



## GRANTS AWARDED AS A RESULT OF THE CALL FOR PROPOSALS VP/2017/008

### Prerogatives - Call for proposals on information, consultation and participation of representatives of undertakings

Budget line : 04.03 01 06

Program(s) : Other grants;PROGRESS;EaSI;Prerogatives

Action title	EU grant (€)	Application reference
WISE – Wider Integrating and Sharing Experience on information, consultation and participation of representatives of undertakings	247 345.00	VP/2017/008/0002

#### Summary of the action

This project proposal is initiated by the problem of the lack of inclusion of the youth and women in decision making process in the metal sector all around Europe. Beside the stereotype that metal sector is a "male" sector, there is a crucial need of motivating and encouraging youth and women in metal sector to take active participation and inclusion in companies' decision making process. Therefore, this project action have joined 6 representative trade unions from metal sector coming from Croatia, Serbia, Macedonia, Bulgaria, Lithuania and Poland. In order to have active social dialogue and fruitful project results, we have invited 3 employers' organizations coming from Spain, Serbia, Macedonia and trade unionists and employers' training/education organization from Germany. In the period of 18 months, it is foreseen to be organized: 5 international meetings (kick off meeting, study visit, training course, international meeting and conference) and 8 raising awareness campaigns/ national workshops all around the partner countries (Croatia, Serbia, Macedonia, Bulgaria, Lithuania, Spain, Germany and Poland). There will be also prepared a project video and final publication for spreading the project results. All of those project activities are foreseen to increase the awareness of the trade unions in metal sector and employers' organizations in the partner countries to raise the awareness about youth and women inclusion in metal sector, as well as wider to integrate and share experience on information, consultation and participation of representatives of undertakings and EU Directives on employee involvement.

The participants of this project action will have an extraordinary opportunity to improve their understanding towards the information, participation and consultation of the representatives of undertakings and to multiply that knowledge to national level to their colleagues, in order to spread the information as wider possible.

Beneficiary organisation/Coordinator	Address	Country
SINDIKAT METALACA HRVATSE-INDUSTRIJSKI SINDIKAT	TRG KRALJA PETRA KRESIMIRA IV BR 2 4 KAT 10000 ZAGREB	HR - Croatia
Co-Beneficiary organisation	Address	Country
AUTONOMOUS METALWORKERS UNION OF SERBIA	DECANSKA 14 11000 BEOGRAD	RS - Serbia

Co-Beneficiary organisation	Address	Country
NIEZALEZNY SAMORZADNY ZWIAZEK ZAWODOWY PRACOWNIKOW ARCELORMITTAL POLAND SA	UL. UJASTEK 1 30 969 KRAKOW	PL - Poland
BUSINESS CONFEDERATION OF MACEDONIA SYNDICAT	UL VASIL GORGOV 11 1000 SKOPJE	mk - macedonia, the former yugoslav republic of

Action title	EU grant (€)	Application reference
Two of US will do it better and FAST! Employees and employers from railway sector in joint action to strengthen the partnership and trust among each other during companies' decision making process	247 631.61	VP/2017/008/0003

#### Summary of the action

This project mainly connects the trade unions from railway-transport sector in Europe which is essential sector for having well developed society. Thus, in order to have well developed, educated and active society, it is crucial to improve the knowledge and experience of the representatives of undertakings in this sector and to encourage them to be actively involved in employee participation. Hence, it is significant to inform them about the importance of the transfer of information about the employees' inclusion.

In order to achieve best possible results in companies' decisions making and employee involvement, there must be two involved sides: the employers and employees. It is also crucial for well developed social dialogue. Therefore, beside the 6 representative railway trade unions coming from different Europe countries (Estonia, Poland, Croatia, Italy, Serbia and Macedonia), this project is joined by 3 employers' organizations coming from Spain, Poland and Macedonia.

This call for proposal is extraordinary opportunity for implementing our project idea for successful employees' involvement. We strongly believe that only through gather communication and mutual understanding will be developed willing for collaboration and information that could result with the best effective mechanisms of strengthening transnational co-operation between workers' and employers' representatives in respect of employee involvement.

Beneficiary organisation/Coordinator	Address	Country
FEDERAZIONE AUTONOMA DEI SINDACATI DEI TRASPORTI	VIA PRENESTINA 170 00176 ROMA	IT - Italy
Co-Beneficiary organisation	Address	Country
SINDIKAT ZELJEZNICARA HRVATSKE	TRG FRANCUSKE REPUBLIKE 13 1000 ZAGREB	HR - Croatia
BUSINESS CONFEDERATION OF MACEDONIA SYNDICAT	UL VASIL GORGOV 11 1000 SKOPJE	mk - macedonia, the former yugoslav republic of

Action title	EU grant (€)	Application reference
Between red and teal – inclusive management models in chemical industry.	298 414.19	VP/2017/008/0007

## Summary of the action

Project provides a full project cycle, including preparatory, dissemination, implementation, follow-up and reporting activities. Project targets employers and workers representing chemical industry (petrochemicals, plastics, pharmaceuticals, fertilizers, rubber, paints, etc.). The European chemical industry is the second largest industrial sector in the EU (after the automotive sector) and the world's number-one market. It is promoted by consortium consisted of representatives of workers and employers representing chemical industry from old EU Member States: DE, ES, IT, new EU MS: PL, MT, BG, RO, LV, LT and Candidate Country—MK. The project corresponds to the objectives defined in the call for proposals. It is social partners' response to the problem of the insufficient employee involvement in strategic decision and management processes within companies. The extent to which the workers are allowed to exercise their rights to information, consultation and participation is not satisfactory, the strategic approach towards the implementation of successful mechanisms ensuring the strong worker participation is missing. The key objective: developed employee involvement in decisions taken within companies through strengthened mechanisms of information, consultation and participation in chemical companies operating in 11 countries.

Work packages:

WP 0: Project management (1-20 month).

WP 1 Study visit in Azoty Puławy (2nd month).

WP 2 Analytical phase of the project (1st–5th month) – analysis at national level and in comparative terms.

WP 3: Development of the training content and methodology aimed to improve the knowledge on inclusive management models (5th –10th month)

WP 4: Blended training sessions in participating countries (10th –13th month) – 3 phases: online and face to face training

WP 5 Expert working session in Dresden – 1 day, 16th month.

WP 6: Manual (18th month) – inclusive management models in chemical sector.

