



NEWCHALLENGES

WORKSHOP

Friday 15 November 2019

FAI CISL, Via Tevere 20, Rome, Italy

Workshop on «New challenges put by technology and legislation that employees' representatives face regarding information and consultation»

The meeting took place on November 15 in Rome, Italy with the participation of 5 representatives of trade unionists from OBES - Federation of Industrial Workers' Unions (www.obes.gr), Greece and 18 representatives of trade unionists from FAI CISL Italian Federation of Food, Environment and Agriculture sector (www.faicisl.it).

From Greece, OBES participants were the President of OBES, Konstantinos Margaritis, Eleni Markou and Maria Albani from the Association of Fur Workers and Employees in Similar Professions of Kastoria "O Profitis Ilias", Christos Chatzinikolaou from the labour centre of Alexandroupolis and Xenia Chronopoulou, expert OBES.

The meeting-workshop took place in the framework of the European project "Information and Consultation - New Perspectives" coordinated by OBES and co-financed by the General Directorate of Employment of the European Commission. The overall goal of the project is to empower and develop the skills of employees' representatives so that they are better able to cope with the new challenges of Information and Consultation, related to requirements due to technological change, work organisation, environmental protection and recent changes in legislation (especially Regulation 2016/679 on the protection of individuals against the processing of personal data and on the free movement of such data).

During the workshop, the following presentations / discussions took place:

- Presentation of participants and their experiences on information and consultation as far as the new challenges they face (or they have faced) is concerned
- Information on the activities of the 2 Federations, OBES and FAI CISL related to the subject
- Presentation of the New Challenges / New Challenges project, its aim and deliverables



Το πρόγραμμα συγχρηματοδοτείται από τη Γενική Διεύθυνση Απασχόλησης της Ευρωπαϊκής Επιτροπής. Αριθμός Σύμβασης: VS/2019/0057



- Round table with the changes in the legislation in Greece and Italy and how these changes affect the information and consultation process in the companies.

- Discussion on new challenges for information and consultation and how to deal with them

- Presentation of 3 case studies by Italian workers' representatives and the respective Greek case studies by Greek representatives.

During the discussions, Ms. Markou and Ms. Albani raised the issue of the difficult situation the workers of the fur industry in Kastoria face, taking into consideration that they are not covered by a collective bargaining agreement and they are threatened by the gradual abolition of the fur industry in the European Union.

The new challenges, which were identified and discussed can be summarised as follows:

- Managing and promoting employee relationships. Because employees are increasingly closing in on themselves, team building and solidarity is a critical point for employee representatives.

- Workers/employees should be continuously informed on changes in technology so that they are able to discuss and participate in consultation procedure concerning changes that will influence work organisation and labour issues.

- The need for education and training of employee representatives so that they can meet these new challenges.

- The future creation of new high-tech positions on the one hand and the actual unskilled / appropriately trained workforce on the other hand

- The infringement of fixed working hours, with the work taking up more and more time out of that previewed in the work contract, in the form of e.g. answering emails outside of working hours, work from home, etc.

- The lack of sectoral agreements in Greece.

The workshop concluded with the participating trade union representatives agreeing on that workers/employees should cooperate also at European level to address these new challenges, that could also take place at the level of European Works Councils.



Το πρόγραμμα συγχρηματοδοτείται από τη Γενική Διεύθυνση Απασχόλησης της Ευρωπαϊκής Επιτροπής. Αριθμός Σύμβασης: VS/2019/0057