

Bruxelles, 30 09 2016

VS/2014/0356 - budget heading 04.03.01.06 - call for proposals VP/2014/003

To.Be.e.EWC

Gabriele Guglielmi FILCAMS CGIL





# To.Be.E.EWC

To.Be.E. EWC is a project activity co-granted by



European Commission

DIRECTORATE GENERAL FOR EMPLOYMENT, SOCIAL AFFAIRS & INCLUSION



FEDERAZIONE AUTONOMA BANCARI ITALIANI

[BUILD YOUR EWC >>](#)

VS/2014/0356 - **Project To.Be.E. EWC**  
*Towards a better employee involvement in undertakings: roles and tasks of the main actors in establishing and improving European Works Councils.*

[ABOUT THE PROJECT >>](#)



YouTube >



# *Our Projects*

- **2011 ICARUS**
- **2012 MuMMIA**
- **2013 TEAM-EWC**
- **2014 DEDALUS-ARIANNA**
- **2015 To.Be.E.EWC - I.T.E.M.**
- **2016 OPEN EWC (OPEN CORPORATION)**

# ICARUS



**ICARUS**  
Information and Consultation:  
Approaches of Research  
coordinating good Union Standards

Unione Europea

Iscriviti alla Newsletter

Scarica il report finale

Icarus CAE Strumenti Conferenza Ricerche in corso Info internazionali

I.C.A.R.U.S. Project, VideoClip

**SCOPO DEL PROGETTO**  
Fornire gli strumenti di azione sindacale per i Comitati Aziendali Europei.


Il progetto ICARUS nasce dall'idea di mettere in rete buone pratiche di reciproca informazione e cooperazione tra i rappresentanti dei lavoratori, membri CAE e funzionari sindacali, all'interno delle imprese multinazionali. Il progetto ha tra i suoi obiettivi quello di costruire percorsi formativi adeguati alla corretta implementazione dei diritti di informazione e consultazione e quello di stabilire un network coordinato tra i rappresentanti sindacali dei diversi paesi. Per fare questo ICARUS si avvale di una

- Laboratori formativi
- Strumenti
- Buone pratiche


**Ricerche in corso**

**Compila**  
il tuo questionario

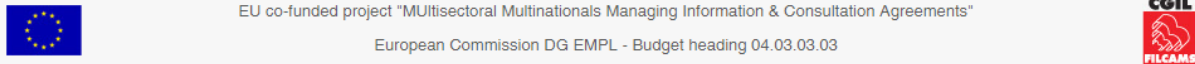



 **Mu.M.M.I.A.**  
Multisectoral Multinationals Managing  
Information & Consultation Agreements


[Home](#) [About Mu.M.M.I.A.project](#) [Events](#) [The Blog](#) [Contact us](#)





EU co-funded project "Multisectoral Multinationals Managing Information & Consultation Agreements"  
European Commission DG EMPL - Budget heading 04.03.03.03



 **Main Conference**  
MuMMA

 **Documentazione / Documents**

 **I Progetti della FILCAMS**

 **Title**  
text

# TEAM-EWC



## Training, Education, Advice, Management for EWCs



**A manual for trainers and lecturers**


TEAM.EWC – A Leonardo da Vinci innovation transfer project




# Dedalus and Arianna


HOME PROGETTO CAE STRUMENTI ICARUS PRATICHE PUBBLICAZIONI MEDIA

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 **Dedalus and Arianna**  
Information Consultation Participation
















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# To.Be.e.EWC






**To.Be.E.EWC**

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ROLE	PATH
Choose your role	
<b>Trade Union Organizers</b>	
<b>Shop Stewards</b>	
<b>EWC Member</b>	
<b>EWC Steering Member</b>	
<b>President/Secretary</b>	
<b>Technical Secretary</b>	
<b>SNB/EWC Coordinator</b>	
<b>Expert</b>	
<b>Member of Board of Directors and/or Supervisory Board</b>	

