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FirstSocialLife

Non-financial reporting directive (2014/95/EU): an opportunity to develop the participation and inclusion rights of people with disabilities and prevent the risk of social dumping. The crucial role of EWCs and Trade Unions - VS/2019/0048

PROJECT PRESENTATION

General context, objectives and structure

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FIRST , National Training Officer

VS/2019/0048 BILBAO - PV

The project ambitious goals



- To ensure **maximum integration** of disabled workers in multinational companies by establishing the role of the

EWC DISABILITY MANAGER

- To transform the vision of disability

**from an obligation to
an opportunity**

**both for the companies
and the employees**

The EWC Disability Manager



A FACILITATOR

- with the task of **building** networks, services and **solutions to support the autonomy of the disabled people** in everyday working life
- with **a global vision** to improve the quality of **multinational company's inclusive policies starting from the needs** of the person with disabilities

The EWC Disability Manager tasks (1)



- Promote the **establishment of joint and Bilateral Commissions** in the group companies with the mission of guiding the action of company HR and DM and to **monitor, analyze and evaluate** the company initiatives
- **Collect** the **workers' requests** and Bilateral Commissions' indications and report them to a common factor in the EWC
- **Spread and promote Diversity and Inclusion Management in collaboration with** the Bilateral Commissions and the company counterpart

The EWC Disability Manager tasks (2)



- Promote at EWC level **transnational framework agreements**
- Foster coherent and consequent **territorial/plants' agreements** with trade unions and associations of people with disabilities and their families in order to also favor the employment of people with disabilities
- Change the perception of disability and use the inclusion policies as a **cultural and strategic lever**

The project ambitious goals special focus on



Professional and career paths

to remove the disabled workers from the **“ghetto”** which almost always sees them confined to **marginal roles** (clerks, porters, switchboard operators...) using advanced technologies and digitization



“fragile” workers

who do not have the recognition of disability but who have, to all intents and purposes, a gap to be filled in relation to other workers and therefore need special **protection and attention.**

The European legislative framework

Every worker has the **right** to **working conditions** which **respect** to his/her **health, safety and dignity**

Article 31, the Charter of Fundamental Rights of the European Union

The employer is responsible for **ensuring the workers' safety and health** in all aspects of their work

ADAPTING WORK TO MAN

Directive 89/391



The European legislative framework

SOCIAL DIALOGUE

is the **key instrument** for promoting progress, as it enables existing legislation to be applied effectively and issues of **promoting well-being in the workplace** to be addressed

*The European social dialogue, a force for innovation and change,
EU Commission, 2002*



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**

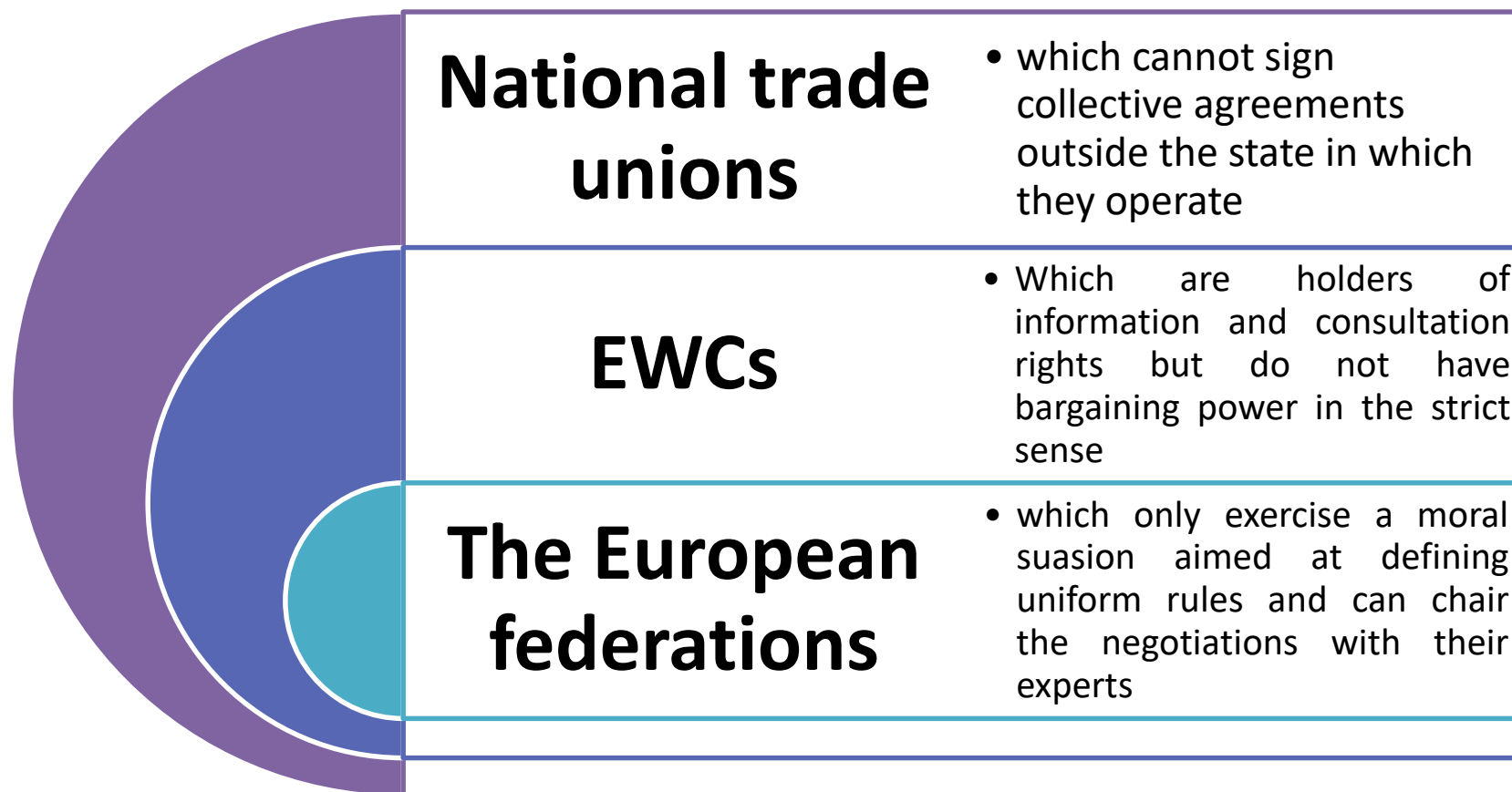
On the other side..



