



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

Second Steering Committee and Transnational Workshop

c/o La Fortezza
Montepulciano (SI)
Italy

Draft version

1

On 11th-12th of July, 2019 the second events of IN4BTE project (second Steering Committee and second transnational workshop) were held in Montepulciano, near Siena, in Italy. The events took place into “Luci sul lavoro” (www.lucisullavoro.org), which is an annual event where social actors discuss on matters related to labour. The first day started with an extended Steering Committee meeting and it was followed by a public Transnational Workshop in the second day.

Representatives of ASLE (Spain), DIESIS (Belgium), CISL (Italy) and CITUB (Bulgaria) participated at the meetings. People from affiliated companies - Legacoop (Italy) and Innova eG (Germany) - and from associated organisations - European Trade Union Confederation (EU), CECOP-CICOPA (Belgium), UGT (Spain) - were joining to the meetings. Representatives from two associated organisations from Spain – CCOO and Deputacion de Gipuzkoa - were not able to take part in the second events.

As in the first one, the purpose of the second Steering Committee, in the afternoon of 11th of July, was to bring together the project partners, associated and affiliated organisations to discuss in details the implementation of the project and the first highlights, in particular the cases which could be analysed during the first phases of the project. During the Steering Committee the lead Applicant reminded details of the project such as tasks, responsibilities, timeframe, evaluation, project management, scientific coordination of the research, communication tasks and financial reporting to participants.

The public second transnational workshop, which covered throughout all the 12th of July, involved around 30 people - including invited guests.

Second Steering Committee - 11 July – 15.00 – 18,45

Francesco Lauria and Vilma Rinolfi (CISL) welcomed the participants and presented the programmes of the meetings.



For more info: ASLE, Erčila, 3 48009-Bilbao (Bizkaia) Spain, tel: + 34 94 435 47 30 email: jnu@asle.es www.asle.es



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

2

Jone Nolte (ASLE – PM) gave an overview on the project background, activities and expected results, together with the state of the art of the activities. She also listed the members of the scientific-coordination group, which is formed by a representative of each applicant of the project. Jone Nolte suggested a partner meeting every month, through Skype, in order to check the progress of the research activities and discuss on possible difficulties. JN suggested to organise the next project meeting for November 2019.

Melinda Kelemen, (DIESIS), explained the progress of project web-site - that should be ready around mid September - and its structure. All participants discussed on it and, given the short time available, Jone Nolte suggested to share it with all partners through Dropbox, in order to collect more suggestions.

All participants discussed the dissemination strategies, underlining the importance of the newsletter and the role of project partners in disseminating it. Partners decided that newsletter will be consultable with no subscription.

Jone Nolte, then, presented two cases identified by her organisation regarding the GRINDEN SAL and the ARLAN S.A.

Hans-Gerd Nottenbohm (INNOVA EG) suggested to analyse also cases where failure was found. It would be very interesting in order to identify the reasons of these failures.

Jone Nolte closed the meeting reminding that, in the next Steering Committee country profiles will be discussed.

Second Transnational Workshop - 12 July – 10.00 – 17,45

The second transnational Workshop was full of interventions and very interesting. Unfortunately, the time was not sufficient to let all participants to intervene and some of them had to give up their speech.

Francesco Lauria (CISL) and **Vilma Rinolfi** (CISL) welcomed the participants. Afterward, **Enrico Limardo**, responsible of Luci Sul Lavoro, welcomed participants and reminded them all the initiatives planned by Luci sul Lavoro and the importance of this event in improving the debate on labour matter.

Jone Nolte presented the In4BTE project, its structure, objectives, partnership, meetings and deadlines. JN, then, underlines the importance of the case-studies in order to know how the business transfer to employees take place in the various countries.

Francesco Lauria presented the main aspects of the Ferroli/Fonderia Dante case, already analysed in a previous European project (Ristart). FL, therefore, showed key-passages in WBO and their effects and successes. In his speech, FL also underlined the difficulties in involving its organisation on issues of European project and their development.

Enrico Vola (Board member and worker of PIRINOLI Paper Mill) talked about the story of Pirinoli paper mill and the events that led the WBO, talking, also, about the current budget and main products of the mill.



For more info: ASLE, Ercilla, 3 48009-Bilbao (Bizkaia) Spain, tel: + 34 94 435 47 30 email: jnu@asle.es www.asle.es



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

Josexto Hernandez (Director of ASLE) and **Jone Nolte** asked Enrico Vola for more details regarding:

- the role of the trade unions;
- how the cooperative won-back ex-customers of the paper mill;
- how the capital has been shared.

EV replied as follow:

- trade unionists have a role of mediator in the paper mill, and, furthermore, they support the awareness of the workers to their new role;
- Ex-customers have been won-back through direct contacts by telephone or email;
- Regarding the annual budget, part of it has been recapitalised and part of it (Euros 350,000) has been shared among the worker members.