WP 7 Follow-up conference in Brussels: The future of employee involvement in chemical industry-2

Beneficiary organisation/Coordinator	Address	Country
OGOLNOPOLSKIE POROZUMIENIE ZWIĄZKÓW ZAWODOWYCH	UL. KOPERNIKA 36/40 00 924 WARSZAWA	PL - Poland
Co-Beneficiary organisation	Address	Country
INSTITUTE FOR EMPLOYMENT STUDIES LBG	CITY CATE 185 DYKE ROAD CHURCH STREET BN3 1TL BRIGHTON	UK - United Kingdom
ZWIĄZEK PRACODAWCÓW DOLNEGO ŚLĄSKA	OFIAR OSWIECIMSKICH 41, LOK 43 50 059 WROCLAW	PL - Poland
BSW BILDUNGSWERK DER SACHSISCHEN WIRTSCHAFT GGMBH	RUDOLF WALTHER STRASSE 4 01156 DRESDEN	DE - Germany
CONFEDERATION OF FREE TRADE UNIONS OF MACEDONIA	ST. 50-TA DIVIZIJA NO. 25 1000 SKOPJE	MK - Macedonia, the former Yugoslav republic of
BUSINESS CONFEDERATION OF MACEDONIA SYNDICAT	UL VASIL GORGOV 11 1000 SKOPJE	MK - Macedonia, the former Yugoslav republic of
CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO LOMBARDIA	VIA PALMANOVA 22 20132 MILANO	IT - Italy
GENERAL WORKERS UNION TRADE UNION	WORKERS MEMORIAL BLD SOUTH ST VLT11 VALLETTA	MT - Malta

Action title	EU grant (€)	Application reference
Defining a company welfare system through the joint action of EWCs and Trade Unions in the metal and finance sectors: The key role of worker's participation rights	265 629.42	VP/2017/008/0009

### Summary of the action

The action involves 2 important sectors of European industry: metal and bank. T.U. of both, together with a representation of their EWC will deal with the introduction of negotiated system of subsidiary company welfare, consistent with organizational efficiency of businesses and able to meet needs of well-being and workers security. Much attention was paid to partners selection: 3 EWC and 7 TU with representation of NMS and candidate countries. We have genuine involvement of IndustriAll TU and UNI Europa which ensure the project's transnational approach and employers involvement through FEDERMANAGEMENT, UNICREDIT BANK and FEDERMECCANICA representing the Italian Metal Employers. Action is spread over 24 months and includes all phases of a classic project cycle: preliminary/preparatory stage, action development according to the established guidelines, control and dissemination of results, follow-up and the final verification. First stage includes: the research and analysis on European and national laws, good practices on rights exercise of Information, Consultation and Participation, company agreements on subsidiary welfare. Partners will work on these topics divided into 2 groups (metal and bank), then it will follow a meeting for: elaboration of unitary document on work done, simulation exercises and solution of a case study through role playing techniques. The next phase is dedicated to the confrontation with the outside world through a workshop which will be attended by the most representative actors of social dialogue. Debate of the Workshop will be useful to have feedback on the work done and to point out any possible correction to be made to the project. The last phase is directed to the dissemination of results through: the training course and the European Conference open to the main players in the European social dialogue. Finally Steering Committee will evaluate and validate the overall project cycle. The results will be available on the dedicated web site.

Beneficiary organisation/Coordinator	Address	Country
FEDERAZIONE ITALIANA DEI SERVIZI DEL TERZIARIO	VIA MODENA 5 00184 ROMA	IT - Italy
Co-Beneficiary organisation	Address	Country
FEDERAZIONE ITALIANA METALMECCANICI-CISL ASSOCIAZIONE	CORSO TRIESTE 36 00198 ROMA	IT - Italy

Action title	EU grant (€)	Application reference
EXPANSION OF TRANSNATIONAL EXPERTS NETWORK RAISING AWARENESS OF EMPLOYEE INVOLVEMENT IN UNDERTAKINGS AND CONTRIBUTING EU LAW AND POLICIES IN THIS AREA	315 351.71	VP/2017/008/0014

### Summary of the action

Employee involvement is not accidental relevant topic in the business. World practice shows, that these companies, whose employees are more involved in the activities, are significantly more profitable. Number of undertakings offering involving schemes to employees, slowly, but has grown over years in West EU countries. European Economic Social Committee have emphasized potential of employee involvement in its 2010 Own-Initiative Opinion(SOC371), which linked this issue with Europe2020 Strategy, noted "Introduction of employee involvement can help business in Europe, especially SMEs, to improve their competitiveness by increasing employees' loyalty and identification with company, in good times and bad". Study of EC DG MARKT "Promotion of Employee involvement and financial participation" has identified important facts for CEE countries: 1) CEE countries are climate friendly for subject 2) set the huge importance of participation of social partners in developing of subject on national levels in CEE. Although social partners of CEE region may be willing to initiate employee involvement on national levels, but they do not have knowledge, experience on subject and their impact. Survey conducted, that social partners expressed huge lack of training of experts on the subject. Therefore proposed action expand TRANSNATIONAL EXPERT'S NETWORK ON DEVELOPMENT OF INNOVATIVE ACTIONS RELATING TO EMPLOYEE INVOLVEMENT AND FINANCIAL EMPLOYEE PARTICIPATION IN UNDERTAKINGS to East and Central Europe. Expert Network is a platform where experts will be trained to share knowledge's on subject, to present innovative mechanisms. During action new joining social partners take responsibility take over first year partners experience for creation of favourable conditions for setting up of transnational information, consultation and participation network and other mechanisms arising from the application of EU law on employee involvement in undertakings and share this information in their countries.

Beneficiary organisation/Coordinator	Address	Country
LIETUVOS PRAMONININKU KONFEDERACIJA ASOCIACIJA	A VIENUOLIO 8 01104 VILNIUS	LT - Lithuania
Co-Beneficiary organisation	Address	Country
Nezávislé kresťanské odbory Slovenska (Independent Christian trade union of Slovakia)	Františkánska str. 2 917 01 Trnava	SK - Slovakia
STIFTUNG EUROPA-UNIVERSITÄT VIADRINA FRANKFURT (ODER)	GROSSE SCHARRNSTRASSE 59 15230 FRANKFURT	DE - Germany

Co-Beneficiary organisation	Address	Country
VEZEJU PROFESINE SAJUNGA SOLIDARUMAS	K KALINAUSKO G 28 03107 VILNIUS	LT - Lithuania
VSJ T&M SOLUTIONS	LABDARIU STREET 7 01120 VILNIUS	LT - Lithuania
LIETUVOS RESPUBLIKA	- LT-03607 -	LT - Lithuania
CONFEDERATION OF LABOUR PODKREPA SDRUZHENIE	UL ANGEL KANCHEV 2 1000 SOFIA	BG - Bulgaria

Action title	EU grant (€)	Application reference
Improved Communication Mechanisms and Equal Access to the Consultation in the EU Gas and oil Industry	192 965.69	VP/2017/008/0016

#### Summary of the action

The proposed 18 month action is to contribute enhancing realization of workers' rights to access consultation and participation in gas and oil undertakings and the correct application of Directives: 2001/86/EC, 2003/72EC, /2002/14/EC, 2001/23/EC in 6 EU MS and 1 Candidate country. The action will contribute to 1.Enhance access to the consultations in gas and oil undertakings via finding new approaches of communication and sectoral dialogue,2. Increase mutual trust among social partners: employees, employers and respective stakeholders from the same sector resulting in improved permanent communication on the current problematic issues and reduce risk of collective disputes,3.Increase experience-based evaluation of the practical applications of the EU relevant directives and data related to the workers' right to information, consultation and participation in undertakings. The project is initiated by OZZGNIg with the partnership of the 8 different actors (TUs, employers' organization, research institute). Co-applicants participate in the implementation of the similar projects that enable us to lead the value-added project.

For the implementation we propose integrated approach, including: transferring knowledge and sharing practice on using of directives, case-based discussions on communication deficiency and finding renewed mechanisms and good practice of workers' involvement in decision-making considering necessities of vulnerable employees: migrants, women, youth; online platform to gather expertise in terms of video-audio&electronic materials for better understanding the importance of the EU directives relatively enhance networking and communication of transnational social actors.

