



## GRANTS AWARDED AS A RESULT OF THE CALL FOR PROPOSALS VP/2020/008

### 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
POWER. Multinational companies: improving workers' expertise on financial and non-financial information to foster their rights	301 983.88	VP/2020/008/0003

#### Summary of the action

The project POWER intends to develop "employees' involvement in undertakings[...] by raising awareness and contributing to the application of EU law and policies in this area," as according to the priorities listed in the Call for Proposals VP/2020/008/0003. To help workers' representatives in influencing the company decisions, this project has been designed with particular reference to EWC Directive 2009/38/EC and Directive 2002/14/EC establishing a general framework for information and consultation employees' rights in the European Union, Directive 2013/34/EU on annual financial statements, consolidated financial statements and sustainability reports, Directive 2014/95/EU as regards disclosure of non-financial and diversity information by certain large undertakings and groups and the new Directive 2016/943/EU on undisclosed trade secrets and its effects on confidentiality. Workers' rights to information and consultation, both at national and transnational level, are essential to help them to react to the challenges they experience when multinationals restructure or reorganise companies, technological production changes or move towards digitalisation/automation/artificial intelligence and new forms of work. These rights ensure that workers and their representatives are directly involved in company decisions before they are taken. As such, trade unions and workers' representatives, also at company level, need to be equipped with the knowledge and skills to understand and anticipate upcoming changes and maintain an ongoing dialogue with management. European legislation states that workers must be sufficiently informed and consulted upstream of the process. The project therefore affirms that information and consultation rights for workers need to be enforced at all levels. It will analyse in detail the reasons for the non-application of these rights, by investigating the critical elements and presenting appropriate solutions to strengthen the role of social partners.

Beneficiary organisation/Coordinator	Address	Country
SINDNOVA - ASSOCIAZIONE PER LO STUDIO DELLE INNOVAZIONI E DELLE TRASFORMAZIONI PRODUTTIVE E DEL LAVORO	VIA TAGLIAMENTO 9 00198 ROMA	IT - Italy

Action title	EU grant (€)	Application reference
Just transition: supporting trade unions in taking steps towards a sustainable future at company/sectoral level through social dialogue	298 346.92	VP/2020/008/0004

#### Summary of the action

The main goal of this project is to supply knowledge, tools and working methods to local-level and/or company-level trade unionists in order to help them take steps towards a just transition to a carbon neutral and circular future for their production plants or production areas.

The recovery after the Covid-19 pandemic will require a complex and monumental effort. There will be forces that will push towards deregulation and a swift return to business as usual, which could damage workers' rights and the long term viability of their employment. It is therefore vital that a just transition in line with the European Green Deal is at the heart of this recovery. This project aims to help trade unionists seize the opportunities this potential but important recovery could bring to promote a sustainable future with high employment levels, by formulating and supporting proposals in line with the philosophy of just transition.

There is a need for greater awareness among workers and their representatives to give them the ability to propose and stimulate proactive management of the future in the companies or production areas where they work and act. To this end, the project partner will identify 3-4 figures in their organisation in order to train them as just-transition counsellors. These experts should become a sort of "coach" for trade unionists, in order to provide them the know-how and methodologies to generate, through social dialogue, concrete actions towards a just transition both in their company and in a wider area, e.g. the industrial sector or the production area or district where they act.

The counsellors will support trade unionists in all aspects, in close collaboration with the sectoral federations, taking into account their actual knowledge needs, both from a technical point of view and by suggesting specific methodologies. This support will continue after the end of the project, creating an helpdesk at a central level.

Beneficiary organisation/Coordinator	Address	Country
CONFEDERAZIONE ITALIANA SINDICATI LAVORATORI CISL ASSOCIAZIONE	VIA PO 21 00198 ROMA	IT - Italy

Action title	EU grant (€)	Application reference
Let's get green! Social partners' joint action to enhance worker involvement in company-level implementation of the European Green Deal.	303 161.93	VP/2020/008/0006

#### Summary of the action

Project provides a full project cycle: preparatory, implementation, dissemination follow-up and reporting activities. It is promoted by consortium consisted of representatives of workers and employers from old EU MS: FR, ES, PT, new EU MS: PL, HR, the candidate country (RS), the experienced research centre (IPA) and the EU-level social partner: IndustriALL Europe. The project is the social partners' response to the importance of minimizing the negative impact of the industry on the environment and the necessity to implement the EGD in socially responsible manner that will not leave anyone behind. The main objective of the project: developed employee involvement in undertakings representing metal sector across the EU and Candidate Countries achieved through raised awareness and improved capacity of workers' representatives to exercise their rights to information, consultation and participation in the context of company-level implementation of the European Green Deal until completion of the project. Duration: 24 months. Work-packages:

WP 0: Project management

WP 1: Development of the e-learning course: The worker involvement in the context of implementation of the EGD in metal industries.

WP 2: Development of the guidance document "The European Green Deal—the perspective of metal sector".

WP 3: The European Green Deal Advisers Network

WP 4: Awareness-raising and informative activities

The key results:

-improved possibilities for the social partners to exercise their rights and duties as regards employee involvement

-strengthened cooperation among social partners and other actors in respect to Union law on employee involvement in terms of implementation of the EGD and anticipation and management of related changes in metal sector undertakings

-findings of the Fitness check on EU acts in the area of Information and Consultation of Workers followed up

-strengthened transnational cooperation between workers' and employers' representatives in the context of implementation of the EGD in metal sector

Beneficiary organisation/Coordinator	Address	Country
FEDERACJA ZWIĄZKÓW ZAWODOWYCH METALOWCÓW I HUTNIKÓW W POLSCE	UL. DLUGA 29 00 238 WARSZAWA	PL - Poland

Action title	EU grant (€)	Application reference
STIC II - Strategies for targeted information and consultation in European Works Councils	216 356.90	VP/2020/008/0007

#### Summary of the action

The rights laid down in directive 2009/38/EC foresee the involvement of workers representatives in decision-making processes of European-scale multinational companies (MNC), which affect workers across borders. The performance of the workers' representatives in information and consultation (I&C) procedures depends on a number of factors: The quality of the transposition of the directive into national law, the content of the negotiated EWC agreement, and the willingness of management to enter into meaningful I&C. Furthermore, workers' representatives need to have high quality tools and support at their disposal.