It is increasingly strategic to negotiate agreements at European level to **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 strengthen the effectiveness of the EWC actions

by developing information (which also include info on diversity), consultation, and participation rights

By EWC DM to ensure better integration of workers with disabilities

in the working contexts, in the still largely unfulfilled perspective of their full inclusion

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

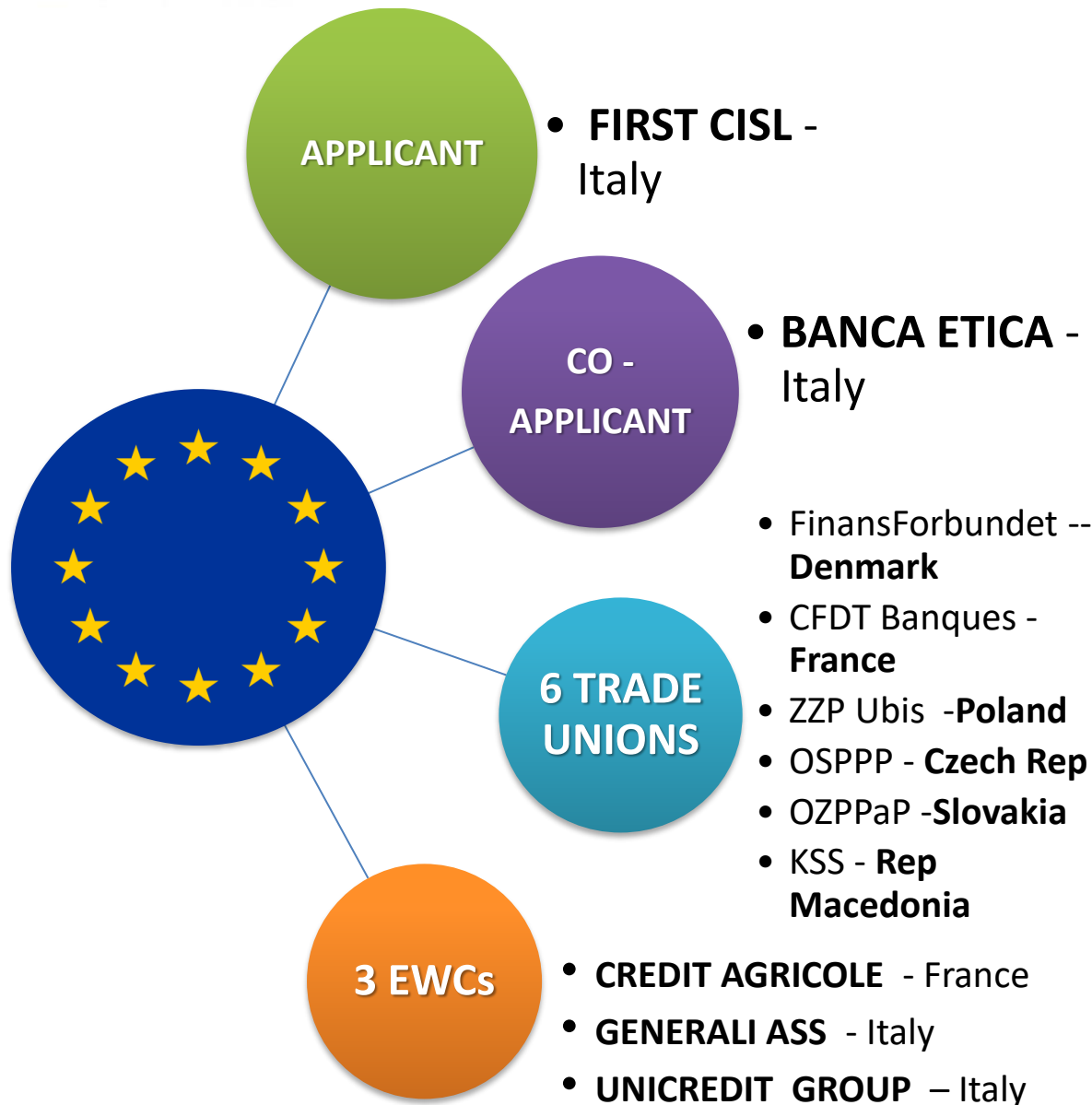
To Compare and
disseminate
different
experiences and
practices of policies
on disability

