

CASE STUDIES

COUNTRY	NAME	BRIEF DESCRIPTION
ITALY		<p>1. Trade Union Office for job placement “Sportello Lavoro Cisl Firenze Prato”. It is an innovative tool, born from the need as CISL (trade union confederation) to assist, inform and guide people who turn to the organization in search of help and support for job placement. https://www.cislfirenzeprato.com/sportello-lavoro.html</p>
		<p>2. Vivace. It is the national association of freelancers and freelancers promoted by the CISL. It is active to create a network of information, cooperation between freelance, welfare, targeted services and spaces to meet and share skills. A community. https://www.vivaceonline.it/</p>
		<p>3. In the last years, the Florence local branch of CGIL's organisation for dependent ‘self-employed’ and agency workers (NIDIL) started a project aiming at representing local tourists guides. As a way to involve them, NIDIL has started to provide them with dedicated legal and financial services. Recently, NIDIL has also begun to represent their interests at the Municipality of Florence. https://cgilfirenze.it/category/notizie/nidil/</p>
		<p>4. Quadrifor is the Bilateral (led by sectoral social partners) Institute for the development of Tertiary, Distribution and Services Middle Managers Training, established in 1995 on the basis of the contractual agreement signed by Confcommercio and Filcams-CGIL, Fisascat-CISL, UilTucs-UIL. The Institute promotes classroom and distance training initiatives, as well as information aimed at developing the professional knowledge and skills of Tertiary middle managers. https://www.quadrifor.it/</p>
		5.(optional)
BELGIUM		<p>1. United Freelancers. The trade union ACV has launched United Freelancers aimed at freelancers and solo self-employed, with a view to offer them similar service sas for employees, but tailored to their needs. This is important as good working conditions (in terms of health and safety, wellbeing) and decent wages and an optimal work-life balance matter for all. https://www.unitedfreelancers.be/home-nl</p>
		2. To be finally selected
		3.(optional)

DENMARK		<p>1. Flexwerker. The trade union DM (Danish Association of Masters and PhDs) supports the network for academic solo self-employed, temporary employed and other atypical employment, primarily within humanities and social sciences. They support economically, e.g. the production of a magazine for atypical workers, fully edited by flex workers themselves.</p> <p>http://www.flexwerker.dk/ https://www.facebook.com/FLEXWERKERNE https://dm.dk/politik-og-presse/dms-politik/atypisk-beskaeftigelse-og-prekarisering</p>
		<p>2. HK Freelance Service Bureau. The trade union HK established a service to support freelance workers, where they employ the freelancer at a wage level equal to collective agreements' level, do all paperwork, bill the customer (invoice), insurances, VAT, for an 8 per cent fee. The initiative is groundbreaking and interesting as the trade union <i>de facto</i> becomes an employer when they employ the freelancers in order to help them with the book keeping. https://www.hk.dk/raadogstoette/freelancer/bureau.</p>
		<p>3. Innovative collective agreement with digital labour platform. In 2018, the cleaning platform Hilfr and the trade union The United Federation of Danish Workers (3F) negotiated the first platform agreement in Denmark, which include highly innovative aspects: A combined collective agreement for both self-employed/freelancers and traditional employees (i.e. on 0-hour contracts), along with novel conflict resolutions mediation. For 3F, the aim was to lift workers with different employment status' wages and working conditions as well as attract new members within a digital labour market they rarely organise. Jesnes et al. 2019; Ilsøe & Madsen 2018.</p>

LITHUANIA		<p>1. Trade Union "Solidarumas" of Guides and Tour guides (TUGTG). TUGTG is a branch trade union of Lithuanian Trade Union "Solidarumas", organising and providing services for self-employed guides, operating in Lithuania. TUGTG provides some training, represents interests of tour guides in state institutions, organises actions and inspections against illegally working guides and unfair tourisms agencies. https://www.lps.lt/gidu-kontaktai</p>
		<p>2. Lithuanian Nurses' Organization (LNO). LNO is a branch trade union of Lithuanian Trade Union Confederation, organising and providing services for nurses. The main activity of LNO – qualification improvement of nurses; LNO organises qualification improvement trainings through its regional divisions and issues certificates, necessary for accreditation of nurses in Lithuania. https://www.lssolp.lt/</p>
		<p>3.(optional)</p>

SPAIN		<p>1. Tu Respuesta Sindical Ya (UGT)</p> <p>UGT launched the web Your union response addressed to the around two million workers who provide their services on platforms. Within a maximum period of 24 hours, they agree to answer any questions they may have for free and advise them if they decide to take legal action.</p> <p>The unions thus follow the trail of groups of workers who have used technology to create networks in defense of their rights, and where they do not exist, unlike traditional plants, hierarchies, organization, headquarters ...</p> <p>Its objective is not so much to achieve changes through collective bargaining but to denounce certain irregular business behaviors so that the public authorities intervene or so that public opinion knows them and punishes the company in question, ceasing to consume, for example, its products.</p> <p>http://www.turespuestasindical.es</p>
		<p>2. The Catalan federation of CCOO fights against the new forms of precariousness in the labour market. To do this, they've have created a new department called New realities of work and precariousness and a support campaign for people suffering from job insecurity, placing the union at their service through a free Whatsapp at 689 586 414</p> <p>https://www.ccoo.cat/noticia/217262/ccoo-tajuda-contra-la-precarietat-envians-un-whatsapp-al-689-586-414-i-tassessorarem#.Xbm1FpJKhph</p> <p>At the same time, the union will also put its Legal Office at the service of the fight against precariousness in matters arising from gender or housing violence, with first free advice, calling 93 481 28 64. The commitment of CCOO of Catalonia against job insecurity, will also materialize in addressing, beyond labor issues, other issues related to the vulnerability of working people, which must be defended by these situations through a civil case.</p> <p>Among other aspects, CCOO will support those contacting this number in matters related to gender violence such as divorce, guardianship of minors, precautionary measures etc.. Also in the case of evictions, mortgage loans with abusive clauses and / or expenses, personal loans from financiers with abusive interests, etc.</p> <p>At this time, this service is available in Barcelona, Sabadell, Granollers, Cornellà and Vilanova i la Geltrú. It will soon be extended to Tarragona, Girona, Lleida and Manresa</p>
		<p>3. The trade union FETICO, the most representative trade union in the retail sector in Spain, is developing new placement</p>

		<p>services for their members. Even though it was born as a trade union of the retail sector exclusively, it is expanding rapidly to other sectors. One of the sectors where it is becoming particularly important is the logistics one. As a result of the digital transformation in the retail sector, there have been job losses. The trade union is helping their members in the retail sector to find new jobs in other related sectors. This is particularly the case with logistics, a sector growing with the increase in e-commerce.</p>
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