Social-media campaign will gain over 150,000 viewers(clicks&downloads) of the final guide-book on the communication mechanisms and conflict-resolution in gas and oil undertakings; info-kits especially for vulnerable groups and 7 raising awareness lectures will get the added value result

Beneficiary organisation/Coordinator	Address	Country
OGOLNOPOLSKI ZWIAZEK ZAWODOWY GORNICTWA NAFTOWEGO I GAZOWNICTWA	UL. WROCLAWSKA 2 58 309 WALBRZYCH	PL - Poland
Co-Beneficiary organisation	Address	Country
NAFTININKU PROFESINE SAJUNGA	MAZEIKIU G. 75, JUODEIKIAI MAZEIKIU R 89467 MAZEIKIAI	LT - Lithuania
SAMOSTALNI SINDIKAT RADNIKA ENERGETIKE SRBIJE	NIKOLA PASIC SQUARE 5/7 11000 BEOGRAD	RS - Serbia
ZWIAZEK PRACODAWCOW DOLNEGO SLASKA	OFIAR OSWIECIMSKICH 41, LOK 43 50 059 WROCLAW	PL - Poland
FUNDACJA INSTYTUT SPRAW PUBLICZNYCH	UL. SZPITALNA 5 LOK 22 00 031 WARSZAWA	PL - Poland

Action title	EU grant (€)	Application reference
Digitization and Work 4.0 – A new area for information, consultation and active involvement of Trade Unions and EWCs in the European ICT sector, referring on transferable best practices on the example of Deutsche Telekom (DigiT)	325 571.42	VP/2017/008/0019

#### Summary of the action

Die Digitalisierung der europäischen Wirtschaft und damit die Strategien für steigende Produktivität, größere Wettbewerbsfähigkeit, qualitatives Beschäftigungswachstum und arbeitspolitische Innovationen ist ein industriepolitisches Megathema. Die Digitalisierung wird die bisherigen Formen der europäisch verbundenen Wertschöpfung, den Arbeitsmarkt, die bisherigen Beschäftigungsformen, den Rahmen, die Inhalte und die Qualität von Arbeit massiv verändern. Die nationalen und europäischen Arbeitnehmervertretungen stehen vor der Herausforderung, die beschäftigungspolitischen und arbeitsinhalten Veränderungen im Interesse der Beschäftigten zu begleiten, Potenziale und Risiken zu antizipieren, ihre Informations- und Beteiligungsrechte im Sozialdialog zu nutzen und das digitale Modell „Arbeit 4.0“ aktiv mitzugestalten.

Im Zentrum der Maßnahme steht deshalb die Frage: Wie können Gewerkschaften, Europäische Betriebsräte und Arbeitnehmer den Übergang zur digitalen Arbeit und zur digitalen Wirtschaft mitgestalten?

Die Maßnahme organisiert hierzu einen europäischen Kooperationsverbund von Arbeitnehmervertretungen. Beteiligte sind der Europäische Betriebsrat Deutsche Telekom mit 32 Mitgliedern aus 16 EU-Ländern, UNI Europe und 8 nationalen Gewerkschaften aus DE, AT, ES, HR, PL, HU, RO, GR.

Auf 2 Konferenzen und in 3 Themen-Workshops werden arbeitspolitische Ziele und Handlungsfelder für die IKT-Branche entwickelt (Charta „Digitalisierung und Arbeit 4.0“) und vom EBR Deutsche Telekom transferfähig angewendet (EBR-Agenda „One Telekom“).

Ziel der Maßnahme ist es, die Kompetenzen von Arbeitnehmervertretern zu stärken, die EU-Richtlinien für Arbeitnehmerbeteiligung (2009/38/EG, 2002/14/EG) effektiv anzuwenden, Arbeitnehmervertretungen an das Thema „Digitalisierung und Arbeit 4.0“ heranzuführen, diese mit den Chancen und Risiken vertraut zu machen, arbeitnehmerseitige Perspektiven zu entwickeln und diese im Sozialdialog mit den Arbeitgebern zu vertreten.

Beneficiary organisation/Coordinator	Address	Country
ARBEIT UND LEBEN BIELEFELD EV	RAVENBERGER PARK 4 33607 BIELEFELD	DE - Germany
Co-Beneficiary organisation	Address	Country
FEDERACION DE SERVICIOS DE COMISIONES OBRERAS	CALLE RAMIREZ DE ARELLANO 19 PLANTA 5 28043 MADRID	ES - Spain
DEUTSCHE TELEKOM AG	FRIEDRICH EBERT ALLEE 140 53113 BONN	DE - Germany
OSTERREICHISCHER GEWERKSCHAFTSBUND	JOHANN BOHM PLATZ 1 1020 WIEN	AT - Austria
HRVATSKI SINDIKAT TELEKOMUNIKACIJA	PARK STARA TRESNJEVKA BROJ 2 10000 ZAGREB	HR - Croatia

Action title	EU grant (€)	Application reference
Workers' Involvement in Management - Awareness, Experiment, Monitoring (WIM 3)	301 494.12	VP/2017/008/0020

## Summary of the action

To address all challenges we are facing in an increasing global competition, the productivity and competitiveness of our economies must be enhanced in order to make EU a more attractive place to invest and work in. An integrated framework to bring about all important factors, enhancing innovation, entrepreneurial activity, productivity, and finally growth and jobs, is needed.

Employee involvement can be possible ways to reform the labour markets, to encourage workers to be productive and adaptive to change and to provide for a consultative relationship between management and workers at all levels of the organization. Employee Involvement can be an important tool within a sector or activity, ensuring social peace, strengthening the motivation of workers and thereby creating a favorable environment for profitable activity. Method of worker participation is an expression of HRM, while quality social climate within the company has positive implications for productivity.

WIM3 project will help to deepen the understanding in participating countries of an importance of workers' participation schemes, and will serve employers' and workers' representatives as a tool to exchange know-how and experience. It will be helpful to familiarize all relevant stakeholders with EU law and policies, as well as serve as a facilitator for new developments to prepare/improve new/existing legislation on employee involvement, taking into account EU law and policies.

The proposed project exceeds the concept of awareness raising on the importance of employee involvement as well as awareness on EU law from this field, namely through an experiment in pilot companies. Project as such is a complete tool for current and future social partners, both at national and company level, and delivers a contribution to the EU acts in the area of Information and Consultation of Workers. We emphasize the long-term effect of the agreed solutions and their quality of implementation.