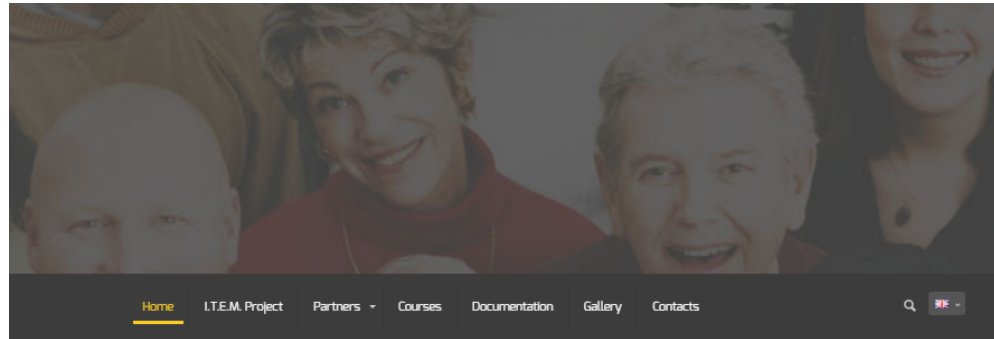
**Instructions** | **Index introduction**

- ▶ **Start Up**
  - 1.3 - Start Up and path - [↗](#)
  - Video Tutorial n.1** - What is the EWC for - 
  - 1.3.1 - Start Up and check list - [↗](#) - 
  - Video Tutorial n.2** - Start Up of an EWC - 
- ▶ **Construction of the Trade Union Alliance**
  - 1.4 - Trade union alliances - steps - [↗](#)
  - 1.4.1 - Trade union alliance annex steps - [↗](#)
  - 1.4.2 - Trade union alliance check list - [↗](#)
  - 2.A - Trade unionist, Organizer and the role - [↗](#)
  - 2.A.1 - Trade unionist, Organizer role and check list - [↗](#)
- ▶ **Setting up of the Special Negotiating Body SNB**

**Survey Results** | **Synthetic Glossary**  
**Training** | **Glossary Business Accounting**  
**Bibliography** | **Internat. Guidelines (ILO-OCSE)**



# I.T.E.M.



## PROJECT

ITEM is aimed at the design and implementation of a training course for trade union representatives in order to improve knowledge about EWC, the negotiation process, their constitution and functioning. It involves the realization in each partner country of 3 training courses, including one addressed to policy officers who maintain industrial relations with multinational companies; one addressed to the delegates in the workplace; and one addressed to members of EWCs. The three courses want to be an experimental model for the purpose of developing training standards replicable on the local basis for the actors involved in industrial relations of multinational companies at different levels, to allow the dissemination of knowledge and expertise to policy officers and delegates wishing to

start negotiations for an EWC or part thereof, as well as enable them to strengthen trade union cooperation with those countries in which multinationals of their sectors act, for a greater capacity for trade union's intervention in anticipating and managing change. It will be held a transnational workshop on the rights of information, consultation and participation for EWC members in order to deepen the mechanisms and procedures. Finally, the results will be presented at a European conference, which will disseminate a guide for trade union trainers. This will encourage the spread at European level of the teaching methods used during the project.

+ PROJECT INFO



Rome, 25 July 2016



**Subject:** OPEN CORPORATION – the ranking of the most employee-friendly multinational companies

OPEN CORPORATION is a project funded by the European Commission . It is aimed at ranking the multinational companies in terms of transparency, inclusiveness and accessibility to employee involvement

We are glad to inform you that we have selected your company for the pilot phase. On the basis of the information provided by the project partners , as well as your reputation confirmed by public ranking, we believe that it has met the requirements to be included in the core group of “virtuous” companies, to which to compare other companies of the same sectors and encourage the emulation of best practices.