The EFBWW supports workers' representatives in EWCs from the building, building materials, and woodworking sectors with expertise and training through a network of EWC coordinators. With the ongoing project "Strategies for targeted information and consultation for EWCs (STIC)" (VS/2019/0047) the EFBWW is developing a set of guides on four I&C topics: Health and safety, demographic change, skills and qualifications, and subcontracting. The guides provide strategic approaches for EWCs and are complemented by sector-specific training sessions.

The new project "STIC II" draws on the experience from the ongoing STIC project. The aim is to develop two guides for EWC members from the construction, construction materials and wood sectors, and to provide training regarding:

- "Digitalisation processes in MNCs and strategies for EWCs" and
- "Climate neutrality related processes in MNCs and strategies for EWCs".

Challenges related to climate change and digitalisation are top priorities for the EFBWW sectors. They involve substantial changes in MNC organisation, working methods and production processes, including restructuring. It is of highest importance for workers' representatives in EWCs to have the right tools and training at their disposal and to be properly informed and consulted about crucial company decisions that affect the workforce transnationally.

Beneficiary organisation/Coordinator	Address	Country
EUROPESE FEDERATIE VOOR BOUW- EN HOUTARBEIDERS FV	RUE ROYALE 45 BOX 1 1000 BRUXELLES	BE - Belgium

Action title	EU grant (€)	Application reference
Enhancing Energy Sector Workers' Consultation Capacity for Transition	203 957.57	VP/2020/008/0009

### Summary of the action

The project main concern is that rapid restructuring in the energy sector contributes to decreasing of the employees' involvement in decision-making and constrains the workers' rights to information, consultation and participation. The European Commission's newly announced strategic objectives (under the Green Deal) further accelerates the energy sector's restructuring. This situation creates vulnerable environment for conflicts between employees and employers during transition. In order to address the problem the action aims at ensuring effective consultation during the restructuring and avoid disputes between employees and employers in energy sector undertakings. Hence, the main focus is to provide the effective consultation mechanisms. When the consultation and participation are implemented, stakeholders are prepared to respectively adapt to the changing labour market. This project will use the findings gained through the applicants and co-applicants' previous projects. It gives an opportunity to eradicate the shortcomings and maintain achieved results in terms of workers' rights to information, consultation and participation. The project aim is to be realised through the activity cluster including face-to-face discussions, a model of the conflict resolution between employees and employers and a conference on the improving the consultation mechanisms in the energy sector undertakings. These events reflect the current restructuring problems caused by (among others) the energy sector transition. The activities are coupled with the experts' practical handbook for employees and employers' dispute settlement and effective consultation mechanisms. Visibility materials merged with constantly updating communication platforms (online and offline) will widen the project followers and attract the wide target groups in the participant countries.

Beneficiary organisation/Coordinator	Address	Country
NIEZALEZNY ZWIAZEK ZAWODOWY GORNIKOW KOPALNI WEGLA BRUNATNEGO TUROW	UL. GORNIKOW TUROWA 1 59-916 BOGATYNIA	PL - Poland

Action title	EU grant (€)	Application reference
Information and consultation - New challenges plus (New Challenges+)	285 671.70	VP/2020/008/0021

### Summary of the action

The outburst of covid-19 pandemic in 2020 acted as a catalyst and it had critical influence in speeding up the process of adopting new forms of employment and work organisation or measures such as lay-offs and short term working. The lockdown, the restrictions in travelling and the social distancing measures formed new realities.

In this context, the project New Challenges+ comes to open the discussion between social partners about how to face new challenges in information and consultation related with the covid-19 pandemic. Final aim is empowering and capacity building of employees' representatives to face better these challenges. Capitalising on the previous work and partnerships, the project aims to meet the need of trade unionists, work councils' and EWCs' members to learn more and better how to move in praxis to cope with these challenges for information and consultation procedures in their companies. This will be attained through exchanging experiences, working together in workshops both physical and virtual ones producing ideas, taking into account input and feedback from representatives of employers' organisations so as to reflect on possible answers and responses to these challenges.

The main expected results of the project are:

- Four workshops including a transnational workshop in Rome, two bilateral workshops in Berlin and Madrid and a national workshop in Kastoria, with the participation of employees' and employers' representatives from participating countries.
- Four webinars aiming at raising awareness on the impact of Covid-19 on information and consultation and supporting workers involvement.
- A guide for workers, titled "Information and Consultation in Covid-19 times", focusing on the organisational and digital adaptation of information and consultation processes, including practical tips and instructions.
- Enrichment of the online repository with further resources.
- A final transnational conference in Athens.