Beneficiary organisation/Coordinator	Address	Country
ZDRUZENJE DELODAJALCEV SLOVENIJE GIZ	DIMICEVA 9 1000 LJUBLJANA	SI - Slovenia
Co-Beneficiary organisation	Address	Country
BASHKIMI I SINDIKATAVE TE PAVARURA TE SHQIPERSE	21 DHJETORI ISH NDERMARRJA GJELOGIJE 1001 TIRANA	AL - Albania
THE CONFEDERATION OF AUTONOMOUS TRADE UNIONS OF SERBIA	5/III NIKOLA PASIC SQR 11000 BEOGRAD	RS - Serbia
BALGARSKA STOPANSKA KAMARA - SAYUZ NA BALGARSKIYA BIZNES	ALABIN STREET 16-20 1000 SOFIA	BG - Bulgaria
UNIJA POSLODAVACA CRNE GORE UDRUZENJE	CETINJSKI PUT NB 36 81000 PODGORICA	ME - Montenegro
HRVATSKA UDRUGA POSLODAVACA	RADNICKA CESTA 52 10000 ZAGREB	HR - Croatia
BIZNESI SHQIPTAR SHOQATES	RRUGA MARKO BOCARI 1 NDERTESA 6 HYRJA 1 1019 TIRANA	AL - Albania
CONFEDERATION OF FREE TRADE UNIONS OF MACEDONIA	ST. 50-TA DIVIZIJA NO. 25 1000 SKOPJE	MK - Macedonia, the former yugoslav republic of
UNIJA POSLODAVACA SRBIJE	STEVANA MARKOVICA 8 11080 BEOGRAD	RS - Serbia
UNIJA SLOBODNIH SINDIKATA CRNE GORE	UL SLOBODE 74/I 81000 PODGORICA	ME - Montenegro
BUSINESS CONFEDERATION OF MACEDONIA SYNDICAT	UL VASIL GORGOV 11 1000 SKOPJE	MK - Macedonia, the former yugoslav republic of

Action title	EU grant (€)	Application reference
Enhance lobbying of commercial sector workers' interests in decision-making through promoting involvement and active unionism	165 532.70	VP/2017/008/0023

Summary of the action		
<p>The performed action is initiated by the OPZZ Konfederacja Pracy supported by 9 other employees' and employers' organizations from 8 EU MS and candidate countries in order to redress the inactivity and less involvement of commercial sector workers in multinational companies' managerial policy and in TU activities. The project will contribute to 1. Raising commercial workers and employers' awareness on the EU directives:2001/86/EC, 2001/23/EC, 2002/14/EC, 98/59/EC, 2003/72/EC, 2005/56/EC with relevant national labour law; 2.Enhance social dialogue and mutual trust among employees and employers in one of the fastest growing sector in Europe; 3. Increase cooperation of EU MS and candidate countries in terms of correct realization of EC directives by both sides: employees and employers; realization of gained recommendations and implementation of new approaches.</p> <p>We suggest using integrated approach to deliver the proper implementation of the project, namely, the activities will consist of transferring knowledge and sharing good experience, perform best expertise and implement recommendations at national &amp; international levels. The implementation will be realized through work packages divided and assigned by project management and activity clusters.</p> <p>M&amp;E plan as well as dissemination strategy and communication matrix gives possibility to properly accomplice the action and issue the valuable achievements. The project will use the most popular social media tools to outreach the maximum number of target groups and gain European added value.</p> <p>We plan to directly involve around 380 social partners with different background and experience and outreach further local, national and international target groups through raising awareness activities and social media campaign, total 200,000 users and/or users of on-line materials of projects and direct delivered printed production.</p>		

Beneficiary organisation/Coordinator	Address	Country
OPZZ KONFEDERACJA PRACY	UL. MIKOLAJA KOPERNIKA 36/40 LOK. 202-203 00 924 WARSZAWA	PL - Poland
Co-Beneficiary organisation	Address	Country
NACIONALNA FEDERACIA TARGOVIA USLUGI KONTROLNI ORGANI TOURISAM	2 ANGEL KANCHEV 1000 SOFIA	BG - Bulgaria
FEDERACION DE TRABAJADORES INDEPENDIENTES DE COMERCIO (FETICO)	CALLE ORENSE 8 PISO 2A PLANTA 28020 MADRID	ES - Spain
SAMOSTALNI SINDIKAT TRGOVINE SRBIJE	DEANSKA 14/6 11000 BELGRADE	RS - Serbia
ZWIAZEK PRACODAWCOW DOLNEGO SLASKA	OFIAR OSWIECIMSKICH 41, LOK 43 50 059 WROCLAW	PL - Poland

Action title	EU grant (€)	Application reference
Strengthen Central Europe workers' representation in Multinational companies	369 205.00	VP/2017/008/0035

Summary of the action		
<p>The project overall objective is to strengthen workers information and consultation in Central Europe (CE) in commerce, finance and graphical &amp; packaging sectors. The projects final aim is to on the one hand create an articulated network of Polish (PL), Czech (CZ), Slovak (SK) and Hungarian (HU) trade unions (TUs), enabling better information sharing between workers representatives across borders and across companies. On the other hand the final aim is to improve the professionalism and the functioning of workers rep. bodies on national sectoral and company level in PL, CZ, SK and HU in order for them to better play their role in the European Works Councils. The network will be strengthened by Western European TUs (from UK, Germany, Italy) in order to enhance the quality of social dialogue at European level. From an operational point of view, the project will seek to develop the mechanisms of workers consultation and information sharing in place within 8 multinational companies (MNCs) present on CE market and playing a key role on the sectoral market. Activities will be structured around 6 national sectoral level meetings (in PL, CZ, SK) with transnational component, 11 company level workshops and one European Conference addressing 1) the state of European workers' rights to be consulted and informed by the MNCs' management in CE; 2) the state of relations between TUs, WCs and EWCs.</p> <p>Relaying on the exchange of experience and knowledge on the sectoral and company level, the main outputs of the project will be a general informative project report which will include:</p> <ul style="list-style-type: none"> <li>•the recommendations for workers' representatives in CE on how to better exercise European workers' rights to be consulted and informed by the MNCs' management.</li> <li>•The examples of the best practices of employee involvement in MNCs operating in Europe.</li> </ul> <p>Thus the added value of the project will be to increase the employee involvement within Central Europe on both national, company level and European company level</p>		

Beneficiary organisation/Coordinator	Address	Country
--------------------------------------	---------	---------



Beneficiary organisation/Coordinator	Address	Country
UNI-EUROPA ASSOCIATION	RUE JOSEPH II 40 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country
CENTRUM ORGANIZOWANIA ZWIAZKOW ZAWODOWYCH	UL. SZPITALNA 5-5 00 031 WARSZAWA	PL - Poland

Action title	EU grant (€)	Application reference
EWCs in transport - More and better worker participation now!	387 630.00	VP/2017/008/0038

#### Summary of the action

A full description is provided in annex.

The action is divided into 3 steps:

Activity one: creating more EWCs in transport; according to several studies, between 70 and 80 new EWCs could be created. Participants will learn how to negotiate an EWC agreement and the law in force. They will benefit from experts support during the negotiations.

Activity two: EWC members looking for more efficient information-consultation processes will be involved in the identification of best practices.

Activity three: the best practices, new agreements signed and a training scheme framework will be adopted and disseminated via a final conference and a web interactive platform.

Beneficiary organisation/Coordinator	Address	Country
SYNDEX EUROPE & INTERNATIONAL	BOULEVARD DU ROI ALBERT II 5 1050 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country
EUROPEAN TRANSPORT WORKERS FEDERATION	RUE MARCHE AUX HERBES 105/11 1000 BRUXELLES	BE - Belgium

Action title	EU grant (€)	Application reference
Greater Employees' Access to Training through Consultations within Undertakings GEAR	265 000.00	VP/2017/008/0041

#### Summary of the action

The overall objective of the project is to encourage the efforts made and enable direct employees' participation in decision-making process in undertakings, based on the number of instruments used. The partnerships will be seeking for formulating and introducing of mechanisms for regular information and consultations on employees' qualification promotion plans linked to internal company motivation strategies on professional qualification upgrade (on-the-job/off the job, courses, training plans, etc.

