

DESCRIPTION OF THE TCA PROJECT

Title: European Works Councils as a platform for transnational collective agreements (TCA).

Subject: TCA, a European transnational collective agreement between an employer and a trade union organisation, is a relatively new concept in the European labour relations and the European Commission has referred to it as 'the European social dialogue in creation'. The EC has set up an Expert Group on Transnational Framework Agreements which has highlighted in its report of October 2011 the need to promote the TCAs, to explain their role and to strengthen their relations with other levels of the European social dialogue. TCAs operate without any legal framework and there is a dispute in jurisprudence, whether it is an asset or liability.

This international project wants to meet the needs by preparing EWC members for the new challenge of starting and providing conditions to negotiate new TCAs and to monitor the existing TCAs. The EWCs have until now initiated ca 50% of TCAs which is why it is so important for the EWC trade union members to acquire possibly widest knowledge in this area. An additional identified obstacle in having an effective EWC is the lack of communication and exchange of experience between EWCs within one sector and an exchange of information between the European and national levels. The main objective of the project is to stimulate EWC members to be more active and to contact the European sectoral unions (main negotiators of the TCAs) by helping them to fully understand the EU message covered in the EC SEC(2008)2155 and the Directives 2009/38/EC, 2001/86/EC, 2002/14/EC.

The Project is to be submitted by the National Commission NSZZ "S" under the EC budget line 04.03.01.06 'Information, consultation and participation of representatives of undertakings.'

Main objectives of the Project:

Preparing the EWC members from 3 sectors: services, metal and food sectors to provide effective foundation to initiate, negotiate and monitor implementation of the TCAs in multinational companies and increasing knowledge on EWC in the background of the new EWC Directive and the information, consultation and participation directives.

Specific targets:

1. Improving knowledge on TCA as a new tool for the European social dialogue among the EWC members who will participate in the project and strengthening their transnational cooperation for active promotion of the TCAs.
2. Developing expert opinion to support analysis on the need to have legal framework for TCA and for procedures for exchange of information of EWCs operating within one sector, and an exchange of information between the national and European level.
3. Disseminating and promoting information on TCA as a tool for social dialogue in the European labour relations among social partners and other stakeholders in the EU countries which will participate in the project.

Main activities:

Ad. 1:

- a) Analysing the training needs of the EWC members;
- b) Modifying and adapting the training module developed under the KitFor EU project delivered by NSZZ 'S', S-partner and Syndex 2008-2009 to the identified, new training needs;
- c) Development of a new training module on TCA;
- d) 1 pilot training to test the developed module;
- e) 5 international TCA trainings for the EWC members.

Ad. 2:

- a) Setting up a Steering Group consisting of a manager and experts representing the project partners to manage the project and to monitor implementation of the project activities. The Steering Group will have 4 direct meetings;
- b) Establishing an expert network supervised by the Steering Group consisting of experts from the project partner organisations, researchers and practitioners ' EWC members with experience of initiating and monitoring the implementation of TCA in their companies. The network will work to:
 - develop 2 communication procedures: for internal exchange of information between EWCs within one sector and for an exchange of information between the European and national levels;
 - analyse the source materials and available materials in some chosen EWCs in form of interviews with the EWC members;

- develop a unified research survey on how TCA may have impact on the workers in a multinational enterprise in one country;
 - collect 3 case studies from each country and 1 case study from each sector;
- c) 1 expert seminar for the network members in order to discuss the progress and results of its work.
- d) Developing an expert opinion which will be published in the project partners' languages.

Ad.3:

- a) International conference to promote and disseminate the project results.
- b) Translation of the training module into the languages of the project partners.
- c) Promotional campaign in social media (YouTube, Facebook, Twitter ect.),
- d) Information about the project published on the websites of the project partners.
- e) 2 newsletters for the EWC coordinators in the project partners' organisations.
- f) Press articles in the trade union press.

The effect of the project will be:

1. The network of experts.
2. 2 communication procedures:
 - a) a set of important issues and a questionnaire for exchange of information between EWC within one sector
 - b) a set of important issues and a questionnaire for exchange of experience and information between the national and European level;
3. Recognised educational needs of the EWC members;
4. Modified training module for the present and future trade union EWC members, amended with the TCA module;
5. Training of 100 EWC members, including 64 from the NSZZ 6S6
6. Analysis of 3 study cases from each country on TCA impact on each selected sector,
7. 1 seminar for experts with the participation of the Steering Group, researchers and practitioners - EWC members who initiated and monitor implementation of TCA in their companies;
8. 1 expert publication;
9. 1 international conference to promote and disseminate the project results;
10. 2 newsletters distributed within the trade union members in the project partners' countries;
11. Promoting knowledge on TCA among trade unionists;
12. Increased knowledge on the opportunities which trade unions have under EWC and exchange of good practices in the context of the new EWC Directive and the directives on employee involvement.

Duration: 24 months, 1.12.2015 6 31.11.2017

Expectations from the foreign partners:

1. Choosing one EWC expert who will take part in 6 international project meetings (4 meetings of the Steering Group, 1 expert seminar and 1 conference) and who will participate in a network which will:
 - develop 2 communication procedures: for internal exchange of information between EWCs within one sector and for exchange of information between the European and national levels;
 - analyse the source materials and available materials in some chosen EWCs,
 - cooperate with interviews with the EWC members;
 - approve a unified research survey on how TCA may have impact on the workers in a multinational enterprise in one country;
 - cooperate with collection of 3 case studies from each country and 1 case study from each of the three sectors;
 - approval the publication content;
2. Publishing information on the project on their website;
3. Publishing the translated materials on their website or electronic distribution across their organisation.
4. Supporting preparation of the project meeting in their countries;
5. Recruitment of participants of the international training from the partner organization;
6. Choosing participants for the training;
7. Cooperation with 3 case studies in their countries.