Beneficiary organisation/Coordinator	Address	Country
OMOSPONDIA VIOMICCHANIKON ERGATOUPA LLILIKON SOMATEION	KANIGOS 31 10682 ATHINA	GR - Greece

Action title	EU grant (€)	Application reference
Effective tackling of the economic crisis and the role of workers and social partners in public sector	328 820.84	VP/2020/008/0026

## Summary of the action

The action is in line with the call VP/2020/008 and with its objectives will increase workers participation and enable the social partners and the social actors at company level to familiarize themselves with EU law and policies in the area of employee involvement, to exercise their rights and their duties to this regard and to work together towards the definition and implementation of concrete responses to the challenges posed to workers' involvement. The project targets the workers, companies, employers and social partners of public service sector. Main target groups: leaders of sectorial unions and employers' organizations representing public service sector, representatives of bodies representing workers at company level (works councils, European Works Councils, representatives of workers in company boards etc.), representatives of employers, workers and unions of the public sector

Geographical scope:

Old EU Member States: Italy, Spain

New EU Member States: Poland, Lithuania, Bulgaria

Candidate Countries: Serbia

Key results:

-available data report on " Drivers for economic and social resilience, competitiveness, stability, inclusive growth and development in case of crisis"

-available action plan for reinforcement of the role of workers and social partners in effective tackling of the economic crisis

-supported cooperation thorough Advisory Conference and Advisors on digitalization skills of workers in public sector, restructuring, outsourcing, digitalisation and new forms of work

-available curricula for capacity building on "PROMOTING AND REINFORCING digital economy skills for workers in public sector"

-Establishment of Dialogue Facility and for enhancing knowledge and providing support among workers and employers, advisory support during crisis, as well as mitigation measures of the current COVID 19

-enhanced knowledge of 20 workers

-web site of the project

-enhanced participation of workers through 3 transnational events

-available education resources

Beneficiary organisation/Coordinator	Address	Country
COALICION SINDICAL INDEPENDIENTE DETRABAJADORES DE MADRID	CALLE SAGASTA 18 - 1A 28004 MADRID	ES - Spain

Action title	EU grant (€)	Application reference
REINVENT the employee involvement – shaping the EWCs of the future.	304 654.56	VP/2020/008/0028

### Summary of the action

Project provides a full project cycle: preparatory, implementation, dissemination follow-up and reporting activities. It is promoted by consortium consisted of representatives of workers and employers from old EU MS: IT, ES, DE, new EU MS: PL, RO, and the candidate country (RS). The project is social partners' response to shortcomings in existing EWC practices and the key challenges that need to be faced by the workers' representatives. The main objective: developed employee involvement in MNCs representing commerce and service sector across the EU through raised awareness and improved capacity of workers' and employers' representatives leading to improved effectiveness of work of existing EWCs and establishment of new EWCs until completion of the project. Duration: 24 months. Work-packages:

WP 0: Project management

WP 1: Capacity building

WP 2: The follow-up strategic document

WP 3: Awareness-raising and informative activities

The project targets the representatives of workers and employers of MNCs representing commerce and service sector:

- EWC practitioners - representatives of workers and management from MNCs where EWCs are operating, the representatives of trade unions responsible for EWC policies and practice

- members of special negotiating bodies, company-level social partners and representatives of management that can trigger the processes of setting up the EWC

The key results:

- sector-specific benchmark defining the well-functioning and effective EWC

- online course addressing the identified shortcomings in existing EWC practice

- strategic document "EWCs of the future - the effective and innovative employee involvement in commerce and service sector"

- strengthened cooperation among social partners in respect to EU law on employee involvement

- improved possibilities for the social partners to exercise their rights and duties as regards employee involvement

- findings of the "Fitness check" on EU acts in the area of Information and Consultation of Workers followed up

Beneficiary organisation/Coordinator	Address	Country
FEDERACJA PRZEDSIĘBIORCÓW POLSKICH	UL. SMIALA 26 01-524 WARSZAWA	PL - Poland

Action title	EU grant (€)	Application reference
Strengthening workers' involvement in the Packaging and Tissue sectors in the context of the Covid crisis	303 590.00	VP/2020/008/0029

### Summary of the action

The Project aims to support workers' involvement in the Packaging and Tissue sectors, in a scenario where important changes are expected as a result of the Covid crisis. This project will also support the establishment of 5 EWCs in target companies in both sectors. Finally, the challenges and opportunities for these sectors arising from the Green Deal strategy will be analysed and workers' participation will be promoted as a tool for its implementation.

To achieve these objectives, the project will start with a study phase to analyse the different market segments, the key players in Europe and the competition situations. This study phase will also analyse the structural trends of the sectors and the impact of the Covid crisis, as well as the implementation of the Green Deal strategy. This study phase will provide valuable information to workers' representatives to anticipate change.

The project will include two sectoral seminars and one joint seminar aimed to set-up/reinforce sectoral and company trade union networks and to share good practices. The results of the different study phases will be presented to discuss the strategies to be implemented in the work plans of the trade union networks and transnational information and consultation bodies. These seminars will be complemented by 2 global webinars that will allow workers' representatives to know first-hand the global dimension of their companies and how the Covid crisis has been addressed in other regions.

The project will support the set-up of 5 new EWCs, whose SNBs will have just started operating by the start of the project (except for the case of Sofidel whose EWC has been established by court order). This task will be addressed at an early stage to facilitate the participation of these companies in the other phases. Two rounds of webinars will be held to analyse the situation of the negotiations and to support the establishment of well-functioning bodies.

See annex H.3 for full description and background

Beneficiary organisation/Coordinator	Address	Country
UNI-EUROPA ASSOCIATION	RUE JOSEPH II 40 1000 BRUXELLES	BE - Belgium

Action title	EU grant (€)	Application reference
Platform Reps: Strengthening workers' representation for a fair platform work	397 073.00	VP/2020/008/0030

#### Summary of the action

This project aims at improving the working conditions of workers in digital labour platforms by enhancing social dialogue between platform operators and workers, and strengthening workers' representation in these companies. This aim will be pursued through a series of specific objectives:

- Convening four cluster seminars to gather expertise from the field, promote an exchange of best practices and support trade union action in favour of a stronger workplace representation of non-standard and platform workers.
- Promoting access of non-standard workers to fundamental labour rights, to social protection and to occupational safety and health legislation.
- Allowing the trade union movement to contribute to the legislative initiative on protecting non-standard workers, with specific attention to platform workers.
- Establishing a European dialogue with the digital labour platforms operating at transnational level, thus taking the baton of the initiative "Starting a European Dialogue on the platform economy", which took place in Brussels in January 2018.