To expand knowledge
on European Joint
Declarations
Directives and
programs on
Disability



To provide training
to build a network
of trade unionists
expert on disability
policies negotiation
and inclusive
approach

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
BILBAO**

The first meeting of the partners.

It is at the same time a **knowledge and operational meeting.**

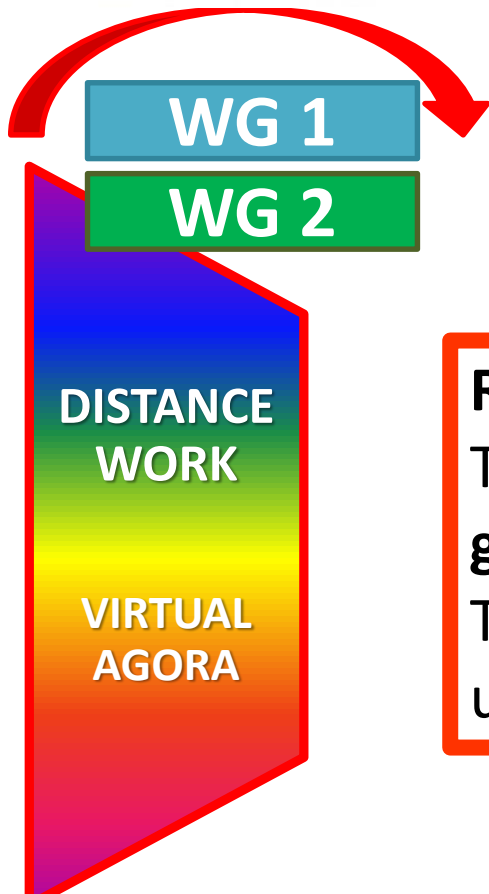
The meeting brings together all the members of the Steering Committee, the trainers and the working group facilitators



Today

The project structure

2. DISTANT WORK



Research and analysis activities at distance.
 The partners will be divided into **2 working groups** .

The 2 groups will work separately for **6 months** using the web platform "**Virtual Agora**"



May – October 2019

The project structure

3. FOLLOW UP MEETING

**FOLLOW
UP
MEETING**

PRAGUE

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 and a Delphi investigation** will be launched to collect disabled workers' needs and workers' perspective on their companies inclusion policies



**November
2019**

The project structure

4. WORKSHOP + STEERING COMMITTEE

WORKSHOP
SC
MEETING

BRATISLAVA

A **workshop and an operational meeting** for the first dissemination of the project results and mid-term evaluation.

On these basis, build up the training course and **identify the EWC Disability manager job description and role**

January 2020



The project structure

5. TRAINING COURSE

TRAINING COURSE NAPLES

A **2 days course** to investigate, analyze and test tools and strategies to build up a **new system of industrial relations on transnational basis** on company **inclusive policies**.

Target : **30** reps and EWC members from the partner organizations



May 2020

The project structure

6. FINAL CONFERENCE

**FINAL
CONFERENCE**

FLORENCE

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 **policy recommendations** and the collected good practices will be presented



**September
2020**

The project structure

7. FINAL STEERING COMMITTEE

**FINAL
STEERING
COMMITTEE
MEETING**

SCOPE

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.



**December
2020**

REIMBURSEMENT PROCEDURES

On presentation of expense documents (invoices, receipts, etc.),
no reimbursement on a lump-sum basis

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

FIRST-CISL

European Project - VS/2019/0048

Via Modena 5

00184 Rome

ITALY

ABSOLUTELY WITHIN TWO MONTHS FROM THE DATE OF THE EVENT

in the case of a different currency, please attach the conversion into EURO

FLIGHTS REIMBURSEMENT

The flights cost 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 always necessary to include the **flight tickets + boarding passes**

USE OF CAR AND TAXI

The rule is: public transportation

Taxi refunds are accepted only when there is no other public transport or when you arrive at the airport before 9.00 a.m. or after 9.00 p.m.

NOTE: the use of the taxi must be ALWAYS JUSTIFIED!

The trip by car does NOT provide for a refund.

Exceptionally, in the case of travel by car, you can request the reimbursement of the fee for **the train journey in first class**. Therefore, the expenses associated with the use of a car (motorway tolls, car parks, etc.) are not reimbursed anyway.



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Grazie!