Title | OPEN EWC – Making TNC more transparent, inclusive and accessible to employee involvement
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Budget heading/call for proposals | Budget heading 04.03.01.06 / Call for Proposal: VP/2015/003 Information consultation and participation of representatives of undertakings
Duration | 24 months – from 10 December 2015 to 9 December 2017
Mean events | January 2016 – kick off meeting | Rome
October 2016 - Workshop | Milan
June 2017 - European Event | Brussels
November 2017 – Final Conference | Paris

The project in a nutshell

The project is aimed at making multinationals more transparent and accessible and improving the workers' and worker representatives' capability to exercise a continuous control of corporate activities and decisions.

OPEN EWC will carry out a survey on some case studies in order to get quali-quantitative information on the different aspects of accessibility and develop a set of practical and innovative tools (six vademecum; guidelines; check-lists) with a view to fostering an aware and effective exercise of the information, consultation and participation rights.

Furthermore, thanks to the contribution of the partner OPENPOLIS, specialised on ranking and tools for the promotion of transparency and democratic participation, the project will create an innovative Observatory and a ranking to measure which are the most transparent multinationals towards employees.

The project will involve EWCs and Human Resources Offices of at least 100 big companies, plus any citizens who would like to get involved. Through this instrument, the project will leverage the reputational profile of the company brand and lobby multinationals, so that they may adopt transparency rules. Such pressure will foster an emulation race among transnational companies, more and more committed to qualifying and distinguishing their own brand image.

The Observatory and the toolkit will be launched during a European event in Brussels in June 2017.

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Further information on the European project OPEN EWC:

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<th>Objective</th>
<th>The project objective is <strong>to make multinationals more transparent, inclusive and accessible to employee involvement for the benefit of EWC members, shop stewards, trade union officers, but also all employees, including P&amp;M staff, and citizens as a whole.</strong></th>
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<td>Main activities</td>
<td>Thanks to the contribution of internal and external experts, OPEN EWC will develop a toolkit with a set of practical and innovative tools, to facilitate the adoption of transparency rules within multinationals and their European Works Councils as well as to facilitate the active participation of employees and their representatives, so that they may exercise an effective and continuous control of corporate activities and decisions. The toolkit will be formed of: - vademecum/handbook for the realization of accessible events and products; - vademecum/handbook on diversity and respect of fundamental rights; - vademecum/handbook for accessing economic and financial data; - vademecum/handbook for reading social balances and making reporting on EWC activities; - vademecum/handbook for realising low environmental-impact meetings/products; - vademecum/handbook for accessing data banks and other information sources useful to create/manage EWC; - proposal for guidelines aimed at negotiating TCA useful to overcome any employee-involvement related obstacles. The vademecum/handbooks will be accompanied by <strong>checklists/grids of indicators</strong> to monitor and evaluate the levels of transparency, inclusivity and accessibility, broadly speaking. A first version of those tools will be written by April 2016 and be useful to carry out a survey on a first group of 15-20 multinationals. The results will be discussed during a workshop in October 2016 and will be used to refine the tools and refine/simplify the questionnaire for the survey and analyse other 35-50 multinationals. EWC members and Human Resources Office employees from at least 100 big companies will be involved and interviewed, in addition to any citizens who would like to participate. Following the survey results, we will create an <strong>Observatory for ranking the multinationals and identifying which are the most transparent multinationals towards employees.</strong> Partial and synthetic indices will be created. <strong>Thematic indices</strong> such as <em>Meeting for All Index – EWC FA</em> for measuring accessibility to people with special needs; <em>Diversity Index - DI</em> to measure the respect of human rights; <em>Transparency Business Index – TBI</em> to measure transparency with regard to the publication of economic and financial data; <em>Trade Union Rights Transparency Index – TURTI</em> to measure transparency of information given to EWC members and worker representatives for information and consultation purposes; <strong>Sectoral indices; Synthetic indices</strong>, such as <em>ASI - Accessibility Sustainability Index</em> for measuring both accessibility and environmental sustainability of meetings and products; <em>TUATI - Trade Union Accessibility Transparency Index</em> for measuring transparency with regard to financial and social reporting, sustainability, accessibility to information, consultation, participation activities. The Observatory will classify the multinationals targeted by the survey and, once getting the operating speed, many other multinationals. Those ones will be ranked according to two types of evaluation: the first one accessed by shop stewards, EWC members, trade union officers, after registration; the second one, accessed by consumers/citizens willing to evaluate multinationals’ transparency levels (after registration). A Technical Scientific Committee will supervise the continuity of the Observatory after the end of the project. The toolkit will be finalised and launched in March 2017 during a press conference and will be accessible on the OPENPOLIS website (a page dedicated to the project will be hosted in). Some copies in Italian and English will be distributed during the European event of June 2017 in Brussels. In that occasion also the Observatory will be presented. Dissemination activities will be organised through traditional and new media, including social networking.</td>
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| **Expected results** | A survey based on two questionnaires and targeted at 50-70 multinationals  
Vademecum/handbooks + checklists/grids of indicators and proposals of guidelines to improve transparency and accessibility to workers' and worker representatives' information, consultation and participation processes  
An Observatory to rank multinationals according to indicators of interest for workers and trade unions  
European workshop and events  
Dissemination activities at national and European level |
| **Target groups** | Trade union officers; worker representatives; SNB/EWC members; professional and managerial staff; citizens in general |
| **Partnership** | FILCAMS /Trade Union – Italy) – project coordinator, in cooperation with:  
UNI-Europa (European Trade Union Federation for Services and Communication);  
EFFAT (European Federation of Food Agriculture and Tourism Trade Unions);  
FGTA-FO (Trade union - France)  
FITU FOOD (Trade Union - Bulgaria)  
Filcams-CGIL Piemonte (Trade Union - Italy)  
Filcams-CGIL Milano (Trade Union - Italy)  
Fisac-CGIL Toscana (Trade Union - Italy)  
IRES-CGIL Emilia Romagna (Research Institute - Italy)  
ISTUR-CITUB (Research Institute - Bulgaria)  
SZGTI (Research Institute - Hungary)  
OPENPOLIS (Association – Italy)  
Also the EWCs of Club Med, Adecco and Unicredit; The Global Federation of Temporary Agency Workers; the European Trade Union Confederation; The Italian Trade Union Confederation CGIL; the Di Vittorio Foundation; the multinational Gucci support the project and will participate in its activities. |