

Experience of the project leader Filcams-CGIL with European projects on multinational companies and EWC.

Filcams-CGIL is head of the project financing the first innovative trade union ranking of multinational companies, **the OPEN CORPORATION ranking.**

Since 2012, Filcams in cooperation with other trade union partners, has asked itself how to cope with the continuous changes and evolutions occurring in multinational companies and the economic context as a whole, developing projects which were cofounded by the European Commission, with the aim of supplying tools to improve knowledge, participation and action among trade union actors, workers and company representatives.

The **MuMMIA project** – *Multisectoral Multinationals Managing Information & Consultation Agreements* (2012-2013) dealt with the multi sectoral aspect of multinational companies, and the speed with which they change the geographic and sectoral perimeter, in relation to the slowness with which representation bodies and social dialogue are able of adapting. An analysis paper was drafted ([Italian](#) – [English](#)) aimed at examining the objective and subjective factors that favor or are an obstacle for the creation of Special Negotiation Bodies and European Works Committees, and an Agenda for Action ([italiano](#) – [inglese](#)) to supply SNB members with useful suggestions on how to reach quality agreements.

The **To.Be.E.EWC project** – *Towards a better employee involvement in undertakings: roles and tasks of the main actors in establishing and improving European Works Councils* (2014 – 2016), has made an algorithm out of the EWC establishment and management processes (decomposing them in a finite amount of simple steps) and has supplied workers' representatives with practical manuals and a check list to make their task in performing their specific roles easier (tools which are usable by company representatives as well, to have a common language company management and dialogue). The [micro-manuals](#) are available for download on the project [web site](#) where workers' representatives can download them in English.

The **ITEM project** – *Fostering employee involvement at company level by training the main actors dealing with European multinationals* (2014 – 2016) helped establish some new innovative training courses for homogenous groups of recipients (a. unionists; b. shop stewards; c. EWC members) with the objective of raising knowledge and awareness of their role and improving the tools available to implement social dialogue with the multinational company. The training manuals will be available for download from the .

With the **OPEN EWC project** – *Making Multinational enterprises more transparent, inclusive and accessible to employee involvement* (2015 – 2017), Filcams-CGIL aims to develop a union ranking – OPEN CORPORATION – to monitor the “responsible behavior of multinational companies and the transparency of the data regarding the implementation of obligations and commitments deriving from legal sources, contracts or voluntary commitments, and to acquire useful information for the improvement of participation processes within multinational companies. Since January 2017 until December 2018, Filcams-CGIL will be at the head of other two European projects regarding multinational companies and European Works Councils:

Con il **progetto OPEN EWC** – *Making Multinational enterprises more transparent, inclusive and accessible to employee involvement* (2015 – 2017) la Filcams-CGIL si pone l'obiettivo di costruire il Ranking sindacale – OPEN CORPORATION - per il monitoraggio della condotta “responsabile” delle multinazionali e della trasparenza dei dati inerenti l'applicazione di vincoli e obblighi derivanti da fonti di natura legale, contrattuale o volontaria, nonché per l'acquisizione di informazioni utili a migliorare i processi partecipativi all'interno delle multinazionali.

- The **TRANSFORMERS project** - *The challenge of worker engagement within multinational companies subject to continuous transformation*, aimed at identifying useful tools for the social parts and actors at a company level to manage the continuous and rapid transformations and restructurings of multinational companies, and the consequences on direct and indirect workers of all parts of the inter sectoral supply chain;
- The **DRESS CODE project**- *Glocal industrial relations for a new dress code for the multinational company*, which will help to develop a guide for companies and unions on supply chain sustainability, to be used in regard to the transformations linked to the fourth industrial revolution and the digital revolution.