



TRANSNATIONAL KICK-OFF WORKSHOP

STRENGTHENING INVOLVEMENT OF REPRESENTATIVES OF
EMPLOYEES IN CONSULTATION AND INFORMATION"

FAI CISL HEADQUARTERS, VIA TEVERE 20, ROME

7-8 MAY 2018

STRENGTHENING INVOLVEMENT

7/5/2018

Short title: Strengthening Involvement

Starting day: 01-12-2017

End: 30-11-2018

Duration (in months): 12

PARTNERS



Co-applicants	Country
OBES	Greece
DEOK	Cyprus
FAI CISL	Italy
Union Haddiema Maghqudin	Malta

Associated partners	Country
Confederation of Labour PODKREPA	Bulgaria
Association of SA and Ltd companies	Greece

GENERAL CONTEXT



Previous surveys carried out by OBES in Greece, in cooperation with organizations in Italy, Romania and Spain, on information and consultation in enterprises in their respective countries showed that:

Directive 2002/14, on information and consultation and its transposition laws, has in many member-States major weaknesses, does not adequately cover the cases faced by employees' representatives, in particular cases of restructuring, acquisitions / mergers, mass redundancies, etc. and trade unionists are not sufficiently aware of their rights.

GENERAL OBJECTIVE



«Strengthening Involvement» project aims at enhancing the exchange of information and good practices on the application of the Directive 2002/14 EC as well as strengthening of the participation of employees' representatives in procedures of information and consultation.

The project focuses on the exchange of experience between OBES and FAI CISL on the one hand and on the other with trade unions from small peripheral countries of southern Europe (Bulgaria, Cyprus, Malta) to promote European legislation and European cooperation as far as information and consultation are concerned.

SPECIFIC OBJECTIVES



1. To study the implementation of EC / 2002/14 in the countries concerned (Greece, Italy, Bulgaria, Cyprus, Malta), to identify problems and good practices and to draw up proposals and recommendations for more effective use of information and consultation rights
2. To develop case studies and an electronic tool that will address employees' representatives.
3. To organize a series of transnational and bilateral workshops, between employee representatives and employers, to exchange information and good practices on legislation and practices of information and consultation in Greece, Italy, Bulgaria, Cyprus and Malta.
4. To organize a final transnational conference in Greece and to promote European and national legislation and its implementation in the Greek social dialogue in times of crisis

RESULTS



- Greek national preparatory workshop in Athens
- Transnational kick-off workshop in Rome
- 3 bilateral workshops between representatives of employees and employers in Bulgaria, Cyprus and Malta with the participation of representatives of OBES
- 15 case studies of information and consultation in cases of restructuring, mergers and acquisitions, mass redundancies etc. (3 from each country)
- An electronic tool in Greek, Italian, Bulgarian, Maltese and English,
- A closing transnational conference in Athens
- The project web site

WORK PLAN



Phase 1: Preparatory phase

Phase 2: Bilateral workshops

Phase 3: Development of case studies and electronic tool

Phase 4: Transnational conference in Athens,

Phase 5: Dissemination actions



Ομοσπονδία Βιομηχανικών
Εργατοϋπαλληλικών Σωματείων

WORK PLAN



Phase 1: Preparatory phase

Organisation of a preparatory meeting in Athens

Organisation of a transnational kick off workshop in Rome



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WORK PLAN



Phase 2: Bilateral workshops (May- July 2018)

- Bilateral workshop in **Sofia (Bulgaria)** between OBES, PODKREPA
- Bilateral workshop in **Nicosia (Cyprus)** between OBES, DEOK
- Bilateral workshop in **Valetta (Μάλτα)** between OBES, UHM

*Results of each workshop will be **a national report** consisting of :*

- *Presentation of the national legislation concerning information and consultation with employees' representatives,*
- *Good and bad practices,*
- *Advices and recommendations to employees' representatives.*

WORK PLAN



Phase 3: Development of case studies and electronic tool

The tool (available in Greek, Italian, Bulgarian, Maltese and English) will include:

Glossary,

Case studies,

Trade Unionists Guide INVOLVE,

Advices,

5 video interviews,

Self- assessment tool.

WORK PLAN



Phase 4: Transnational conference in Athens, November 2018

Phase 5: Dissemination actions, covering the whole duration of the project