
 - Energy Trading
 - Power and Gas Grid
 - Power and Gas Sales
- **Regions of activities**
 - Europe (Turkey and other excluded)
 - Africa
 - Asia
- **Employees:**
- Around 70,865 (Dec. 2010) globally

Europe

| Full-time RWE employees in Europe in 2010 | |
|---|---------------|
| Corporate & Country | Number |
| Germany | 34,184 |
| RWE nPower (UK) | 11,711 |
| Essent (Netherlands) | 3,899 |
| KELAG (Austria) | 1,054 |
| RWE Hungary | 5,158 |
| RWE Polska | 1,427 |
| RWE Transgas + NET4 Gas (Czech Republic) | 4,928 |
| VSE (Slovakia) | 218 |
| Total: | 62,579 |

RWE - EWC

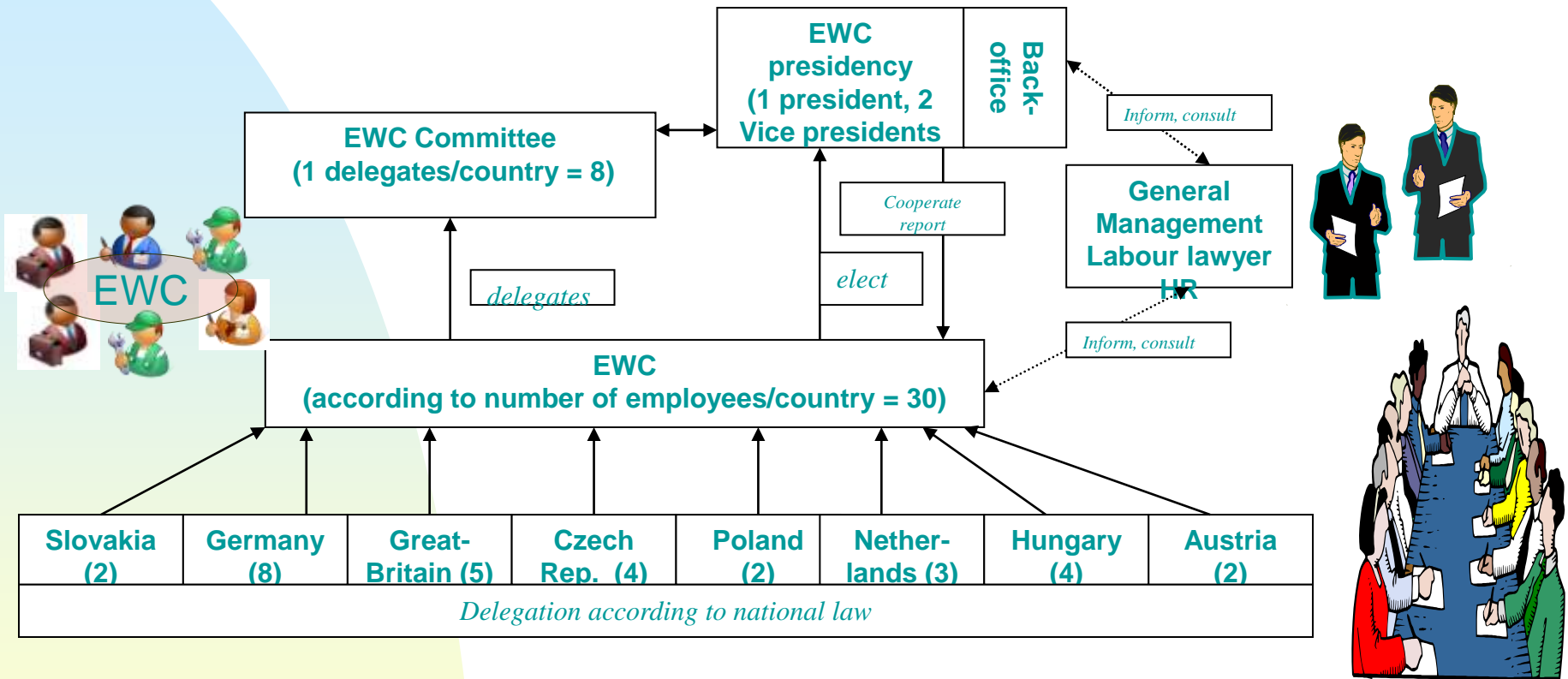
- RWE's European Works Council (2009) under the provisions of Directive 2009/38/EB and the German Works Council Act
- Representatives from 8 countries
- Observers: EPCU, EMCEF; strategic corporate interests' employee delegates, experts, others
- RWE EWC membership max. 35 people (30 at the present).



Participation in proportion to the number of employment representatives in the RWE EWC

| Number of employees in the country | Number of members |
|--|---------------------|
| Above 500 employees | 1 |
| Above 1,000 employees | 2 |
| Above 3,000 employees | 3 |
| Above 5,000 employees | 4 |
| Above 10,000 employees | 5 |
| After every additional 10,000 employee | 1 additional member |

Structure of RWE - EWC



EWC Agreements

Agreements

- European Group Centre Forum „The first EWC (1995)
- European Group Centre Forum (2007):
 - European Energy Forum
 - European Power Forum
- Recent EWC agreement (2009)
- Agreement about minimum standards in restructuring of the RWE Group (2010)
- Social Charta (2010)

One Side Declarations

- Code of Conduct (2005)
 - "Beware the workplace safety and protect Your environment!" is the slogan
- Charta of Diversity (2006)
 - Promoting diversity in creation, recognition, preservation of values and prejudice-free work environment for the corporate culture.

Strong EWC with further potentials

Strengths

- Serious trust in EWC „management“
- Improvement of employees working condition/Social dialogue through mutual agreements
- Professional organisation of meetings
- High level of quality of meetings/content
- Mutual commitment between Central management and EWC

Threats

- German-centered organisation: best practises of each countries' labour relation system might be underweighted
- Distance of information level between EWC and national/local works councils
- Mutual trust between Central Management and EWC might get endangered by the problem of delaying information

Weaknesses

- Centralized EWC: rather vertical than horizontal communication channels and practise
- Quality of dialogue between Central management and EWC may depend on the president of EWC as person.
- Uncertainty of timely information from Central Management

Opportunities

- Real common decision making by information and consultation prior decisions of management
- Improving communication between EWC members and national/local employees
- Europeanisation of RWE leads to an increasing European approach of employees

Thank you for your attention

Questions?

Discussion!

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