To achieve these objectives, the project foresees regular meetings of its Steering Committee, four cluster seminars, a final conference and Brussels-based book launch event. Four cluster reports will feed the debate during cluster seminars and will be updated with the main outcomes from these meetings. During the four cluster seminars, a set of key messages will be identified, to be conveyed and shared through short videos. Ahead of the final Conference, the four cluster reports will be integrated in a final report, and its key policy recommendations will be reworked in a leaflet to be shared through different channels. Throughout the duration of the project, the website Digital Platform Observatory, launched with a previous action, will be updated and nourished with new information. These activities will contribute to better defending and protecting the labour rights of workers in the platform economy.

Beneficiary organisation/Coordinator	Address	Country
CONFEDERATION EUROPEENNE DES SYNDICATS ADF	BOULEVARD DU ROI ALBERT II 5 1210 BRUXELLES	BE - Belgium

Action title	EU grant (€)	Application reference
Facilitating Workers' Participation in Heavy Industries	315 450.68	VP/2020/008/0033

#### Summary of the action

Subcontracted and outsourced workers are among the most underrepresented groups of workers in the European heavy industries. They have difficulty unionizing and making their voices heard by engaging in the decision-making at company level. Notably, subcontracting and outsourcing is an increasingly popular pattern of employment in European heavy industries that insulates the beneficiary of their labor from direct legal obligations to the workers' wages and working conditions.

Subcontracted workers have several challenges and disadvantages in comparison with the traditional employment types: lower bargaining power - due to being non-unionized. This types of workers have less stable contract as the lead company can easily terminate the contract with the non-unionized contractor (while collective bargaining is an option for traditional workers). Besides, subcontracted workers are excluded from existing bargaining unit. The above-mentioned problems, faced by subcontracted and outsourced workers in European heavy industries, reduce their bargaining power vis-à-vis the lead company.

The project aims at preparing the subcontracted and outsourced workers from European heavy industries to use the information, consultation and participation rights and get involved in decision-making at company level. The project seeks to ensure workers participation to establish more representation, stable working contracts and conditions, influence on shaping more tailor-made laws and policies by guaranteeing better application of EU law (set of Directives) on employee participation.

The action includes full project cycle and features the following activities: Kick-off Meeting, research, and analysis phase, two Experts' Working Sessions, International Training and Closing Conference.

The implementation is divided into four Work Packages and proposal is promoted by organisation from 6 EU MSs (PL, BG, LT, ES, SK, RO) and 2 Candidate Countries (RS, NM).

Beneficiary organisation/Coordinator	Address	Country
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Beneficiary organisation/Coordinator	Address	Country
MIEDZYZAKLADOWY ZWIAZEK ZAWODOWY PRACOWNIKOW ARCELORMITTAL DABROWA GORNICZA	AL. JOZEFA PILSUDSKIEGO 92 41 308 DABROWA GORNICZA	PL - Poland

Action title	EU grant (€)	Application reference
Supporting Workers' Involvement in Addressing the Impact of the Coronavirus Crisis	278 517.95	VP/2020/008/0035

#### Summary of the action

The novel Coronavirus has posed an enormous challenge to the extractive industries which in many European countries has been severely affected. The extractive industries have suffered a significant economic damage due to the fall in production and subsequent economic problems and are in need of restructuring to respond the challenges posed by COVID-19 and its impact. The economic toll of the Coronavirus resulted in many challenges for extractive industries' workers. The main challenges in this regard will be short term working and already prevalent lay-offs which require workers and workers' representatives' active involvement in order to realize the right to information, consultation and participation.

Without workers participation in designing and implementing the measures to address this challenge the labour force will suffer. The project will collect transnational best practice and devise the methods to smoothly overcome the Coronavirus crisis. This project, to this end, aims at realizing workers' right and making them more familiar with the relevant EU laws on employee participation. The project will help social partners voice their needs and challenges to support the socially responsible transformation of the economic model of the extractive industries which does not leave behind the interest of workers and employers. The project will take into account the priorities of the EU's recovery plan "Europe's moment: Repair and Prepare for the Next Generation".

Project provides a full project cycle including preparatory, implementation, dissemination follow-up and reporting activities. It is promoted by consortium consisted of representatives of workers, employers and think-tanks, universities from old EU Member States: Spain, Greece, new EU MSs: Bulgaria, Romania, Poland and candidate countries Serbia, North Macedonia. The main target groups are employees and employers from extractive industries, trade unions, social partners, EU-level decision-makers.