Greater consultations and information measures in undertakings shall ensure employment security and access to training and education motivation incentives for employees. Skills shortage and qualifications are ultimate for the market-driven industrial relations between employers and employees, however involvement of workers' representatives and/or company trade unions in discussions/decisions about organizational and technological changes shall be stressed on all level of bi-partite dialogue.

The action will take place in 8 countries in the period of 20 months as of January 2018. Eight partners represent workers, training organisations, employers and trade unions form the industries of most intensive change and new higher or diverse skills demand due to technological changes or merges, product change and market globalisation. However consultations and participation of employees can guarantee development and introduction of programmes related to professional qualification and skill shortages in companies.

Main target groups are employers and employees from various sectors of the economy employing innovative technologies that require new skills and upgrade of the professional qualification of workers, and employment of young people with knowledge however without labour skills.

Beneficiary organisation/Coordinator	Address	Country
MIEDZYAKLADOWY SAMORZADNY NIEZALEZNY ZWIAZEK ZAWODOWY PRACOWNIKOW CMC POLAND SP ZOO I SPOLEK	UL PILSUDSKIEGO 82 42 400 ZAWIERCIE	PL - Poland
Co-Beneficiary organisation	Address	Country
AUTONOMOUS METALWORKERS UNION OF SERBIA	DECANSKA 14 11000 BEOGRAD	RS - Serbia
RIGAS UZNEMEJU BIEDRIBA	RAMUJU STREET 2 1005 RIGA	LV - Latvia
BSW BILDUNGSWERK DER SACHSISCHEN WIRTSCHAFT GGMBH	RUDOLF WALTHER STRASSE 4 01156 DRESDEN	DE - Germany
SINDIKAT METALACA HRVATSE-INDUSTRIJSKI SINDIKAT	TRG KRALJA PETRA KRESIMIRA IV BR 2 4 KAT 10000 ZAGREB	HR - Croatia
BUSINESS CONFEDERATION OF MACEDONIA SYNDICAT	UL VASIL GORGOV 11 1000 SKOPJE	MK - Macedonia, the former yugoslav republic of
FEDERAZIONE AUTONOMA DEI SINDACATI DEI TRASPORTI	VIA PRENESTINA 170 00176 ROMA	IT - Italy

Action title	EU grant (€)	Application reference
European Works Councils and the national and local level	407 976.00	VP/2017/008/0043

#### Summary of the action

The present project refers to directive 2009/38/EC, esp. with a focus on the implementation of the role of EWC members, regulated in Article 10 (2), the coordination between EWC and national employee representations (Article 12) and the practical implementation of the information and consultation process described in Article 2 f and g. Another focal point are transnational company agreements and their implementation at national and local level.

The project deals with the practical implementation of the above aspects in the day-to day work of the European Works Councils of Deutsche Bahn AG and Deutsche Post AG / DHL.

With the recast directive 2009/38/EC some key improvements were made which should enhance the capacity of EWC to fulfill their role in transnational workers representation. Yet, their practical implementation provides obstacles for real effectiveness in the day-to-day routine of EWCs. This becomes apparent in the work of the two EWCs of Deutsche Bahn AG and Deutsche Post AG / DHL. The two EWCs need information and training to improve the information flow between EWC, EWC members and employee representation at national and local level esp. about results of Information and consultation, content of transnational company agreements and about relevant matters of transnational character. This is an important way to represent more effectively approx. 560,000 workers in transport and logistics in all EU countries and in candidate countries

These objectives shall be reached through an analysis, the elaboration of practical tools "Task Description" and Recommendations" and through 4 workshops. The project will familiarize social actors with the content of EU law and of transnational company agreements and will support them to exercise their rights and duties in this regard.

Beneficiary organisation/Coordinator	Address	Country
EVA-EUROPAISCHE AKADEMIE FUR UMWELTORIENTIERTEN VERKEHR GGMBH	REINHARDTSTRASSE 23 10117 BERLIN	DE - Germany
Co-Beneficiary organisation	Address	Country
EUROPEAN TRANSPORT WORKERS FEDERATION	RUE MARCHE AUX HERBES 105/11 1000 BRUXELLES	BE - Belgium

Action title	EU grant (€)	Application reference
Fostering trust-building and preventing disputes among social partners via engaging in decision-making process	216 109.66	VP/2017/008/0044

## Summary of the action

The following action is the response to the deficiency of workers' participatory mechanisms in undertaking representing mining industries. Mining industries in different countries of Europe are in the process of restructuring and face difficulties such as lack of trust between workers and employers, employees' representatives and undertakings' management, and etc. This leads to the disputes, work-related stress, conflicts that markedly decreases work efficiency and relations between the social actors. Above-mentioned difficulties render the proper application of EU Directives on employee participation undelivered. The major problem is that workers and employers don't put much trust in each other that results in not realizing the mutual benefits of cooperation. Thus, workers and workers' representatives set up this projects to address fostering cooperation and bridging the gaps in trust between social partners in order to facilitate trust-building techniques by proper application of the EU Directives, to get rid of conflicts, prevent disputes and rebuild the trust among workers and employers. Therefore, the partners have developed this proposal covering the full circle of the project - preparatory, implementation- dissemination, follow-up and reporting activities which includes the following events:

- Steering Committee meeting
- Research and analysis in each partner countries
- Development of online learning-tool
- International Roundtable – planning the structure of the Local training and exchanging the interim findings of the research
- Local training in each partner countries
- Experts working session – summarizing the Local trainings and preparing for the follow-up conference
- Follow-up conference
- Information dissemination phases – involving both printed, visual, online dissemination techniques, videos, website, etc. (both during the action and after the last event-conference)

Beneficiary organisation/Coordinator	Address	Country
ZWIAZEK ZAWODOWY PRACOWNIKOW PRZEMYSŁU MIEDZIOWEGO	UL. MARRI SKŁODOWSKIEJ CURIE 66 59 301 LUBIN	PL - Poland
Co-Beneficiary organisation	Address	Country
SAMOSTALNI SINDIKAT RADNIKA ENERGETIKE SRBIJE	NIKOLA PASIC SQUARE 5/7 11000 BEOGRAD	RS - Serbia
SAMOSTOEN SINDIKAT NA RABOTNICITE OD ENERGETIKA RUDARSTVO I INDUSTRIJA NA R. MAKEDONIJA SINDIKALNA ORGANIZACIJA AD ELEM	NOVACKI PAT BB 7000 BITOLA	MK - Macedonia, the former yugoslav republic of
FEDERATION OF INDEPENDENT MINERS TRADE UNIONS SDRUZHENIE	UL VRANYA 32 1233 SOFIA	BG - Bulgaria

Action title	EU grant (€)	Application reference
R2G - RIGHTS TO GROW: fostering information consultation participation rights to help social enterprises grow	305 925.55	VP/2017/008/0051

## Summary of the action

Social enterprises (SE) represent a new way of doing business and, as such, they have the potential to profoundly transform the socio-economic landscape. In recent years social enterprises are playing an increasingly prominent role, which has been largely due to their ability to address some of the major challenges currently facing Europe, in particular the need to foster sustainable and socially-inclusive economic growth and create jobs.

The project aims at 1) mapping good governance and workers' participation models of SEs across Europe, 2) fostering information and consultation rights for employees of SEs in Europe, 3) implementing exchanges and mutual learning EAST – WEST and Traditional – New forms of SEs 4) implementing training and information actions.

