

First Steering Committee

DIESIS

Brussels

15-16th of May, 2019



In4BTE - Grant agreement no. VS/2019/0044. This project is funded by the European Union



About the project



- Restructuring and workers involvement: focus on business transfers to employees. Where and when employee involvement and participation is the difference that makes the difference
- Abbreviation: in4BTE
- Budgetline: DG Employment - 04.03.01.06 - Information, consultation and participation of representatives of undertakings
- Timeframe: 24 months (01.03.2019-28.02. 2021) – eligibility period too!
- Budget: € 387 571.12
- Maximum grant: € 347 571.12 (89,68 %)
- Nr. of organisations: 9
- Participating countries: Spain, Italy, Germany, Bulgaria, Macedonia (+ France and UK to be covered).
- Worklanguage: English

→ Workplan, Grant Agreement





Objectives

- In4BTE project aims to highlight and analyse cases where rights to information, consultation and participation, as well as transparency principles are structured in the governance and represent a leverage for success, especially in corporate succession processes and corporate restructuring that developed into business transfer to employees

In other words:

- identifying and highlighting success stories where I,C + P rights have been key catalysts in tackling a situation of crisis that, thanks to employee involvement, successfully develop in a business transfer to employees.

→Workplan





Partners, affiliated and associated organisations

Partners – with financial responsibility

- ASLE: coordinator
- DIESIS: co-beneficiary
- CISL: co-beneficiary
- CITUB: co-beneficiary
- PUBLIC: co-beneficiary



Affiliated organisations (to Diesis) – financial responsibility under Diesis

- *innova eG*
- *LEGACOOP PRODUZIONE E SERVIZI*



Associated organisations – no financial contribution

- European Trade Union Confederation (ETUC)
- CECOP-CICOPA (Belgium)
- UGT (Spain)
- CCOO (Spain)
- Deputacion de Gipuzkoa (Spain)



Responsibilities – co-beneficiaries



ASLE -project management / scientific coordination:

- financial and technical reporting
- coordination of partnership
- keeping contact with the Commission
- supervise and coordinate the research with DIESIS
- organisation of main event in Bilbao



DIESIS – support management

- supports coordination of partnership (especially with the affiliated organisations)
- supervise and coordinate the research with ASLE
- dissemination at European level
- covers France and **UK**
- organisation of first event and follow up event in Brussels



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Responsibilities – co-beneficiaries



CITUB - Bulgaria

- research activity in Bulgaria
- identification of cases
- participation in project events, dissemination and reporting
- organisation of international workshop in Sofia



PUBLIC – Macedonia

- research activity in Macedonia
- identification of cases
- participation in project events, dissemination and reporting
- organisation of international workshop in Skopje



CISL – Italy

- research activity in Italy (trade union role)
- organisation of the second international workshop and steering committee in Italy
- participation in project events, dissemination and reporting
- organisation of international workshop in Florence



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Responsibilities – affiliated organisations



Affiliated organisations to Diesis + experts (to be contacted out for France, UK)

innova eG, LEGACOOP PRODUZIONE E SERVIZI



- supporting identification of case studies
- participate in and support project events

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Responsibilities – associated organisation



CECOP-CICOPA (BELGIUM)

UGT (Spain)

CCOO (Spain)

Deputacion de Gipuzkoa (Spain)

- supporting identification of case studies

European Trade Union Confederation (ETUC)

- support the main research activities, attending meetings, dissemination activities



→workplan



Project stages



- Preparatory stage (1-2 months)
- Main phase (3-18 months)
- Follow up stage (19-24 months)



Activities



- Activity 1. Making of point of I,C+P rights (analysis)
- Activity 2. Storytelling
- Activity 3. Collection and analysis of data and experience
- Activity 4. Dynamic web-platform
- Activity 5. Transnational workshops
- Activity 6. European conference
- Activity 7. Report
- Activity 8. Dissemination



Activities



Stage 1. Preparatory stage

Stage 2. Main stage

Stage 3. Follow up

TASK:

- make a point on the I,C + P rights
- define research methodology - ASLE
- selecting 2 cases per country / infosheets
- setting up scientific committee (1 person per co-beneficiary)
- setting up steering committee (1 person per co-beneficiary)

WHO: Expert organisations and ASLE

Outcome:

- research methodology
- case studies (2 per country)

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Activities



TASK: analysis and collection of data and experience

Stage 1. Preparatory stage

Stage 2. Main stage

Stage 3. Follow up

- gathering real stories
- analysis of successful examples
- recognition and analysis of the main legislations
- analysis of the role of worker's representatives

Who: Expert organisations and ASLE

Outcome:

- info-sheets (2 per country)
- dynamic webplatform
- video-documentary (1)

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Activities



TASK: Final Report

Stage 1. Preparatory stage

Stage 2. Main stage

Stage 3. Follow up

- EU aquis on I.C+P rights
- case studies
- transferability info
- policy recommendations

Who: Expert organisations and ASLE

Outcome:

- printed report
- interactive electronic version of report
- interactive electronic short version of report

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Activities



Stage 1. Preparatory stage

Stage 2. Main stage

Stage 3. Follow up

Project events:

- 4 Steering Committees
- 4 Transnational workshops – Brussels, Florence, Sofia, Skopje
- 1 Main conference – Bilbao (60 participants)
- 1 follow-up meeting (Brussels)
- [study visits]

English + Spanish and Italian interpretation for the larger events

→workplan



Activities



Stage 1. Preparatory stage

Stage 2. Main stage

Stage 3. Follow up

- Task: transnational workshops to exchange and raise awareness (+ steering committees)
- Who? co-beneficiary + national partner
- Outcome:
 - 4 workshops
 - Brussels (DIESIS)
 - Florence (CISL)
 - Sofia (CITUB)
 - Skopje (PUBLIC)

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Activities



Stage 1. Preparatory stage

Stage 2. Main stage

Stage 3. Follow up

- Task: main event in **Bilbao** San Sebastian (September 2020)
- Who? ASLE
- Outcome:
 - Event for 60 participants
 - EU level social partners
 - European institutions
 - companies
 - trade unions
 - employer organisations
 - other stakeholders

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SEEDING -Grant agreement no. VS/2019/0073. This project is funded by the European Union.