Beneficiary organisation/Coordinator	Address	Country
FEDERATION OF INDEPENDENT MINERS TRADE UNIONS SDRUZHENIE	UL VRANYA 32 1233 SOFIA	BG - Bulgaria

Action title	EU grant (€)	Application reference
Trade Unions' Transition- Enhancing Participation in Time of Crisis (TUTEPToC)	301 188.79	VP/2020/008/0046

#### Summary of the action

Novel COVID -19 pandemic dramatically changed the situation on the labour market. The results turned out more severe in Italy than in any other European member states. Public sector workers, especially the aviation sector (pilots, air traffic controller etc.) are harshly damaged by the pandemic. As a free movement of people is still constrained by the pandemic the companies suffer from restructuring. This situation negatively affects the realization of the workers' rights to information, consultation and participation. Public sector workers face the decisions taken by their companies without making employees involved in those decision-making process. How the crisis caused by the COVID-19 influences on the workers' rights to information, cooperation and participation require immediate observations and certain response. In order to tackle these issues, this project aims to support trade unions and employees to get involved in undertakings to address the crisis caused by the pandemic. The achieving of these goals strongly depends on organised labour in the EU, employees need to be ready for this kind of changes. Increased engagement and consultation with employers will have a positive effect on restructuring during the crisis. The project includes the preparation, implementation, follow-up and dissemination phases. The activity clusters are based on an integrated approach and focused on value-added outcomes/outputs. The number of face-to-face discussions, experience sharing activities coupled with the analysis implemented by the experts will bring sustainable project outcome, which will be maintained by the strong follow-up and dissemination activities. The consortium involves representatives of employees and employers, also non-governmental organisation/think tank that ensures the diversity in discussions and position papers. The final outcomes strongly benefit the whole public sector employees with a specific focus on aviation.

Beneficiary organisation/Coordinator	Address	Country
FEDERAZIONE AUTONOMA DEI SINDACATI DEI TRASPORTI	VIA PRENESTINA 170 00176 ROMA	IT - Italy

Action title	EU grant (€)	Application reference
Put the pedal to the metal! Agile response to COVID-19 crisis in EU metal industry.	282 888.55	VP/2020/008/0053

#### Summary of the action

As COVID-19 swept through the world, it's caused malaise, loss of lives (est. 649 mln) and severe disruption to global economy. 1/3 European employees are vulnerable to change in working conditions, with millions facing redundancies. This triggers vicious circle: unemployment dampens consumer spending, which sends the market into economic freefall.

Industry's been hit particularly hard due to mill shutdowns caused by isolated outbreaks or government-mandated lockdowns, limiting their capacity to operate, interrupting supply chains, causing major liquidity issues and affecting delivery.

The proposed action is focused on metal sector - a backbone of European industry as a base for other sectors incl. construction, mechanical, automotive, engineering and more. With its underlying issues at the start of pandemic, it's desperately fighting off recession.

While in a visible need of in-depth change to secure global leadership, Europ. metal sector is facing a challenging time in ensuring a socially responsible management of the impact caused by the pandemic. Any move that involves the workforce can have harsh long-term consequences on the undertaking and market at large.

In times where decisions are often dictated by immediate cost cutting, companies do not realise the full potential of the inform., consultation and particip. mechanisms that can work for a sustainable future of the company and its staff.

The proposed action assumes a two-pronged solution approach:

1. Education about information, consultation and participation mechanisms in companies, with focus on multinationals;
2. Promotion of stakeholder collaboration to find agile solutions to the crisis with underpinning role of company-level social dialogue in planning and implementing solutions.

This will be realised by transnational worker-employer rep. network thru hybrid action plan involving workshops, study, formulation of framework of measures and dissemination.

Full description in a separate annex.

Beneficiary organisation/Coordinator	Address	Country
SINDIKALNA FEDERATSIQ NA MASHINOSTROITELITE I METALORABOTNITSITE NA KT PODKREPA	DRAGAN TZANKOV BOULEVARD 35 2ND FLOOR OFFICE 202 1125 SOFIA	BG - Bulgaria

Action title	EU grant (€)	Application reference
WIN - Be informed, take active participation and prevent conflicts while decision making in companies	246 172.08	VP/2020/008/0055

## Summary of the action

This project is a common initiative of trade unions and employers' organizations coming from Poland, Spain, Romania, North of Macedonia, Malta, Bulgaria, Estonia and Serbia, aimed to promote transnational cooperation between social partners in supporting workers' involvement in the management of change, prevention and resolution of disputes while restructuring companies in oil sector. The situation of exclusion the representatives of undertakings in oil and energy sector in the consultations, neither asking them for active participation in decision making process within their companies- is very often and not welcomed position. Especially in the period of restructuring in undertakings – it bring to confrontations and unlikely scenarios. Therefore, by this action we would like to increase awareness about the importance of involving employees and encouraging their participation in the crucial decision making processes during the restructuring in the enterprises.

This project action is joined by 8 partners representing trade unions and employers' organizations, coming from 8 EU and candidate member states (Poland, Serbia, North of Macedonia, Bulgaria, Romania, Estonia, Malta and Spain).

In a period of 22 months we have envisaged 5 joint international meetings throughout the undertakings will be provided with knowledge and skills on the set of EU law and Directives on employee involvement, as well as how to strengthen social dialogue and take active participation in negotiations and establishing cooperative mechanisms for conflicts prevention while decision making in their companies. Special accent will be put on transponing those skills and knowledge to national level.

That is how we are planning to rich as much as possible beneficiaries as a target group.

Some of the partners for the first time will have joint cooperation among each other. Hence, we deeply hope that this project will also result will long-term and fruitful further cooperation among the partners.

Beneficiary organisation/Coordinator	Address	Country
OGOLNOPOLSKI ZWIAZEK ZAWODOWY GORNICTWA NAFTOWEGO I GAZOWNICTWA	UL. WROCLAWSKA 2 58 309 WALBRZYCH	PL - Poland

Action title	EU grant (€)	Application reference
'Coal-ition for a just transition': active involvement of mining sector in the EGD.	200 878.64	VP/2020/008/0063

## Summary of the action

Reaching carbon neutrality by 2050 is flagship EU commitment,highlighted in the European Green Deal,while decarbonising the energy sector is posed as one of its main goals.With app.30% of CO2 emissions (2018 data) coming from coal energy production,that is a fair call to make.