The action has a clear and broad target, both in terms of countries (IT, FR, UK, BE, ES, SL, CZ, SK, PL, HR, RO, Serbia and Montenegro) and stakeholders since it addresses social enterprises, which, in different countries, have different forms and work in many different sectors. A specific focus is put on social enterprises providing social services and work integration opportunities for disadvantaged and disabled persons. Another focus concerns those SEs involved in Public–Social Partnerships.

The partnership includes European level organisations (DIESIS, CECOP, ENSIE, ETUC and SEE) both on the workers and employers side. A wide range of national organisations participate in the project either as partners or as members of European umbrella organizations.

The action includes a kick-off meeting, a research phase (analysis and comparison of good practices, policy recommendations), 2 workshops, a main event and a follow-up event.

The outputs are: Final comparative report including analysis of national contexts and case studies, Policy recommendations for EU, national and local institutions and stakeholders and training material on Eu directives and regulations on information and consultation of workers.

Beneficiary organisation/Coordinator	Address	Country
DIESIS COOP	BOULEVARD CHARLEMAGNE 74 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country
CONFEDERATION EUROPEENNE DES COOPERATIVES DE TRAVAIL DES COOPERATIVES SOCIALES ET DES ENTREPRISES SOCIALES ET PARTICIPATIVES AISBL	AVENUE MILCAMPS 105 1030 BRUXELLES	BE - Belgium
EUROPEAN NETWORK OF SOCIAL INTEGRATION ENTERPRISES	RUE BOTANIQUE 75 1210 BRUXELLES	BE - Belgium
SOCIAL ENTERPRISE COALITION CIC	THE FIRE STATION 139 TOOLEY STREET SE1 2HZ LONDON	UK - United Kingdom
Združenje slovenski forum socialnega podjetništva, socialno podjetje / Association slovenian forum for social entrepreneurship, social enterprise	Tkalski prehod 4 2000 Maribor	SI - Slovenia

Action title	EU grant (€)	Application reference
Strengthening Involvement of representatives of employees in consultation and information	160 339.50	VP/2017/008/0055

## Summary of the action

The project "Strengthening Involvement" aims at promoting the exchange of information and good practice aimed at the application of the EU directive 2002/14 and the enhancement of the involvement of representatives of employees in information and consultation processes. The project focuses on the exchange of experience among OBES and FAI CISI on one hand and trade unions from small peripheral countries of Southern Europe, aiming at promoting European legislation and European cooperation of smaller EU countries (Bulgaria, Cyprus, Malta).

The specific objectives of the project are:

1. To study the application of EC/2002/14 in the involved countries (Greece, Italy, Bulgaria, Cyprus, Malta), identify problems and good practices and derive suggestions and recommendations for the more effective use of information and consultation rights.
2. To develop case studies and an online toolkit addressed to representatives of employees.
3. to organize a series of transnational and bilateral workshops, between employees' and employers representatives, with the aim to exchange information and good practices regarding information and consultation legislation and practices in Greece, Italy, Bulgaria, Cyprus and Malta.
4. to organise a final transnational conference in Greece and bring visibility to the EU and national legislation and its application in Greek social dialogue in times of crisis.

The expected results of the project are:

- A national preparatory meeting in Athens
- A transnational workshop in Rome
- Three bilateral workshops between employees and employers representatives from Bulgaria, Cyprus and Malta and representatives from OBES.
- 15 case studies of information and consultation in cases of restructuring, mergers and acquisition, collective redundancies etc. Three from each country.
- An online toolkit in English, Greek, Italian, Bulgarian and Maltese languages.
- A final transnational conference in Athens,
- Project website

Beneficiary organisation/Coordinator	Address	Country
OMOSPONDIA VIOMICHANIKON ERGATOUPA LLILIKON SOMATEION	KANIGOS 31 10682 ATHINA	GR - Greece
Co-Beneficiary organisation	Address	Country
UNION HADDIEMA MAGHQUDIN	ST THOMAS STREET DAR REGGIE MILLER FRN 1123 FLORIANA	MT - Malta
FAI FEDERAZIONE AGRICOLA ALIMENTAREAMBIENTALE INDUSTRIALE	VIA TEVERE 20 00198 ROMA	IT - Italy
DIMOKRATIKI ERGATIKI OMOSBONDIA KIPRU TRADE UNION	VYRONOS 40 1096 LEFKOSIA	CY - Cyprus

Action title	EU grant (€)	Application reference
IMPROVEMENT of Workers' Position by Promotion of Communication Skills and Involvement in a Workplace	195 882.39	VP/2017/008/0056

### Summary of the action

Greater involvement of workers within a workplace is an important component of increased participation of workers in decision making process. European studies point out that the east-south EU countries (Bulgaria and Romania) had particularly low levels of involvement within a workplace. Countries like Poland, Lithuania, Latvia and Slovakia also do not have many positive achievements in this field.

Project is dedicated for both - trade unions and organizations of employers, because without presence and successful communication between those two key players any dialog cannot be possible. Only by raising awareness among employees and employers about the importance of greater involvement workers within a workplace success in this field is possible. Due to mentioned earlier low level of involvement in a workplace – Bulgarian trade unions federation invited to the project partners from Poland, Lithuania, Slovakia, Romania and Latvia.

Planned project activities are as follows: Opening Conference; Involvement Training held by professional trainers; Study visit, Four National Workshops, Online Meeting, Final Conference. Later on, project results will be disseminated not only in partner countries, but across the whole Europe through tools such as project website and Publication of Employee Involvement Methods (both in English).

This call for proposal is an excellent opportunity for joint collaboration among trade unions representatives (CL Podkrepa from Bulgaria, OPZZ from Poland, LPSK from Lithuania, Cartel Alfa from Romania) and organizations of employers (NUE from Slovakia, ZPDS from Poland and RBA from Latvia) to learn from each other and jointly develop new methods of work in Eastern Europe. All stages of project implementation are expected to last 18 months in total.

Beneficiary organisation/Coordinator	Address	Country
CONFEDERATION OF LABOUR PODKREPA SDRUZENIE	UL ANGEL KANCHEV 2 1000 SOFIA	BG - Bulgaria
Co-Beneficiary organisation	Address	Country
REPUBLIKOVA UNIA ZAMESTNAVATEL'OV	DIGITAL PARK III EINSTEINOVA 19 MESTSKA CAST PETRZALKA 851 01 BRATISLAVA	SK - Slovakia
LIETUVOS PROFESINIŲ SAJUNGŲ KONFEDERACIJA	J JASINSKIO 9 1111 VILNIUS	LT - Lithuania
OGÓLNOPOLSKIE POROZUMIENIE ZWIĄZKÓW ZAWODOWYCH	UL. KOPERNIKA 36/40 00 924 WARSZAWA	PL - Poland

Action title	EU grant (€)	Application reference
"EMWP" European metal workers participation: state of play and best practices on the edge.	269 477.00	VP/2017/008/0064

### Summary of the action

There are 373 European Works Councils in the metal sector in Europe but very little information is available as regards their functioning and state of play. A study, based on a short survey of metal trade unions in Europe will help the profiling of 30 EWCs (called EWC CVs) from which 8 will be show cased (case studies).

An analytic study report will be disseminated and submitted to approximately 200 EWC members and trade union officers via 5 seminars and one final conference. Thanks to these meetings, the report will be complemented with recommendations and conclusions to the benefit of the entire sector in Europe.

