

## PROJECT OUTLINE

<b>Title</b>	<b>I.T.E.M. – Fostering employee involvement at company level by training the main actors dealing with European multinationals</b>
<i>Call for proposal</i>	Budget heading 04.03.01.06 – Information, consultation and participation of representatives of undertakings
<i>Durata</i>	Two years – from December 2014 to December 2016
<i>Principal events</i>	27-29 October 2015 – training course for policy officers involved in industrial relations with MNC 20-22 January 2016 – training course for shop stewards in MNC 30-31 March and 1 April 2016 – training course for EWC members June 2016 – transnational workshop for EWC members November 2016 – final conference

<b>Project's synthesis</b>	<p>ITEM is aimed at <b>the design and implementation of a training course for trade union representatives</b> in order to improve knowledge about EWC , the negotiation process , their constitution and functioning.</p> <p>It involves the realization in each partner country of 3 training courses , including one addressed to policy officers who maintain industrial relations with multinational companies ; one addressed to the delegates in the workplace; and one addressed to members of EWCs.</p> <p>The three courses want to be <b>an experimental model for the purpose of developing training standards replicable on the local basis</b> for the actors involved in industrial relations of multinational companies at different levels, to allow the dissemination of knowledge and expertise to policy officers and delegates wishing to start negotiations for an EWC or part thereof, as well as enable them to strengthen trade union cooperation with those countries in which multinationals of their sectors act, for a greater capacity for trade union's intervention in anticipating and managing change.</p> <p>It will be held a <b>transnational workshop</b> on the rights of information , consultation and participation for EWC members in order to deepen the mechanisms and procedures.</p> <p>Finally , the results will be presented at a <b>European conference</b> , which will disseminate a guide for trade union trainers . This will encourage the spread at European level of the teaching methods used during the project.</p>
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**Further information:**

<i>Objectives</i>	The overall objective is to develop employee involvement in undertakings by raising awareness and knowledge on information and consultation mechanisms
<i>Central activities</i>	<p>ITEM is aimed at <b>the design and implementation of a training course for trade union representatives</b> in order to improve knowledge about EWC , the negotiation process , their constitution and functioning.</p> <p>It involves the realization in each partner country of 3 training courses , including one addressed to policy officers who maintain industrial relations with multinational companies ; one addressed to the delegates in the workplace; and one addressed to members of EWCs.</p> <p>The three courses want to be <b>an experimental model for the purpose of developing training standards replicable on the local basis</b> for the actors involved in industrial relations of multinational companies at different levels, to allow the dissemination of knowledge and expertise to policy officers and delegates wishing to start negotiations for an EWC or part thereof, as well as enable them to strengthen trade union cooperation with those countries in which multinationals of their sectors act, for a greater capacity for trade union’s intervention in anticipating and managing change.</p> <p>It will be held a <b>transnational workshop</b> on the rights of information , consultation and participation for EWC members in order to deepen the mechanisms and procedures.</p> <p>Finally , the results will be presented at a <b>European conference</b> , which will disseminate a guide for trade union trainers . This will encourage the spread at European level of the teaching methods used during the project.</p>
<i>Expected results</i>	<ul style="list-style-type: none"> <li>• Training format;</li> <li>• 3 training courses in each country involved in Italy, Spain, Ireland and Bulgaria for a total of 12 courses;</li> <li>• 1 transnational workshop for EWC members;</li> <li>• 1 European conference;</li> <li>• 1 guide for trade unions’ trainers.</li> </ul>
<i>Targets</i>	Trade unions’ trainers; policy officers, shop stewards and EWC members
<i>Partners</i>	<ul style="list-style-type: none"> <li>• Fondazione di Vittorio (Italy – Applicant)</li> <li>• FILCAMS –CGIL (Italy)</li> <li>• CGIL Lombardia (Italy)</li> <li>• EFFAT (Belgium – European Trade Union Federation)</li> <li>• WETCO (Bulgaria)</li> <li>• IDEAS Institute (Ireland)</li> <li>• CCOO de Catalunya (Spain)</li> </ul>
<i>Specifico ruolo della FILCAMS</i>	<p>Among the reasons slowing down the establishment of European Works Councils and threatening the effectiveness of information, consultation and participation processes, there are of course the difficulties in communication and joint action between the actors involved at national level and also the training gaps of the actors who should lay claim to and exercise these rights. Even if many companies, falling under the FILCAMS perimeter, are covered by the EWC Directive, many of them have not a European body for information and consultation. Through the organisation of these training courses and the project activities, Filcams will be able to provide policy officers and shop stewards with knowledge and skills to negotiate EWC or manage the EWC activities. Furthermore, FILCAMS will enable them to strengthen the trade union cooperation with those countries where multinationals operate. A quick and fluent flow of information between corporate management and EWC members and between EWC members and worker representative structures at national and local level would ensure a more effective trade union capability to anticipate and manage changes.</p>