Moving forward,EU coal mine operations will be gradually shut, in accordance with decommissioning rates and operating projections of power plants based on coal,with 2/3 of the latter to retire in the next decade.EU States have been reassured that the transition into a low-carbon economy would be a joint, fair process with 'no one left behind'.

While the sector employs close to 550,000 people across 31 EU regions,80,000 job loss is est. by 2025 (JRC report).Anticipating their vital job market and long tradition disappear,local populations specialised in coal mining are in a difficult position, with many displaying resistance to change.Some of most affected regions in Europe are found in BG, PL, RO and ES.

For the transition to be described as just, it is paramount to involve those regions early on, and such an opportunity is created by the present action.It is seen as a platform of cooperation and dialogue between representatives of employees and companies from the coal sector to develop and promote viable mechanisms to pave a solid path out and jointly redefine their future.

Throughout a series of activities and events, participants representing the core mining regions in Europe,will deep dive into the transition scenario and gain a thorough understanding of the legal and financial instruments, mechanisms of change management,and learn from case studies of past industrial restructuring.

Since no region is the same, involvement of a mixed group of European stakeholders will be a chance to add valuable insights from each side and define their roles on various structural levels.Special focus will be put on workers' participation in the governance of EGD.

See annexed 'Description of action'

Beneficiary organisation/Coordinator	Address	Country
FEDERATION OF INDEPENDENT MINERS TRADE UNIONS SDRUZHENIE	UL VRANYA 32 1233 SOFIA	BG - Bulgaria

Action title	EU grant (€)	Application reference
DIGIMETAL: Strategic employee involvement in digital transformation of manufacturing companies	334 850.27	VP/2020/008/0064

#### Summary of the action

Metals industry has made continued investments in process control and optimisation, however it has been slow in adopting new digital technologies. However, over the last few years, innovations in analytics, mobile solutions and automation have found their way in the industry. As Industry 4.0 will inevitably be incorporated in metal manufacturing on medium and long term run, trade unions must be prepared for the possible impact on employment, working conditions and workers' rights and work towards a just transition that is fair and equitable. Under these circumstances, overall objective of DIGIMETAL is to strengthen information, consultation and employee participation to better understand, anticipate and manage, in particular an inclusive and fair digital transformation of manufacturing companies.

DIGIMETAL will study how manufacturing workforces in manufacturing companies are adapting to Industry 4.0, will secure sustainable forms of capacity building of trade unions and employer organization on aspects of notion of digitalisation and its multidimensional impacts, and finally provide cooperation and networking framework at all levels which should result in mutual cooperation agreements which will represent step toward engagement of trade unions in decision making upon fair transition.

The action we are proposing on behalf of trade unions from Poland, Lithuania, Portugal, Italy, North Macedonia, Croatia, Bulgaria, Slovakia and Romania representing thousand workers in manufacturing industry including EWC members and employer organizations from Bulgaria, Slovakia, Montenegro and Romania representing manufacturing enterprises with expert support from training centre of employer association of the Saxony should result in overall contribution to balanced approach to digitalisation, addressing respect of social justice, quality jobs and employee involvement.

Beneficiary organisation/Coordinator	Address	Country
MIEDZYZAKLADOWY SAMORZADNY NIEZALEZNY ZWIAZEK ZAWODOWY PRACOWNIKOW CMC POLAND SP ZOO I SPOLEK	UL PILSUDSKIEGO 82 42 400 ZAWIERCIE	PL - Poland

Action title	EU grant (€)	Application reference
The Future is NOW	319 944.14	VP/2020/008/0065

#### Summary of the action

The European Commission has recently set out a European initiative on AI (Artificial Intelligence) which focuses on boosting the EU's technological and industrial capacity, developing an innovation ecosystem, ensuring the establishment of an appropriate legal and ethical framework, and preparing for socio-economic changes. Though in its early stages, AI has already had a substantial impact on the metal sector, and further innovations are expected. The metal industry needs to pay close attention to the future range of AI growth and how it will enable them to overcome present challenges and open doors to a limitless future. As trade unions organizations and trade union-related institutes, we are very aware of the need to equip actors with the appropriate knowledge and skills to play a strong role during the process of employee involvement at the company level. Training of all these members is a key issue to make social partners more competent and fruitful. Within this project, we will aim to educate, familiarize and prepare trade unions', workers' representatives and employers' representatives from the EU member states and candidate countries for those challenges and highlight the opportunities of the AI that has a potential to empower people and machines to work together in new ways - the human/machine alliances and collaboration where each enhances and augments the capabilities of the other. In the daily operation of a company, AI can be used in a multitude of tasks, ranging from managing data, performing functions like internal finance and accounting, automating tasks, managing production and supply chain. The project will also introduce the upcoming regulatory and non-regulatory framework for governing AI and other new and emerging technologies, as AI systems can impact workers in many different ways but this should not negatively affect workers' fundamental rights and conditions.

Beneficiary organisation/Coordinator	Address	Country
SINDIKAT METALACA HRVATSE-INDUSTRIJSKI SINDIKAT	TRG KRALJA PETRA KRESIMIRA IV BR 2 4 KAT 10000 ZAGREB	HR - Croatia

Action title	EU grant (€)	Application reference
Employee involvement in decision-making in times of crisis as a key to the effective organization of the company's work.	239 650.86	VP/2020/008/0066

#### Summary of the action

The covid-19 pandemic proved to be very difficult for all sectors of the EU economy, not only for financial and economic reasons. The main goal of the project is to increase the involvement and participation of employees of the trade and services sector in EU countries in the processes of managing changes in their workplaces, especially those related to the adaptation of companies' activities to the requirements of functioning during and after the covid-19 pandemic, by providing them with knowledge and tools to facilitate conscious participation in change management processes.