This project is submitted by 13 applicants and associates from Belgium, Czech Republic, France, Ireland, Romania, Poland, Spain and Sweden and is supported by IndustriAll Europe.

Beneficiary organisation/Coordinator	Address	Country
FEDERATION GENERALE DES MINES ET DE LA METALLURGIE FGMM	AVENUE SIMON BOLIVAR 49 75950 PARIS CEDEX 19	FR - France
Co-Beneficiary organisation	Address	Country
FEDERATION DES CADRES MAITRISE ET TECHNICIENS DE LA METALLURGIE SYNDICAT DE SALAIRES	33 AVENUE DE LA REPUBLIQUE 75011 PARIS	FR - France

Co-Beneficiary organisation	Address	Country
FEDERATION DES TRAVAILLEURS DE LA METALLURGIE CGT	RUE DE PARIS 263 93100 MONTREUIL SOUS BOIS	FR - France

Action title	EU grant (€)	Application reference
COURAGE – Encouraging employee's involvement in undertakings	240 060.39	VP/2017/008/0073

#### Summary of the action

The project is a response to the problem of insufficient employee involvement, consultation and information in undertakings, especially in the transport sector which resulted in many strikes in Italy in 2016 and 2017, which showed problematic and negative impact on social dialogue. This project action aims to find adequate solutions between the concerned parties with co-operation of trade unions and employers' organizations from 5 EU country (Italy, Poland, Spain, Lithuania and Romania) and 1 Candidate country (Macedonia), representing the transport sector who will work together in encouraging employee's involvement in undertakings by familiarizing themselves with EU laws and policies, encourage them to exercise their rights and duties to that regard and to enhance the social dialogue through their mutual cooperation. In the period of 18 months' trade unions and employers' organizations from 6 countries will participate in the common international and national activities on how the different countries deal with the problem of employee in undertakings and exchanging best practices which are successful in one countries and adjusting them to the circumstances of other countries.

Beneficiary organisation/Coordinator	Address	Country
FEDERAZIONE AUTONOMA DEI SINDACATI DEI TRASPORTI	VIA PRENESTINA 170 00176 ROMA	IT - Italy
Co-Beneficiary organisation	Address	Country
OGOLNOPOLSKIE POROZUMIENIE ZWIAZKOW ZAWODOWYCH	UL. KOPERNIKA 36/40 00 924 WARSZAWA	PL - Poland
BUSINESS CONFEDERATION OF MACEDONIA SYNDICAT	UL VASIL GORGOV 11 1000 SKOPJE	mk - macedonia, the former yugoslav republic of

Action title	EU grant (€)	Application reference
(AIR)SPACE for worker participation in the future aeronautical industry	195 040.54	VP/2017/008/0083

#### Summary of the action

previous project "(AIR) Space for communication" which stressed the problems which were not targeted in frames of the action. Encountering the problems with regard to employee involvement in the Airspace industry, project partners decided to join their efforts to address the grave challenges with the aim of guaranteeing stable and sustainable participatory procedures within the sector. The action was created by trade unions and employer's associations from different Member States of the EU in cooperation with the Candidate Countries who are willing to approach the standards of the EU acquis in terms of employee involvement in decision-making process. The objective of the project "(AIR)SPACE for worker participation in the future aeronautical industry" is to ensure the study on existing situation related to allowing employees to participate in work-related decisions as well as to organize awareness rising campaign for both employees and employers related to the workers involvement. We target to analyse problems stressed in fitness check analysis of the directive on collective redundancies and on EU law in the area of Information and Consultation of Workers and create the mechanisms raising social partners' involvement in effective implementation of findings of fitness checks and application of EU law at company level. Furthermore, with this action we would like to reinvent the role of trade unions', EWCs', works councils', representatives of workers in the board of companies' role in the face of changes on labour market caused by digitalization, development of smart production, atypical forms of employment, Brexit and other labour market related challenges. The main aim of the project is to establish firm transnational cooperation which will try to bring positive changes within the Airspace industry long after the project is finished.

Beneficiary organisation/Coordinator	Address	Country
FEDERACJA ZWIAZKOW ZAWODOWYCH METALOWCY	UL. DLUGA 29 00 238 WARSZAWA	PL - Poland

Co-Beneficiary organisation	Address	Country
AUTONOMOUS METALWORKERS UNION OF SERBIA	DECANSKA 14 11000 BEOGRAD	RS - Serbia
SINDIKALNA FEDERATSIQ NA MASHINOSTROITELITE I METALORABOTNITSITE NA KT PODKREPA	DRAGAN TZANKOV BOULEVARD 35 2ND FLOOR OFFICE 202 1125 SOFIA	BG - Bulgaria
CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO LOMBARDIA	VIA PALMANOVA 22 20132 MILANO	IT - Italy

Action title	EU grant (€)	Application reference
Promotion of Youth Workers Involvement and Decision Making in Trade Unions and Undertakings	270 360.11	VP/2017/008/0084

#### Summary of the action

The objective of the project "Promotion of Youth Workers Involvement and Decision Making in Trade Unions and Undertakings" to ensure promotion of active involvement and decision making of young workers in undertakings and trade unions, organization of awareness-rising campaign for young employees related to the workers involvement and decision making, promotion of identification and training of young trade union leaders, as well as promotion of establishment of international cooperation network of young workers.

Main results of the project relate to better understanding of problems and ways of solving thereof regarding involvement of young workers and promotion of improvement of current situation related to young workers involvement and decision making in undertakings and trade unions, promotion of improvement of trade unions capacity by attraction of active work-willing young members and managers and promotion of public awareness on workers involvement in undertakings and trade unions.

Main activities of the project relate to implementation of informative seminars for youth workers/students on involvement issues in partner countries; development of "Young Worker Manual", implementation of awareness-rising campaign on youth workers involvement development of International Training Program for Young Trade Union Leaders and organization of related training.

Beneficiary organisation/Coordinator	Address	Country
LATVIJAS BRIVO ARODBIEDRIBU SAVIENIBA	BRUNINIEKU 29/31 1001 RIGA	LV - Latvia
Co-Beneficiary organisation	Address	Country
FEDERATSIYA STROITELSTVO INDUSTRIYA I VODOSNABDYAVANE - PODKREPA	ANGEL KANCHEV ST 2 1000 SOFIA	BG - Bulgaria
LATVIJAS CELTNIIEKU ARODBIEDRIBA	BRUNINIEKU IELA 29/31 1001 RIGA	LV - Latvia
LATVIJAS MEZA NOSARU ARODU BIEDRIBA	BRUNINIEKU STR 29/31 1001 RIGA	LV - Latvia
The Union of Free Trade Unions of Montenegro	Slobode str. 74/I 81000 Podgorica	ME - Montenegro
SINDIKAT METALACA HRVATSE-INDUSTRIJSKI SINDIKAT	TRG KRALJA PETRA KRESIMIRA IV BR 2 4 KAT 10000 ZAGREB	HR - Croatia
EPITO-FA-ES EPITOANYAGIPARI DOLGOZOK SZAKSZERVEZETEINEK SZOVETSEGE	VAROSLIGETI FASOR 35/A 1071 BUDAPEST	HU - Hungary

Action title	EU grant (€)	Application reference
European Works Councils 4.0 : fostering European social dialogue about digitalisation of transnational companies (EWCs 4.0)	144 285.00	VP/2017/008/0087



