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NEWCHALLENGES

INFORMATION AND CONSULTATION – NEW CHALLENGES

PROJECT PRESENTATION

TRADE UNIONISTS WORKSHOP

Friday, 10 May 2019

Stanley Hotel [Athens]

Aris Chronopoulos
Economist
Expert OBES



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It is based on

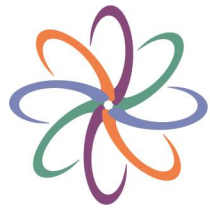
The previous project OBES implemented «Strengthening involvement of employees' representatives in information and consultation»

Title: Strengthening Involvement

Duration: 12 months

Start point: 01-12-2017

Closure: 30-11-2018



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Aim of Strengthening Involvement project

- «Strengthening Involvement» project aimed at promoting exchange of good practices regarding Directive 2002/14 and strengthening of the participation of employees' representatives to information and consultation.
- Apart from OBES and FAI CISL, partners were trade union Confederations from Bulgaria, Cyprus and Malta. The project aimed at promoting European legislation concerning information and consultation.



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Results of Strengthening Involvement

- A web tool containing results of the project:

<http://www.informationandconsultation.com/el/>



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Results of Strengthening Involvement

- The web tool contains:
 - A particularly easy-to-use tool for self-assessment of knowledge, skills and competences regarding information and consultation. The tool has been developed as an excel file with 26 questions in 3 themes, for employees and employee representatives interested in information and consultation.
 - European legislation on information and consultation
 - The OBES report on Greek reality
 - Respective reports for Bulgaria, Italy, Cyprus and Malta



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Results of Strengthening Involvement

- The web tool has also:
 - A short glossary of basic terms
 - Practical tips on implementing information and consultation
 - Case studies from all 5 countries (Greece, Cyprus, Malta, Italy & Bulgaria)
 - Video with interviews, as well as
 - The Trade Unionists' Guide to Information and Consultation developed under the INVOLVE project.



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INFORMATION AND CONSULTATION – NEW CHALLENGES

Short title: New Challenges

Starting date: 01-01-2019

Closure: 30-01-2020

Duration: 12 μήνες



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PARTNERS



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APPLICANTS	Country
OBES	Greece
CFE – CGC AGRO	France
FAI CISL	Italy
Confederation of Labour PODKREPA	Bulgaria

CO-APPLICANT	Country
Σύνδεσμος Ανωνύμων Εταιριών & ΕΠΕ	Greece



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BACKGROUND

- During discussions with trade unionists during field of work and transnational workshops in the framework of STRENGTHENING INVOLVEMENT project, OBES found that there were major changes in information and consultation issues, especially in medium and large enterprises.
- Therefore, there is a need for trade unionists to have the skills to address these new challenges in terms of information and consultation.
- The above challenges relate to technological change, work organisation, environmental protection requirements and recent changes to legislation (in particular Regulation 2016/679 on the protection of individuals with regard to the processing of personal data and on the free movement of data).



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INTRODUCTION



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Topics like:

- the recruitment process,
- centralized human resources management,
- global employees database,
- the monitoring of the daily work of employees in subsidiaries by the parent company,
- the criteria for the appointment of persons responsible for the evaluation of medium managers,
- monitoring staff (e.g .drivers) in companies with a fleet of lorries

are just some of the emerging challenges for information and consultation at both national and European level.



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AIM

- The overall objective of the project is to empower and develop the skills of employee representatives to be able to better address these challenges for Information and Consultation.
- By utilizing previous work and partnerships, the project - "Information and consultation - new challenges" aims at addressing the need of members of trade unions, works councils and members of EWCs to learn more and better how they will be able to act in practice in order to address these challenges in the process of information and consultation in their businesses.



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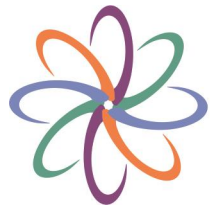
AIM



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DBE
*Federation of Industrial
Workers' Unions*

- This will be achieved through the collection and exchange of experience and expertise of employees' representatives in different Member States regarding information and consultation on these issues, reviewing possible responses and responses o these challenges, and by organising empowerment activities for trade union representatives, members of the Works' Councils and EWCs.



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SPECIFIC OBJECTIVES

- To discuss the challenges to information and consultation process arising from changes in the work organisation, technology, environmental policies and data protection in the countries concerned
- To identify problems and good practices and draw up suggestions and recommendations for making more effective use of the right to information and consultation
- To develop case studies and an online tool with tips, recommendations and case studies addressed to employees' representatives



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SPECIFIC OBJECTIVES

- To organise a series of transnational and bilateral workshops / discussion groups between employee representatives and employers in order to exchange information and good practices on new challenges as far as legislation and information and consultation practices in Greece, Italy, Bulgaria and France are concerned.
- To organise a final transnational workshop in Greece to highlight the impact of technology changes, environmental protection policies, EU and national legislation on GDPR and national labour law.



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RESULTS



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The expected results of the project are:

Preparatory meeting in Athens (25 Greek participants) that opens the dialogue between Greek trade unions, employers, experts, etc. on the new challenges for information and consultation.



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RESULTS



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- Transnational workshop in Paris (25 participants) involving representatives of workers and employers from the participating countries. During the transnational workshop, the challenges of information and consultation arising from changes in the organization of work, technology, environmental policies and the protection of personal data will be discussed.



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RESULTS



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- 2 bilateral workshops in Bulgaria and Italy with the participation of OBES
- Interviews to compile 3 case studies per country (Greece, Italy, France and Bulgaria) that will present and analyse real situations of new challenges as far information and consultation in partners' countries are concerned.
- Online tool with tips, recommendations and case studies. The tool will include all project products and will be available in English, French, Italian, Bulgarian and Greek.
- A final transnational meeting in Athens.
- Website of the project and dissemination of its results.