Specific objectives:

1. Creating a constructive framework for dialogue between employees 'and employers' representatives thanks to the model of cooperation between employees and employers in making decisions in crisis situations.
2. Increasing the awareness of employers and employees of the trade and services sector about the benefits of joint decision making regarding the reorganization of the company's work
3. Analysis of the extent of participation of employees of the trade and services sector in EU countries in making decisions regarding the work of their companies in crisis situations, thanks to research carried out under the project
4. Increasing the awareness of employees of the trade and services sector from countries participating in the project about their rights to participate in making decisions regarding the work of their companies in a crisis situation, thanks to an information campaign

Planned activities:

1. Kick-off meeting
2. Online survey among employees from trade and service sector in project countries
- 3 Research/consultations with employers
- 4 online publication containing results of above research.
5. model of participation of employees into processes of change management in their companies in the especially in the face of emergencies such as the covid-19 pandemic.
6. Information campaign
7. International conference

Beneficiary organisation/Coordinator	Address	Country
CONFEDERACION SINDICAL INDEPENDIENTE FETICO	CALLE ORENSE 8 PISO 2A PLANTA 28020 MADRID	ES - Spain

Action title	EU grant (€)	Application reference
Promoting role of EWCs for social and environmental sustainability of transport sector	221 118.50	VP/2020/008/0067

#### Summary of the action

Our project is joint initiative of national level transport sector social partners from Italy, Lithuanian, Latvia, Croatia, North Macedonia, Romania, Bulgaria, Serbia and Spain with involvement of CESI as European level partner who will support the implementation of the existing legal requirements, raise awareness of the potential benefits of European Works Councils for companies and employee representatives, and improve the functioning of European Works Councils by implementing EWC agreements. In line with this topic, project partners agreed to incorporate topic of green transport within EWC as well, as it was suggested within the past project FAST and GREEN. EU transport policies have an impact on company strategies and market positions, thereby affecting the work of EWCs. In terms of environmental policies, there is a number of factors currently hamper the EWCs potential role to impact decisions of multinational undertaking but also to secure proper information and communication mechanisms on fair and just transition to low carbon transport. Our project is based on building up the capacity of social partners to make good use of the EWC, to boost the inclusion of trade union representatives in EWC but also ensure their capacity to negotiate an agreement and impact transport environmental policies. Project will be implemented through 4 cluster of activities: project management, need analyses, capacity building and promoting benefits of EWC through dissemination activities.

Beneficiary organisation/Coordinator	Address	Country
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Beneficiary organisation/Coordinator	Address	Country
FEDERAZIONE AUTONOMA DEI SINDACATI DEI TRASPORTI	VIA PRENESTINA 170 00176 ROMA	IT - Italy

Action title	EU grant (€)	Application reference
NEW NORMAL: Management of risks to ensure business continuity with strong employee involvement	225 287.65	VP/2020/008/0072

#### Summary of the action

The coronavirus crisis has dramatically increased risk for every business, with many experiencing shocks in both supply and demand. Manufacturing plants are at the center of that uncertainty, and their continued operation through the crisis and beyond will depend in large part on the organization's ability to navigate these wider risks. Minimizing the potential future impact of infections will require companies to alter team structures and working methods in order to limit contact across the workforce but to keep the productivity at maximum level. In managing risks to ensure business continuity employees need to be informed, consulted and even participate actively in decision making. In order to navigate the positive change in the time of crises, our project seeks to secure win-win situation for both employers and employees by giving the insight to employer representatives and companies into best strategies and actions for change management, their obligation under the relevant legislative framework in terms of information and consultation standards and planning the change together with employee representatives. Project Consortium constitutes national and regional level employer organizations from Poland, Spain, Bulgaria, Romania, Slovakia and Serbia and trade union organizations from Poland and Serbia. Project is structured around national study case analyses in each partner country, transnational capacity building activities, national level dissemination seminars where the Guide for employers and Unions will play central dissemination methods - best examples on how to protect workforce, what strategies should be put in place to manage the change and how to keep the productivity at distance by respecting workers' rights. Additionally, questionnaire for companies will be prepared in order to identify what they are willing to introduce on short and medium long run and is the Guide being useful for them.

Beneficiary organisation/Coordinator	Address	Country
FEDERACJA PRZEDSIĘBIORCÓW POLSKICH	UL. SMIALA 26 01-524 WARSZAWA	PL - Poland

Action title	EU grant (€)	Application reference
PCM - Participatory Crisis Management models in Manufacturing	214 548.46	VP/2020/008/0076

### Summary of the action

The Covid-19 outbreak resulted in unprecedented crisis the global economy has to face. It shows the necessity of crisis management plans to tackle consequences of economic shocks in the European Union. The involvement of employees and workers in strategic decision-making can make a big difference. Their knowledge and experience can be an added value to the decision-making process, particularly in times of crisis.

As we may expect the next wave of Covid-19 and the economic situation is very hectic with crisis management models it becomes easier to respond these shocks in a duly and relevant manner.

The target groups of the project action are the employees, employers, trade unions, , board-level workers' representatives of manufacturing sector from Bulgaria, Poland, Greece, Montenegro, Spain and Portugal.

The main objective of the project will be supporting worker involvement in management of change, the prevention of disputes in times of crisis and supporting worker involvement in designing and implementing measures to address the impact of the Coronavirus crisis on the labour force.

The objectives will be achieved through the following actions: Launch event, research, International Seminar, preparing PCM model (strategy and action plan), Local Info Days, dissemination activities.