Summary of the action		
<p>La digitalisation de l'économie est au coeur d'une nouvelle révolution industrielle d'ores et déjà engagée. A ce titre, ses impacts sur l'organisation des entreprises, l'emploi et les conditions de travail sont devenues en quelques années un sujet majeur pour toutes les parties prenantes intéressées au devenir des emplois et du travail, tant au niveau national qu'europpéen.</p> <p>Reste que l'ampleur des mutations digitales sur l'emploi et le travail demeure incertain ainsi qu'en atteste une profusion de rapports officiels nationaux et internationaux. A ce titre, la nécessité de développer le dialogue social à tous les niveaux sur ces enjeux aujourd'hui majeurs est une préoccupation portée tant par les institutions publiques (communautaires comme nationales) que par les partenaires sociaux (européens et nationaux). Pour autant ce dialogue social demeure émergent et nécessite d'être encouragé.</p> <p>Notre projet vise à aider les Comités d'Entreprise Européens (CEE) de tous secteurs et pays d'origine à pleinement s'affirmer comme des instances de dialogue actives sur ces questions, complémentaires des autres niveaux de dialogue social au sein et au delà de l'entreprise.</p> <p>Le projet consistera à identifier les initiatives d'ores et déjà existantes et témoignant d'une prise en charge spécifique de la digitalisation. Sur cette base, il permettra l'organisation de deux séminaires transnationaux associant à la fois représentants des salariés au sein des CEE et responsables RH en charge de l'animation de ces instances, de tous pays et secteurs. Sur la base de présentations des expériences concrètes identifiées, les séminaires permettront de discuter l'initiation et la conduite d'un dialogue européen d'entreprise sur nos sujets. Ils serviront ainsi de base à la construction d'un guide pratique à destination des délégués salariés au sein de CEE qui sera ensuite présenté, discuté et enrichi au travers d'un séminaire final élargi avant d'être diffusé de manière large</p>		

Beneficiary organisation/Coordinator	Address	Country
ASTREES ASSOCIATION TRAVAIL EMPLOI EUROPE SOCIETE	RUE SAINT NICOLAS 10 75012 PARIS	FR - France
Co-Beneficiary organisation	Address	Country
IRSHARE SARL	LES COMPERES 5 89520 FONTENOY	FR - France

Action title	EU grant (€)	Application reference
Consultations on Innovative Working Conditions for Green Jobs in Undertakings of Energy Sector (GRECO)	268 546.91	VP/2017/008/0094

Summary of the action		
<p>The project will contribute to the greater implementation of the Directives on consultation and information. Following the recommendation of the “fitness check”, our partnership is going to elaborate and propose relevant, effective, coherent and mutually reinforcing of the EU Directives on consultation and information in line with the green employment.</p> <p>This action (18 months) shall promote the employee involvement in greening of job qualifications and workplaces, with the view of supporting the anticipation of change and the prevention and resolution of disputes in the context of corporate changes related to changes in economy.</p> <p>In recent years, trade unions and employers’ organizations have started to recognize information and consultations on environmental demands and issues as an opportunity to create more and better jobs and “green” the workplace. Both workers and employers shall be participating in environmentally policy making.</p> <p>FORMAC SKA will implement the project in partnership with 8 other organisations from Poland, Bulgaria, Serbia, the Czech Republic, Romania, Lithuania, Slovakia and Cyprus. The project will be a progressive approach of cooperation between social partners on issues on consultations related to greening of economy.</p> <p>The project will impact mainly the target groups of employees and employers from energy and related industrial sectors – construction, automotive industry, metal sector, transport and related. An important dimension of workplace innovation is the extent to which employees are able to become involved in introducing changes into business. This might include having a say in changes that affect them and their working conditions.</p> <p>Amongst main outputs are following: delivered 3 SCM, collected examples of good practices, form 9 countries, 6 discussion fora, 3 case consultation meetings, one closing event for 50 persons, one online platform, one campaign, one guide and one instruction video in completion of the guide.</p>		

Beneficiary organisation/Coordinator	Address	Country
FORMAC SPOLKA Z OGRANICZONA ODPOWIEDZIALNOSCIA SKA	UL. MIKOLAJA KOPERNIKA 36/40 00-924 WARSZAWA	PL - Poland
Co-Beneficiary organisation	Address	Country

Co-Beneficiary organisation	Address	Country
MIĘDZYZAKŁADOWY ZWIĄZEK ZAWODOWY ENERGETYKÓW TAURON POLSKA ENERGIA S A MZSE T PE S.A. /Trade Union of Energy Workers of TAURON POLSKA ENERGIA S A MZSE T PE S.A.	27 Dajwór St 30960 Cracow	PL - Poland
SVAZ PODNIKATELU VE STAVEBNICTVI V CESKE REPUBLICE	NARODNI 138/10 110 00 PRAHA	CZ - Czech Republic
SAMOSTALNI SINDIKAT RADNIKA ENERGETIKE SRBIJE	NIKOLA PASIC SQUARE 5/7 11000 BEOGRAD	RS - Serbia
INSTITOUTO ERGASIAS KYPROU PAGKYPRIAS ERGATIKIS OMOSPONDIAS IDRYMA	SIMONODOU 14 1045 LEFKOSIA	CY - Cyprus
SDRUZENIE BULGARSKA TAROVSKO-PROMISHLENA PALATA	UL. ISKAR 9 1058 SOFIA	BG - Bulgaria

Action title	EU grant (€)	Application reference
Standing for the future: Promoting board level employee representation as early information and consultation mechanism and joint framework for decision making process in the sector of agriculture and food processing	165 274.30	VP/2017/008/0095

#### Summary of the action

Workers in farming and food industries are among those who have the lowest pay, the harshest working conditions and the weak trade union rights. Moreover, present agricultural production methods frequently reinforce inequities and produce unacceptable risks in terms of food safety and burdens on environment and animal welfare. Agriculture is one of the sectors with the highest risk of accidents, due to the growing use of machinery and of pesticides and other agrochemical products, as a consequence by a lack of information, consultation and training. The project we are proposing is a joint effort and joint proposal of trade union representatives and employers' representatives from food and agriculture sector who are keen to promote better standards for workers in the sector by complying with EU relevant directives, securing their proper implementation likewise exploring and initiating new possibilities of information and consultation, basically through board-level representation. Our project seeks to gather partners from Poland, Spain, Italy, Romania, Bulgaria and Serbia to explore legal and practical possibilities of board level representation in their countries/companies and to obtain competencies and undertake initiatives as a result of transnational exchange and support of partners from other countries. The action should result in better negotiated terms and conditions of employee involvement. In addition, our partners are coming from the countries where legal bases for board level participation of employees doesn't exist or is limited to state companies thus we are seeking to improve framework and practice in this regards by mutual work of workers and employers from food and agriculture sector.

Beneficiary organisation/Coordinator	Address	Country
OGOLNOPOLSKIE POROZUMIENIE ZWIAZKOW ZAWODOWYCH	UL. KOPERNIKA 36/40 00 924 WARSZAWA	PL - Poland
Co-Beneficiary organisation	Address	Country
SDRUZENIE FEDERACIJA NA NEZAVISIMITE SINDIKATI OT ZEMEDELIIETO	VLADAISKA STREET 29 1606 SOFIA	BG - Bulgaria