



With EU Contribution



“Defining a company welfare system through the joint action of EWCs and Trade Unions in the metal and finance sectors: The key role of workers' participation rights” - VS/2018/0037

PROJECT PRESENTATION

General context, objectives and structure

The European context

The social welfare is one of the fundamental rights of the European Union

The European Directive 89/391 gives the **employer the responsibility of the worker's well-being** stating that the employer is obliged to ***"adapt the work to the individual"***.

The Commission in its 2004 White Paper declares that the general interest, based on the principle of solidarity, **guarantees the person / citizen to benefit from fundamental rights at a high level of social protection**

The European context

The social welfare is one of the fundamental rights of the European Union

The social welfare, at the single state of the Union level, is characterized by **evident disparities**, by standards of non-comparable services and by **regulatory gaps**.

Therefore, the general increase in welfare levels can only be achieved thanks to **better public-private partnerships** and developing **a subsidiary welfare system**


The European context



No Community regulatory framework for transnational bargaining.

Any agreement signed by the social dialogue actors at supranational level **are not directly enforceable**

On the other side..



It is increasingly strategic to negotiate agreements at European level to define a **subsidiary company welfare system** and **guarantee homogeneity of treatment** to workers in all the plants where multinational companies operate

The European context

It is therefore necessary to plan a **different system of agreements and rules**, **which should simultaneously involve:**



The project general aims

**To develop, test and spread
an innovative method of
joint action**

between members of EWCs and
company, national and European
trade unions aimed at achieving
**new forms of company welfare
negotiation**

**To move from the rights of mere
information and consultation to
real participation**

in the European negotiations
through a **synergic approach**, able to
overcome workers' representatives' (trade
unions and EWCs) weaknesses.

The project objectives

To strengthen the role of transnational bargaining and the European Social Dialogue principles in new member and candidate states

To develop & spread an innovative cooperation method
Btw EWCs, Tus and EU Federations

To Compare and disseminate different experiences and practices on welfare

To expand knowledge on Welfare European Joint Declarations Directives and programs

To define a subsidiary welfare system
Involving EWCs company/national Tus and European Federations

To provide training to build a network of expert trade unionists on subsidiary welfare negotiation

The partnership



The project work-packages

The project will last **2 years** and includes

4 categories of activities

1. **STRATEGY AND TACTICS** - under the responsibility of the Project manager and the Steering Committee
2. **STUDY RESEARCH AND ANALYSIS** - Remote working of the Working Groups, meeting for discussion and sharing
3. **EVALUATION AND FOLLOW UP**
4. **DISSEMINATION OF RESULTS** - a Workshop, a Training Course and an European Conference.

The project structure



The project structure

1. KICK OFF

KICK OFF
PARIS
26-27
Apr
2018

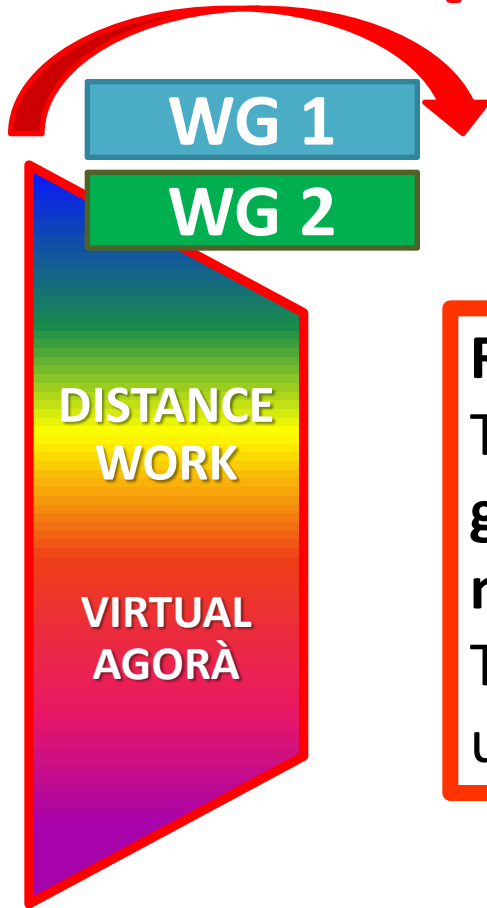
The first meeting of the partners.
 It is at the same time a **knowledge and operational meeting**.
 The meeting brings together all the members of the Steering Committee, the trainers and the working group facilitators

Today and Tomorrow



The project structure

2. DISTANT WORK



Research and analysis activities at distance.