Gianluca Verasani (LEGACOOP) presented the main activities of Legacoop Produzione e Servizi. GV underlined that, while the financial support for WBO expires (usually after ten years), many WBO have difficulties to continue their activities. In these cases, Legacoop is trying to organise an additional financial support through local agencies. GV, therefore, shows which are the possible weaknesses of the WBOs: the market, the change of mentality of workers (that begins entrepreneurs) and the financing of the system. GV also talked about an agreement signed by Confindustria Emilia Romagna (an employer's organisation) and Legacoop which establishes that Confindustria will inform Legacoop on possible company crisis in order to intervene in time in starting the processes of WBO.

Josexto Hernandez asked for additional information regarding:

- members of Cooperative Associations in Italy;
- accepted requests of WBO;
- the presence of trade unions in the new companies.

GV replied as follow:

- Currently, many "fake" cooperatives are starting up in order to overcome the administrative and social-security controls. These fake cooperatives have a negative impact on the reputation of the regular cooperatives and they make unfair competition.
- Usually, 1 case on 10 begins a WBO. Legacoop makes a very deep analysis of the possibilities of success before accept each request.
- Legacoop agrees on the trade-union presence into the new companies but it would be desirable if trade unions should previously take into consideration the WBO solutions at the beginning of a company crisis.

Hans-Gerd Nottenbohm pointed on the situation of German cooperative, many of which are in the social services. HGN reported a case of a plastic-box company which was trying to make a business passage to workers supported by trade unions. However, HGN underlined that in Germany there is no stronger cooperative system and, currently, some alternatives are looking for. One of these alternative is organise



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

the workers in an association that, even if it provides no dividends to the workers, it gives them a stake in the shareownership of the company.

In Germany the workers' codetermination is realised by Work Councils, Supervisory Board, Collective agreements. However, the passage of business activities to the workers is complicated. Sometimes the State supports this passage (HGN reported an example regarding a case of a warehouse in crisis with 250 workers) however, sometimes, trade unions do not like considering work as an asset that can be capitalised.

Angelo Colombini (CISL – National Confederal Secretary) explained how the cooperative movement was born in Italy and the central role of art. 45 of Italian Constitution. AC underlined the role of trade unions in resolving the company crisis in a new way, where the workers begin the entrepreneur of themselves. According to AC, in Italy social dialogue strongly support these solutions, taking into account the market and the services.

Vilma Rinolfi (CISL), reported some highlights of a previous European project, Ristart, which explored some cases where the company crisis have been resolved in a original way, included WBO. Therefore, VR focused on the legislation for WBO in Italy (in particular the Legge Marcora), the main financial instruments and their beneficiaries. VR, thus, explained the WBO process in Italy. At the end of her speech, VR suggested some key points that should be taking into consideration in the WBO process: market, worker skills and vocational training, the presence of cohesive and resolute group of workers, strong and structured cooperative system and social dialogue.

Michela Mariconda (Cooperazione Finanza Impresa – CFI) explained the main functions of CFI, which is the most important financial instrument for WBO in Italy. MM underlined that one peculiar problem of Italy regards companies seized or confiscated to organised crime, cases where, very often, workers blame the State to have lost their job. To resolve these problems, CFI undersigned many agreements with the Courts and other subject involved in the cases in order to find a solution which safeguards the workplaces.

Giacinto Palladino (Banca Popolare Etica) presented the WBO of Italcables, supported by Banca Popolare Etica. The case developed in a very problematic area in Italy, the so-called Terra dei fuochi (Land of Fires), in the South of Italy. Currently the workers member of the cooperative are 56 and the cooperative budget is about 2 million on Euros. **Matteo Potenzieri** (WBO Cooperative Italcables) spoke about the story of the cooperative and the WBO process.

Angelo Colombini underlined the centrality of work and the necessity to safeguard it, together with the importance of the requalification of workers in order to guarantee them to remain competitive in the labour market. AC remind the importance of the EU Directive on cooperation.

Marco Cilento (ETUC), after a brief explanation on Luci-sul-Lavoro events, talked about the importance of workers' participation, not only as WBO, that should be a focal point in the development policies. MC





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

underlined the importance to pay attention in planning WBO because, unfortunately, the echo of failures is stronger than the echo of successes.

Yuliya Simeonova (CITUB) described the situation in Bulgaria underling that the cooperative system does not work very well in her country. YS talked about the new legal framework for social enterprise in Bulgaria and the role of trade unions.

Giuseppe Guerini (Presidente of CECOP CICOPA EUROPE), as Marco Cilenco, underlined the importance of an economic model based on workers' participation. According to GG, the economic system has to be changed in order to face the inequality and unfair distribution of wealth and rise an equal redistribution of it promoting the social economy as a sustainable model. Cooperatives has to be more proactive than resilient.

Jone Nolte made an overview of the themes dealt with during the meeting underling that there are more common point of views between the social actors than she expected. JN underlined the importance of recognising the crisis risks in time and the central role of trade unionists at company and local level in this processes. JN, then, underlined the importance of the financial agencies (CFI and Banca Etica) in the Italian system in order to support the WBO together with trade unions and cooperative associations. JN remind also that we can learn from failure in order to found what went wrong and found innovative initiatives. It is important too improving the skills of workers and the investments, finding the best solutions according with the single case.

Luca Pastorelli (DIESIS) ended the workshop, thanking all the participants and underling the importance of the themes discussed.

The workshop ended at 17,45.