Activities



Stage 1. Preparatory stage

Stage 2. Main stage

Stage 3. Follow up

- Task: last steering committee meeting / follow up meeting
 - assessment of the main event
 - updating the main result
 - setting actions and initiatives for wider dissemination
- Who? ASLE+DIESIS with the partners
- Outcome:
 - refined Final Report

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Activities



- Project management (ASLE + DIESIS)
 - Coordination (steering committee meetings, Skype, e-mails)
 - Setting deadlines
 - Technical and financial reporting
 - Working language: English

Stage 1. Preparatory stage

Stage 2. Main stage

Stage 3. Follow up

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Activities



Stage 1. Preparatory stage

Stage 2. Main stage

Stage 3. Follow up

- Task: Monitoring and evaluation
- Who? External evaluator appointed by DIESIS
- Outcome:
 - Evaluation plan
 - Interim and final evaluation and monitoring reports (at month 12. and month 24)

→workplan



Timeline



DURATION 01-13-2019/28-02-2021

TIMEFRAME

		24 MONTHS																							
		2019												2020										2021	
		MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FRB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB
		Preparatory stage												Main Stage						Follow-up stage					
ROLE	ACTIVITY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
COORDINATION AND MANAGEMENT	COORDINATION AND MANAGEMENT																								
ASLE	Signature of the contract and first conference call with the partners																								
DIESIS/ALL PARTNERS	First steering committee meeting (Kick-off meeting) and first Transnational Workshop in Brussels																								
CISL/ALL PARTNERS	Transnational Workshop and Steering committee - Florence																								
ITUB/ALL PARTNERS	Transnational Workshop and Steering committee - Sofia																								
Public/ALL PARTNERS	Transnational Workshop and Steering committee - Skopje																								
ASLE/ALL PARTNERS	Main event and steering committee meeting																								
DIESIS/ALL PARTNERS	Follow-up meeting																								
ASLE	Ensure that the tasks are subsequently fulfilled according to the workplan agreed in the kick-off meeting. Ensure an efficient internal management and control system.																								
RESEARCH	RESEARCH																								
ASLE/DIESIS	Coordination of the research, collection and analysis of practices																								
ASLE/DIESIS/ALL PARTNERS	Definition of the methodology for the collection and analysis of practices																								
ASLE/DIESIS/ALL PARTNERS	Elaboration of the structure for the info-sheets to be used to describe each case study collected																								
DIESIS/ALL PARTNERS	elaboration of the structure of the Report																								
ASLE/DIESIS/ALL PARTNERS	collection and analysis of the practices																								
DIESIS	Planning for the realisation of the video documentary																								
DIESIS/ALL PARTNERS	identification of 8 most relevant case studies																								
DIESIS/MediaGroup	Elaboration of th Info Sheets																								
DIESIS/ASLE	Preparation of the Report to be presented during the Main Event																								
ALL PARTNERS	Drafting of the policy recommendations																								
DIESIS/ASLE/ALL PARTNERS	editing and finalisation of the Report																								
COMMUNICATION AND DISSEMINATION	COMMUNICATION AND DISSEMINATION																								
MediaGroup	Website and project logo																								
DIESIS	Preparation and distribution of the Dissemination Guide																								
MediaGroup/DIESIS	Updating of the website content																								
ALL PARTNERS	Dissemination of the project results																								
LegacoopServizi	Translation of the main Report and other materials																								
DIESIS	Electronic publication of the final outcomes																								
EVALUATION AND MONITORING	EVALUATION AND MONITORING																								
DIESIS	Preparation of the evaluation plan and identification of the external expert																								
DIESIS	Evaluation of the meetings																								
DIESIS	Evaluation reports																								
ALL PARTNERS	Validation of the final evaluation report																								





Reporting and payments

Reporting periods:

Reporting period 1: from month 1 to month 12

Reporting period 2: from month 13 to month 24

Payments:

First pre-financing payment (40%)

Second pre-financing payment (progress financial and technical report) (40%)

Payment of the balance (final financial statement, final technical report, summary financial statement) (20%)

→ Grant Agreement



Supporting documents



For staff costs: payslips, methods of calculation of staff costs and timesheets that record the actual time spent on the action by its staff. Timesheets must be dated and signed by the individual concerned and validated by the employer.

For travel and subsistence: original boarding passes and invoices and receipts of costs incurred (internal: reimbursement form + signed signature form!).

For services and administration costs: contracts and invoices of service providers.

EUR conversion:

Official Journal of the European Union, determined over the corresponding reporting period

<http://www.ecb.europa.eu/stats/exchange/eurofxref/html/index.en.html> (daily)

http://ec.europa.eu/budget/contracts_grants/info_contracts/inforeuro/inforeuro_en.cfm
(monthly)

→ Grant Agreement, Financial Guidelines for Applicants (2017)





Thank you.



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