



This project is funded by
the DG Employment,
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NEWCHALLENGES

INFORMATION ET CONSULTATION – NEW CHALLENGES

PROJECT PRESENTATION

TRANSNATIONAL WORKSHOP

Friday 13 September 2019

Holiday Inn Express Hotel, Paris - Canal de la Villette



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This project is funded by
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It is based on:

The previous project “ Strengthening involvement of employees in Information and consultation” run by OBES.

Project partners were OBEΣ from Greece, FAI CISL from Italy, PODKREPA from Bulgaria, DEOK from Cyprus and UHM from Malta. The project objective was to promote European legislation concerning information and consultation and empowering trade unionists and employees’ representatives.



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Results



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- A website containing expertise collected by OBES on the subject of information and consultation

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

Welcome to the Information & Consultation toolkit

Home

The online toolkit is addressed to workers representatives and it presents in an interactive way useful items related to information and consultation:

- legislation
- a glossary on information and consultation
- case studies in different cases of restructuring, mergers, acquisitions, collective redundancies, etc.
- tips and recommendations
- video interviews
- self-assessment tool for employees' representatives



This project is funded by
the TIG Employment
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This toolkit has been developed in the framework of the project **STRENGTHENING INVOLVEMENT**. The project was implemented in 2018 and was funded by DG Employment of the European Commission. You can find more information about the project at strengtheninginvolvement.obes.gr.



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Results



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The website includes:

- An extremely easy-to-use self-evaluation of knowledge, skills and competencies tool in excel format containing 26 questions divided into 3 thematics
- Main European legislation on information and consultation
- Reports about the actual reality in Greece, Bulgaria, Italy, Cyprus and Malta.



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Results



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- The web site also includes:
- Short glossary of basic terms
 - Practical tips on the application of information and consultation
 - Case studies from Greece, Cyprus, Malta, Italy and Bulgaria.
 - Video interviews.
- A trade unionists Guide on Information and Consultation elaborated in the framework of the INVOLVE project.



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Introduction

- During discussions between trade unionists OBES has spotted that there are important changes regarding the subjects of information and consultation, mainly as far as small and medium sized companies are concerned (technological changes, work organization, demands for environment protection and recent changes of legislation). As a result, trade unionists need knowledge, skills and competences that would allow them to face these new challenges concerning information and consultation.



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ΕΝΗΜΕΡΩΣΗ & ΔΙΑΒΟΥΛΕΥΣΗ ΝΕΕΣ ΠΡΟΟΠΤΙΚΕΣ

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Ομοσπονδία Βιομηχανικών
Εργατοϋπαλληλικών Σωματείων

Short title: New Challenges

Start : 01-02-2019

End: 30-01-2020

Duration: 12 months



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Aim

- General aim is empowering and skills development of employees' representatives, in order that they get ready to better face new challenges as far as information and consultation in their respective companies are concerned.



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PARTNERS



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

Associated	Country
Association of SA and LTD companies	Greece



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INTRODUCTION



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Indicative challenges for information and consultation at a national and at a European level are:

- Procedure of hiring personnel,
- Central management of human resources,
- Global data base of staff



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INTRODUCTION



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- **Monitoring by the mother company of the everyday work of staff in subsidiaries,**
- **Criteria for designating persons responsible for intermediary managers evaluation,**
- **Telematic monitoring of staff (e.g. drivers and escorts) in companies having a fleet of cars.**



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OBJECTIVES



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- Collection and exchange of experience and expertise as well as discussion between employees' representatives from different member-States regarding changes of work organization, technology, environmental policies and data protection in their respective countries.
- Identification of problems and good practices as well as suggestions and propositions for improving information and consultation and making it more effective. This will be done through development of case studies and on-line tool with tips, recommendations and useful material for employees' representatives.



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OPERATIONAL OBJECTIVES



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To organize a series of transnational and bilateral workshops/discussion groups of employees' representatives and employers aiming at exchanging information and good practices regarding new challenges regarding legislation and information & consultation practices in Greece, Italy, Bulgaria and France.

To organize a final transnational conference in Greece, where impact of changes in technology, environment protection policies, European and national legislation for GDPR and national labour Law will be developed.



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RESULTS



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Project results previewed are:

- A preparatory meeting in Athens (25 Greek participants) opening dialogue between Greek trade unions, employers' associations, experts etc. concerning new challenges for information and consultation.
- A transnational workshop in Paris (25 participants) with participation of employees' representatives and employers from participating countries. In this workshop participants will discuss challenges for information and consultation, due to changes in work organization, technology, environment policies and personal data protection.



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ΑΠΟΤΕΛΕΣΜΑΤΑ



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- Two bilateral meetings/ discussion groups in Bulgaria and Italy with the participation of OBES.
- Interviews in order to write 3 case studies per country (Greece, Italy, France and Bulgaria) that will present and analyse real situations of new challenges concerning information and consultation in partners' countries.



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RESULTS



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- On-line electronic tool with tips, recommendations and case studies. The tool will include all project results and will be available in English, French, Italian, Bulgarian and Greek.
- A final transnational Conference in Athens.
- Project web-page and promotion of its results



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<http://newchallenges.obes.gr/en>



Information and consultation - New challenges

The project "New Challenges", funded by the DG Employment, Social Affairs and Inclusion of the EU, aims at promoting the exchange of information and good practice regarding the application of the EU Directive 2002/14 and the enhancement of the involvement of representatives of employees in information and consultation processes in the present conditions.

The project focuses on the new challenges, deriving from the changes in technology, the organization of companies and the demand for complying with standards regarding environment, protection of personal data, saving energy etc. and it is based on the cooperation between trade union organisations from Greece (OBES), Bulgaria (PODKREPA), Italy (FAI GISL) and France (CFE CGC AGRO) with the employers association Association of SA and Ltd companies.

Contact us

For any enquiries you can contact us at info@obes.gr

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