

Meeting	Workshop no.1 (Task 2.1) of the DOTEK Project – Dialogue to overcome the economic crisis
Date	1 March 2013 - from 9h30 to 16h30
Place	Viale Marelli, 497 Sesto San Giovanni – Milan The meeting takes place at the CGIL Lombardia offices First Floor – Room no. 18

PARTICIPANTS: please see the list enclosed

DRAFT AGENDA

9h30

Start of the meeting – Welcome & Introduction

Gabriele Guglielmi and Stefania Radici (FILCAMS-CGIL) welcome participants and open the meeting. The meeting takes place in Milan, that is, the city hosting most of multinationals and headquarters in Italy. More than 60% (296 out 492) of multinationals covered by FILCAMS perimeter (commerce, tourism and services) are located in Milan and in Lombardia. In a global era, where economy doesn't know borders, policies and decisions are undertaken at a different level from that they have effects. They are not undertaken at local level, but have effects at local level, at workplace and on working environment. Such situation calls trade unions to a transnational action. Who are the proper interlocutors? how to have a confrontation with them? How to access the decision-making process? Trade unions need to strengthen their co-operation and empower any supranational bodies to give a stronger voice to workers' interests. EWCs and social dialogue committees are two of the tools to be used.

SR and GG present the agenda of the day. Then, participants present themselves: there are trade union officials and trade union delegates.

10h00

Workers' Information & Consultation Rights, European legal framework and trade union practices

This section is introduced by Fabio Ghelfi – CGIL Lombardia Responsible for International Policies. Before talking about EWC, he explains why CGIL Lombardia decided to invest on the supranational dimension: it was a strategic choice; in the context of globalisation it is crucial to build up and strengthen transnational structures for the representation of workers' interests and ensure a close cooperation between those structures and

trade unions at any level.

After that, FG makes a presentation on EWC: what is that? What is its function? What is not its function? and why should it be used by trade unions?

What is it? It is a body aimed at enabling workers to exercise their information, consultation and participation rights. EWC allows workers to talk directly to decision-makers, gives workers the opportunity to impact the decision making level that ultimately decides upon working conditions and environment.

What is not it? It is not a trade union body, it is not a negotial body; it can be set up by trade unionists, but doesn't have negotiation legitimacy. Only trade unions have negotiation legitimacy. EWC is a tool for trade unionists, as it allows them to get important and high-quality information in advance (e.g. on balance, corporate strategies etc) and to prepare and best manage the second level of negotiation at company level.

That doesn't exclude that EWC stipulates agreements. If there is positive relation between parts within EWC, good agreements can be signed and should be recognised.

There are two important directives on Information, Consultation and Participation Rights: the first one, 14/2002 "General framework for informing and consulting employees in the European Community" (covering companies with at least 50 employees, or 20 employees in at least 2 plants) and the second one, 38/2009 "Establishment of a European Works Council or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees" (covering companies or group of companies with at least 1000 employees in the EU and the other countries of the European Economic Area (Norway, Iceland and Liechtenstein), when there are at least 150 employees in each of two Member States).

Differences among countries and among countries (industrial relations) cultures and traditions come to light in the national transposition laws and in the national management practices.

Which are the competences? information concerning recent and probable development of activities and economic situation; substantial changes in work organisation or contractual relations; situation, structure and probable development of employment etc.

In conclusion, FG presents one of the CGIL Lombardia's projects: ICARUS - Information and Consultation: Approaches of research coordinating good Union Standards", dedicated to the themes of information and consultation of workers in multinational companies, with a view to gathering more extensive knowledge and devising useful tools for training and trade union action on the business system of multinational groups and on the relationship of collaboration and mutual information exchange among the trade union representatives of local sites, trade union officials and the members of European Works Council.

11h00

Debate

Participants comment the Fabio Ghelfi's relation and exchange views about their experience with EWC. Trade unions should use the information flow among local representatives, national officials and EWC members to

elaborate a common platform of demands and proposals.

11h45

The EBNT Observatory on Public Procurement in Catering Services

The second topic is introduced by Emanuele Garavello – CEO of Consulenza e Formazione Srl. He is in charge of the EBNT Observatory on Public Procurement in Catering Services. EBNT is the *Ente Bilaterale Nazionale del Turismo*, a bilateral body formed of employers' and employees' organisations. EBNT built this Observatory with a view to monitoring calls, awarding procedures, awarding criteria and results; getting qualitative and quantitative information on market trends and also improving the sector compliance.

Contract catering has a huge user base: nursery schools, schools, universities, companies, hospitals etc). It is a labour-intensive sector: the service quality is strictly linked to the workforce competence.

Anomalies (e.g. concerning work organisation and collective bargaining agreements and often dealing with organised crime infiltration) are point out: EBNT can ask competent authorities for stopping the call.

12h45

Debate

Spanish and Italian partners exchange information about the Italian Bilateral body experience and opinions about the role of national and European social dialogue as tool to prevent that free competition among companies (especially in the context of public spending review) leads to a race to the bottom to the detriment of workers and consumers.

13h30

Lunch

14h30

**Meeting of the Project Steering Committee:
Exchange of opinions about the ongoing achievements
Planning of the next meetings**

Rocio Diaz, Emilio Ferrero and Pepe Gaitan describe the state of play and the ongoing achievements: the action is developing as scheduled and so far good practices and experiences have been exchanged.

Next step is:

- Workshop n. 2 in Madrid on 15 April 2013: some case studies about arbitration processes will be focused. A Best Practice with the Foundation SIMA will be presented.

The Workshop n. 3 will take place in Riccione on 21 June 2013.

The final event will be organised in Valencia in November 2013. Partners exchange viewpoints about content and organisational aspects concerning the main conference.

16h30

End of the meeting