

# Cisl National Study Center of Florence and International Dimension



Francesco Lauria  
Cisl Study Center

# Since the beginning...



1957-1958. Annual Training with Sheck Ahmed Ali (Leader of Trade Union of Somalia)



**seconda metà anni 50: incontro in aula con l'ospite indiano**

Late 50s: Meeting with speaker from India



**visita di un sindacalista orientale**

Trade Unionist from Central Asia in the Cisl Study Center of Florence



2006 Meeting with Pakistan Workers Federation



2007 Training with Han Dongfang Leader of Independent Trade Unionists in China

# European Training Courses in cooperation with Etui (European Trade Union Institute)

## Example: Trade Union Renewal (2016)



# OECD Guidelines and Supply Chains: An Active Role for Trade Unions"

## **ETUI, CGIL, CISL, UIL Training Seminar**





# Cisl European Projects – 2019-2020



## Four new European Projects

VS/2019/0007 "Initiating of activities for implementation of the Autonomous Framework agreement on **Active Ageing and an Inter-Generational Approach**"

VS/2019/0044 "**In4BTE** - Information, consultation and participation rights as a factor of success for the business transfer to employees in SMES"

VS/2019/0025 "**European Works Councils** . processing financial information as a key factor for effective communication and negotiation"

VS/2019/0079 "**Break up to get back together (BreakBack)**. The impact of unionisation through innovative service provision on union membership and industrial relations"

## Active Ageing and intergenerational approach



### 1 Social Dialogue (Employers compulsory involvement)

Applicant Nszz Solidarnosc – Poland

Applicant Cisl – KL (Confederazione datori di lavoro polacchi) – CIOP PIB (Institute of research for labour protection) – LBAS (LATVIA) – ACV-CSC (Belgium)

Associated partners: KSS (FYROM) – OEM (Employers FYROM) – CSDR (Romania)

European partners: Etuc (European Trade Union Confederation)– Ferpa (European Confederation for retired persons)

## 2) Workers Buyout in SME'S (InfoBTE)



### Information and consultation of workers

applicant: ASLE Agrupacion de Sociedades Laborales de Euskadi (Spain)

applicant: Cisl – Diesis coop (Belgium-Ue) – Citub (Bulgaria) Public (Research center – FYROM)

applicant: Confesal (Belgium) – Legacoop Italy – Datoriale Innova eg (Germany)

applicant: CCOO (Spain) – UGT (Spain) – Diputation Foral de Gipuzoka (Spain)

applicant partners europei associati: Cecop-Cicopa Europe (European confederation of cooperative enterprises), Etc.

### 3) Financial Informations for EWC Delegates



#### (ora 03) Information and consultation

Applicant: NSZZ Solidarnosc Poland

Co-applicant: Cisl – Ugt (Spain) – Podkrepa (Bulgaria) – Sydex Poland (Training and research institute)

Invited: Csdr (Romania) – NHS (Croatia) – Kss (Fyrom)

Observers: Browai Polskie – Polbisco (Poland)

Stakeholder Partners: EFFAT (Agriculture and Tourism), IndustriALL (Industry) Uni Europa (Commerce and Banking Sector)

## 4) BreakBack: innovative services and unionization



(Research and Industrial Relations)

Applicant: **Cisl**

Applicant: Lsrc (Lithuania – Social Research Institute), Uab (Spain –Autonomous University of Barcellona), Univer  
ce (Italy), Faos (University of Copenhagen, Denmark) Diesis Coop (Belgium)

Lead organization: **Ezio Tarantelli Foundation**

Local Partners: Etuc / Etui



# Break up to get back together (BreakBack)

*The impact of unionisation through innovative service provision  
on union membership and industrial relations*

**Kick Off Meeting – Florence, 23<sup>rd</sup> April 2019**  
Application ref.: **VP/2018/004/0046 VS/2019/0079**

**Francesco Lauria**  
**Cisl National Study Center**



WITH FINANCIAL SUPPORT OF EUROPEAN UNION

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- INTRODUCING THE PROJECT***
- TIME LINE OF THE PROJECT***
- ROLES AND RESPONSIBILITIES***
- DELIVERABLES***



«*BREAKBACK*»: *title and idea...*



It may be necessary to “**break up**” some rigidity in the protection of work as a way to strengthen personalized support instruments.

These forms of protection cannot fail to “get back” to the **collective solidarity** that is a crucial point of industrial relations and union history.

**Service provision** is one of the possible forms that unions undertake to achieve **inclusive labour markets** against the backdrop of deregulation and welfare retrenchment.



## *Back to future?*

Sector- and company-level collective bargaining, are increasingly related to the **territorial dimension of the actors**.

In the European context, also for the difficult sustainability of welfare systems, collective bargaining deals with the growing centrality of **non-wage welfare instruments** (often tax incentives), also provided by private companies and joint bodies, managed by the social partners.

Due to the swirling processes of **digitization** and **labour market volatility**, collective bargaining finds itself confronted with “**new generation**” **protections**, which are the evolution of institutions that exist since decades, and relate to very relevant topics.

# ***THE PROJECT***

<b>Lead applicant:</b>	<b>CISL (ITALY)</b>
<b>Co-Applicants:</b>	<b>LSRC - Lithuanian Social Research Centre (LITHUANIA) UAB - UNIVERSITAT AUTÒNOMA DE BARCELONA (SPAIN) DSPS-UNIFI - Università degli Studi di Firenze (ITALY) FAOS - Employment Relations Research Centre, Department of Sociology, University of Copenhagen (DENMARK) DIESIS coop srl-fs (BELGIUM)</b>
<b>Affiliated organisation:</b>	<b>Fondazione Ezio Tarantelli Centro Studi Ricerche e Formazione, (ITALY)</b>
<b>Associated organisation:</b>	<b>European Trade Union Confederation (ETUC, EUROPEAN UNION)</b>

**Duration of the project 24 months (Starting 1<sup>o</sup>st of March 2019)**

**GRANT AGREEMENT: € 293.581,00**

## *Aims of the action*



- “ to assess **how trade unions respond to the processes of individualisation** in the society;
- “ to observe the impact of **innovation in services provision as a trade union strategy to enhance its membership**;
- “ to focus on **services provision as a instrument to reach those social groups and individuals who are often excluded from union protection** (e.g. non-standard forms of employment, digital workers, partially and totally autonomous workers, I-pros, freelancers, workers with multiple employers, sub-contracted and posted workers, consultants, etc.).



## *Three main specific objectives*

- “ to assess what **strategies trade unions adopt to overcome workers disaffection** with active participation in interest representation practices;
- “ to collect and describe the **variety of services provided in five EU Member States**, in terms of diffusion, degree of innovativeness, main targets, their governance and the possible presence of assessment plans;
- “ to evaluate the **effectiveness of this strategy of membership revitalization**.



## *Answering together to important question*

How the trade unions, at the national and sectoral levels, cope with the **decrease of union membership**?

Are they experimenting specific **revitalization strategies**?

Are those strategies related to the provision of any kind of **services** intentionally designed to affiliate service users to the trade unions?

What kind of services trade unions provide? What are their main features? Are they of an **innovative** or a **traditional kind**?

What is the **impact** of these services on membership and participation?

Are some services more **effective** than others in increasing the chance for union membership? Are they more effective vis-à-vis other more traditional revitalization strategies?

Do the trade unions **evaluate the impact** of their strategies?