The partners will be divided into **2 working groups** according to their sector of origin: **metal & financial.**

The 2 groups will work separately for **5 months** using the web platform "**Virtual Agora**"



May – October
2018

The project structure

3. FOLLOW UP MEETING



At the end of the distance work **the Steering Committee will meet to share** the research results and to **build up a unitary synthesis**. A **open via web survey** will be launched to collect workers' welfare needs and their perspective on their companies welfare policies

November 2018



The project structure

4. WORKSHOP + STEERING COMMITTEE



A seminar and an operational meeting to discuss the results and, on these basis, **identify the best ways to strengthen the role of metalworkers and financial workers in the social dialogue on company welfare**

January 2019



The project structure

5. TRAINING COURSE

**TRAINING
 COURSE
 ROME**

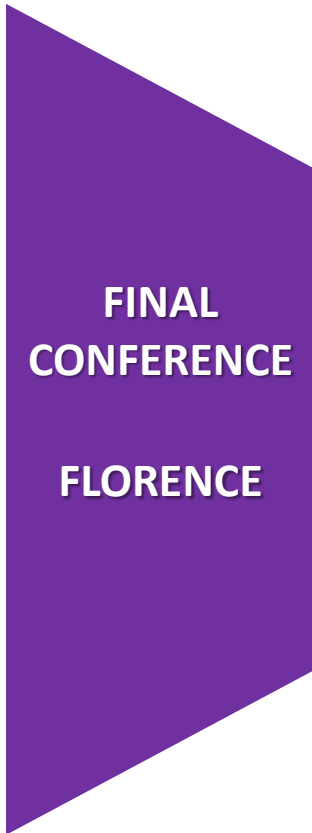
A **2 days course** to investigate, analyze and test tools and strategies to build up a **new system of industrial relations on transnational basis** in the company welfare.
 Target : **30** reps and EWC members from the partner organizations

May 2019



The project structure

6. FINAL CONFERENCE



Open to participation and discussion among the actors of the social dialogue.

To disseminate the results of the project and reflect on the possible evolutions.

The website, the political recommendations and the collected good practices will be presented

**September
2019**



The project structure

7. FINAL STEERING COMMITTEE

FINAL
STEERING
COMMITTEE
MEETING

BELGRAD

Last meeting of the Steering Committee.
The meeting will be dedicated to the **overall evaluation** of the project outcomes and the options for future development.



Dicember
2019



ISEO Group' EWC UniCredit Group

ADMINISTRATIVE PROCEDURES

1. ADMINISTRATIVE RULES:

All original receipts of travel and subsistence costs related to the project must be sent to:

FIRST-CISL

European Project - VS/2018/0037

Via Modena 5

00184 Rome

ITALY

2. ADMINISTRATIVE RULES :

The cost of plane tickets must not exceed the amount indicated in the project budget (350.00 euros) and must be in economic class to be accepted by the European Commission.

It's mandatory to include the **boarding passes** and **flight tickets (or the electronic receipt)** when applying for the reimbursement.

3. ADMINISTRATIVE RULES :

It's mandatory to include original tickets and a brief description of each cost (in english or italian) in the case of a different currency, please attach the conversion into EURO.

4. ADMINISTRATIVE RULES :

Taxi refunds are accepted only when there is no other public transport or when it is essential (for example: you arrive at the airport at night).

In any case, the rule is: use public transport.

To request reimbursement of expenses you must use our format, which you will find attached.

NOTE: However, the use of the taxi must be justified!

5. ADMINISTRATIVE RULES :

The trip by car can not be directly reimbursed.

Exceptionally, in case you travel by car, you can request the reimbursement of an amount equivalent to a first class train ticket for the same distance, using our refund format.

Therefore, the expenses associated with the use of a car (motorway tolls, car parks, etc.) **are not reimbursed.**



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Grazie!