The survey will focus on the following topics: employment and working conditions; social dialogue and industrial relations; financial transparency; positive actions against any form of discrimination, forms of safeguards for workers with permanent and/or temporary disabilities, and measures to reduce environmental impact. Qualitative variables regarding labor relations and social responsibility will be translated in numbers, to make them measurable and comparable through a transparent methodology based on open data.

For the first time and in an innovative way, OPEN CORPORATION will rank companies on the basis of indicators that interest workers and trade unions . This ranking will resonate and have wider dissemination throughout Europe, thanks to the network of European and national trade union federations supporting the project. OPEN CORPORATION will give your company the opportunity to promote the value of its brand reputation in all the countries of the European Union.

# EWC

Open Corporation italiano

Save Finish Print

- Report submitted by:
- Role in EWC:
- European Works Council of (insert name of multinational company linked to the EWC):
- Do the following exist?

	If exists, indicate url/profile/page	If exists, indicate type of access
Website/European Works Council blog (EWC)	<input type="checkbox"/> <input type="text"/>	<input type="text"/>
Website/company blog reserved for the EWC	<input type="checkbox"/> <input type="text"/>	<input type="text"/>
Website/union blog for the EWC	<input type="checkbox"/> <input type="text"/>	<input type="text"/>
EWC facebook page	<input type="checkbox"/> <input type="text"/>	<input type="text"/>
EWC twitter profile	<input type="checkbox"/> <input type="text"/>	<input type="text"/>

If there is a website/blog of the European Works Council (EWC), what is the accessibility level

- In what language are the documents published?
- What contents are accessible and what is the accessibility level?

EWC establishment agreement and linked updates	<input type="text"/>
Rules on functioning	<input type="text"/>
Normative references (e.g. Directive and national norm)	<input type="text"/>
Dates of future meetings	<input type="text"/>
Agenda of future meetings	<input type="text"/>
Minutes of previous meetings	<input type="text"/>
Documents presented in the previous documents	<input type="text"/>
List of EWC members	<input type="text"/>

# TNC

Open Corporation italiano

## General Details

- Name of company:
- Group:
- Parent company:
- Business name:
- Legal residence:
- Listed on the stock exchange of:
- Participation to other international rankings:

	Ranking	Position
1	<input type="text"/>	<input type="text"/>
2	<input type="text"/>	<input type="text"/>
3	<input type="text"/>	<input type="text"/>

- Website:
- Website accessibility, what changes have you implemented?

- Website readable and adaptable to all the new devices, from smartphones to tablets
- Inclusion of Tag Title and alt in the media and hypertext contents (for the sight impaired)
- Use of correct fonts: Georgia, Times New Roman, San Serif, Verdana
- Enlargement of characters and positioning of the "3A" in the top right corner
- Applied contrast to background colors and texts

## Governance

- Size of board of directors:
- Independent directors:   
Independent directors: by "independent" we mean members that are not employed by the multinational company, don't receive a significant payment by the company and are not linked with the various Directors/executives in the company
- Women in the board:
- Meetings of the board during the last year:
- Duality of CEO, is he also chairman of the board?
- Salary linked to environmental and social dimension as well:
- If so, what percentage?
- % of shared ownership:
- % of middle/long term ownership:

## Company characteristics

- NACE code (core business - indicate main activity sector):



# EWC training

etui web sites ▾

**ewc training**  
tailor-made training for your EWC, SE works council and SNB

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Search



The ETUI's education department offers tailor-made training for European Works Councils, Special Negotiation Bodies (SNB), and SE Works Councils.



## Full service seminars

ETUI Education can take care of the full logistical organisation of your seminar. We are happy...



## On-site seminars

Many EWCs and SE Works Councils prefer to organise their training in connection with their...

## Latest EWC resources

### News

- Workers' participation/EWCs – Special Edition of the ETUC newsletter
- The ETUI database on EWCs and SE Works Councils has been totally renewed!

[more news](#)

## Publications

Bruxelles, 30 09 2016

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**THANKS !**

