

## **EXECUTIVE SUMMARY**

### **“CIRCLE: from basic knowledge to advanced skills for European Works Councils’ members”**

The new biannual project CIRCLE aims to providing EWCs members the skills needed for dealing with the strategic and competitive changes in multinational companies. In response to the demand for a training/information course, CIRCLE offered a structured path based on basic and advanced training modules, with a cross-sectoral approach. It represents a continuum of the successful experience of the three previous OPERA projects delivered in 2010, 2013 and 2014 that Sindnova has been mandated on behalf of the Trade Union Federations FIM CISL, FILCA CISL, FAI CISL, and FLAEI CISL.

The CIRCLE project was characterized of a structured course, experimenting with a two-tier approach: the first tier was been designed to boost the effectiveness and smooth running of social dialogue within Works Councils, whereas the second aims to teach workers’ representatives more about the company strategies and economic/financial information provided by multinationals; 6 training modules (3 basic and 3 advanced) took place in Rome: the firsts three ones were organized to give to the participants (new member of EWCs) the basic knowledge about a European Works Council work; the seconds three ones were organized to give them advanced knowledge and skills on different aspects and topic that could be happened in restructuring processes.

A Final Conference was held in Rome with the presence of 100 European participants, more or less: National and European trade unionists, workers representatives, EWCs members, National Institutions representatives, managers, expert, academics, researchers and lawyers..

#### Deliverables:

The target group involved was composed by new EWC members from MNCs and workers’ representatives as recipient of the training activities. They came form different countries and sectors and they were selected by the representatives of the Italian sectorial federation involved in the project (FAI, FILCA, FIM, FLAEI). The aim of the CIRCLE project was to equip participants with the knowledge and tools they need to help them deal with strategic and competitive changes

in multinationals, in order to ensure that information and consultation rights can be called upon and exercised. In light of the above legislative framework, the CIRCLE project purpose was to offer participants an opportunity to hold discussions, acquire skills and learn about the tools needed for a truly effective culture and practice of social dialogue with the management of multinationals.

Starting from the basic legislative framework on information and consultation workers' rights, the training modules was scheduled to straighten their involvement in the company and drive a competitive dialogue with the management during the different processes occur in the company's life.

#### Key results:

Thanks to CIRCLE activities, EWCs' members received advanced skills and knowledge for a better dialogue with the company, to understand changes in multinationals and address fair decisions. The new EWCs' members appreciated contents and topics of the 6 training modules because it was important for them to understand that the better way to dialogue with the management depends on their knowledges: if they have the right skills to manage such situations, they could of course make and protect their interests. Another important results of this project was the interest of the participant to maintain contacts with the network created thanks to CIRCLE project to share experience, best practices, improve their tools and communication skills, find other ways to protect their rights and use social network to share important documents.