Project will result in:

-increased number of social partners and other actors familiarized with transnational company agreements-findings of the "Fitness check" on EU acts

-developing PCM model (strategy and action plan) to ensure efficient communication with the employees and workers during the crisis, and joint development of socially responsible crisis tackling strategies in manufacturing industry

-facilitating the dialogue between trade unions and employers by exchanging best practices in the field of information, consultation and participation

-building the long-term cooperation between the partnership organizations and creating international network for exchanging experience

Beneficiary organisation/Coordinator	Address	Country
SINDIKALNA FEDERATSIQ NA MASHINOSTROITELITE I METALORABOTNITSITE NA KT PODKREPA	DRAGAN TZANKOV BOULEVARD 35 2ND FLOOR OFFICE 202 1125 SOFIA	BG - Bulgaria

Action title	EU grant (€)	Application reference
Improving due diligence in practice: an opportunity for workers' involvement, information and consultation and strengthened trade union networks	339 930.00	VP/2020/008/0078

### Summary of the action

Company human rights due diligence responsibilities are set out in several international standards such as the UN Guiding Principles and the OECD Guidelines and some national-level legislation. There is also an expectation of increasing legal requirements at both national and EU levels.

However, in practice due diligence is often limited, with just over 1/3 of businesses indicating they undertake due diligence which takes into account all human rights and environmental impacts according to the Study on due diligence requirements through the supply chain for the European Commission.

Due diligence as a process has been proven to be all the more urgent and essential in responding to the risks workers face during the COVID-19 pandemic. As this crisis has shown, effective due diligence with the involvement of worker representatives will also be necessary to enable the achievement of the European Green Deal.

Worker representatives can play an important role in influencing companies to ensure due diligence is adequate to ensure respect for all human rights and particularly for the challenges around rights to freedom of association and collective bargaining.

The project proposes to enable worker representatives, such as members of EWCs or trade union networks, to support robust global due diligence. It will create a toolkit as a resource for participants in the project and beyond. It will also deliver targeted and practical trainings to worker representatives in 5 sectors. Moreover, through the trainings, a high-level workshop, and final conference it will facilitate meaningful transnational information exchanges.

Through this approach, the project will translate due diligence expectations into practical approaches that EWCs and trade union networks can take together with companies to address common challenges and meet global expectations. In doing so, it will present also an opportunity to strengthen the existing EWCs and trade union network in MNC's.

Beneficiary organisation/Coordinator	Address	Country
UNI-EUROPA ASSOCIATION	RUE JOSEPH II 40 1000 BRUXELLES	BE - Belgium

Action title	EU grant (€)	Application reference
INCLUSION - promoting workers involvement in decision making during the restructuring processes in undertakings	239 355.69	VP/2020/008/0105

#### Summary of the action

The present action aims at promoting employee involvement in undertakings from industrial sector during restructuring processes, and fostering cooperation between employers' and workers' representatives in respect of employee involvement while decision making in companies. There is going to be made favourable conditions to strengthen cooperation among social partners and to prepare new solutions addressing the consequences of the restructuring processes in industrial sector.

In order to minimize the negative consequences of restructuring processes, the effective communication among social partners is crucially important. This project action gives an extraordinary possibility to employees to improve their knowledge and skills and to exercise their duties and rights at the company.

The action will provide a possibility to elaborate new measures how to improve workers involvement in decision making in undertakings during restructuring processes in industrial sector, which is fragile due to the innovations and appearance of new technologies, and especially nowadays due to the COVID-19 situation all over the world when long-distance work is advised in all sectors where possible. The project will be possibility for social partners to develop transnational cooperation and discuss issues that workers are facing during the restructuring processes, share best practices and elaborate common conclusions and recommendations that could be applicable on national level in all partner countries.

Project has strong transnational dimension as there are 8 representatives of social partners coming from 5 EU Members states (Poland, Latvia, Spain, Malta, Romania) and 2 Candidate countries (Serbia and North of Macedonia) are taking part in this action.

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 transnational co-operation among social partners.

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

Action title	EU grant (€)	Application reference
Contemporary Challenges of Employee Participation - Opposing the Negative Results of Covid-19	297 523.73	VP/2020/008/0107

#### Summary of the action

The project corresponds to the contemporary challenges caused by the Covid-19 in Europe. Already we see staggering unemployment rates in some countries, with millions of individuals and families losing their income and livelihoods. The socio-economic consequences include lost income, lost jobs, unemployment, increasing healthcare costs and rising debt, along with the many social, psychological problems that have accompanied the drastic protection measures. The COVID-19 pandemic made it clear that it is the moment to push the important changes in Europe to overcome the economic crisis. European Green Deal is one of the roadmaps proposed by the European Commission in the end of 2019 to transform EU's economy into a sustainable one, based on economic growth strategies aimed at making the EU "a modern, resource-efficient and competitive economy where there are no net emissions of greenhouse gases in 2050 and where economic growth is decoupled from resource use".

The action targets EWCs, Trade Unions and Employee representatives to enhance worker involvement in actions within companies to implement the European Green Deal as well as to promote transnational cooperation. The new conditions in Europe made it far more significant that employer' organisations and trade unions need to take actions aimed at exercising workers' participation within the company in the process of implementation of the Green Deal.

The action will be dedicated to build the cooperation of the trade unions, employers' organisations, EWCs representatives to strengthen worker's participation to implement the green deal. To achieve the goal the action proposes several activities that will be implemented by the organisations from Poland, Spain, Romania, Czech Republic, Lithuania and Estonia. The activities will include the three thematic workshops on various topics related to the workers participation, implication of COVID-19 over Green deal, economic crisis and post pandemic challenges, etc.

Beneficiary organisation/Coordinator	Address	Country
OGOLNOPOLSKIE POROZUMIENIE ZWIAZKOW ZAWODOWYCH	UL. KOPERNIKA 36/40 00 924 WARSZAWA	PL - Poland

