**DETAILED WORK PROGRAMME**

Title of the action: “COOPERATION – trade unions on their way to increase the employee involvement in mining industry.”

Applicant: **Ogólnopolskie Porozumienie Związków Zawodowych** - Poland

Affiliated organisation: Związek Zawodowy Górników JSW S.A. Zofiówka - Poland

Associated organisations:

* CCOO Industria - Spain
* Federatia Nątionala Mine Energie (F.N.M.E.)-Romania
* Nezavisnost Trade Union of Chemical, Non-Metal, Energy and Mining Workers-Serbia

The aforementioned partners have been chosen taking into account their experience and knowledge regarding social dialogue and participation in creation of solutions aimed at facing the economic and social crisis, their activity at national and transnational level and experience in implementation of transnational projects. Most of the aforementioned organisations had already the possibility to cooperate with each other (OPZZ, Związek Zawodowy Górników JSW S.A. Zofiówka , Federatia Nątionala Mine Energie (F.N.M.E.), CCOO Industria, and Federatia Nątionala Mine Energie (F.N.M.E.) Fruitful cooperation persuaded them to involve Serbian trade union as the representative of Candidate Countries.

Project is the response to insufficient cooperation between bodies representing workers. Lack of coordinated strategy based on cooperation and common lobbying for respect of employees’ rights hinders achieving the optimal employee involvement in mining industry. Mining sector is touched with a lot of economic changes influencing workers. Since the beginning of the European integration process there has been a commitment to provide employees in Europe with the right to be involved in company decision-making. Trade unions are the organisations allowing employees to have their say. The representation of workers' interests by trade unions constitutes an essential part of democratic development. Unfortunately, over the last twenty years there has been a widespread decline in trade union membership throughout most of EU Member States. To ensure the effectiveness of trade unions’ activities, it is necessary to raise their capacity to cooperate with each other and elaborate the common standing points, especially in the face of economic and social changes which Europe needs to face nowadays. In multiple union system enabling the creation of plenty of trade unions in the same company sometimes it is very hard to create the common postulates of workers. Existence of high number of unions can be a problem, because very often they do not cooperate with each other for the sake of all employees, but compete with each other. This project is aimed to encourage trade unions functioning in one company to cooperate with each other in order to represent all workers’ rights efficiently. The question of coordination and cooperation in individual branches of industry and in transnational corporations is becoming increasingly important. Transnational dimension of cooperation is crucial to develop the employee involvement in undertakings. Nowadays, the business is dominated by multinational corporations. State owned companies and small and middle private enterprises are taken over by the big market players. Changing situation on the labour market and the economic integration require from workers’ representatives to think and work global, share their experience and ideas in order to make workers’ voices heard. The major problems which need to be faced by trade unions representing mining industry are insufficient health and safety procedures and restructuring, which in mining industry is usually synonymous with jobs cuts and loss of employment security. Trade unions need to concentrate to cooperate accurately to increase the employee involvement in decisions to be taken in companies in the aforementioned areas. Joint transnational strategies implementable at company (both national and transnational), local, national, regional and transnational level are the recovery tool for decreasing employee involvement and conflict between different organisations representing workers of the same company. Only strong unions cooperating with each other can influence employers to respect workers’ rights to information, consultation and participations in crucial topics shaping the employees’ situation in mining industry. Working together with EWCs is also necessary to elaborate solutions acceptable for workers’ and employers’ side and find the agreement between economic performance of the company and employer’s rights. The optimal employee involvement is essential tool enforcing employers to run the business in socially responsible manner. During the economic and social crisis sustainability of undertakings and employment in the long run should be high priorities both for employers and workers. For workers of transnational companies, it is very important to develop mechanisms of transnational consultations between workers’ representatives before starting negotiations with employers at national level. The project will be aimed to develop effective ways of cooperation between workers representatives in order to increase employee involvement in decisions taken within the companies. We need to raise workers’ awareness of the topic of effective exercising of their rights to information, consultation and participation as the effective mechanisms increasing workers’ influence on decisions to be taken within company.

Mining industry in Europe needs to face the economic crisis effectively. The governments try to force trade unions to accept austerity measures reducing the social security of workers. Plenty of mines have been closed or restructured which increased the unemployment rates among miners.

In our opinion cutting costs of work is not sufficient and it requires the accompanying tools taking into account the workers’ rights. It is essential to elaborate the coordinated, joint methods of cooperation of trade unions to make our voice heard and respected by the authorities. In Poland we are in time of negotiations between unions and the government aimed to find solutions for the economic ineffectiveness of the mining industry. Deterioration of the situation of mining industry influences negatively the national economies and the living standard of people. In Romania after as the result of closure of a state-owned coal mine Anonisa town, where the mine was located is about to bankrupt. In Spain, the austerity measures taken by the government during last few years have destroyed social and economic conditions of working people. In Serbia we observed a little revival in mining industry last year, but now the country is facing the enormous flood which will negatively influence the whole industry and life of all citizens of Serbia. European trade unions need to counteract the crisis by raising the effectiveness of their activity and finding the way to cooperate effectively with each other, with employers and governments in order to reach and implement the agreements enabling saving the mining industry in Europe from economic disaster. Trade unions should create the platform for cooperation in order to exchange their ideas on how they can achieve the best balance between the social dimension and need for competitiveness with employee involvement. Investment in creation of new, qualitative jobs in mining industry, ensuring energy sustainability of European Union, the necessity of more effective social dialogue require high employee involvement and good cooperation between their representatives. The following measures are planned within the framework of the project:

The applicant in cooperation with partners will take responsibility for implementation of all the measures planned to be taken within the framework of the project.

Preparatory phase:

1. Preparatory meeting in Warsaw (11th of December 2014, 1 day, 3 representatives of each organisation taking part in the project). The meeting will be divided into 2 parts:

* organisational part: presentation of the assumptions of the project , discussing the details concerning project management, the cooperation between partners and their role at each stage of the project, preparation of agendas of the further meetings, exchange of experience and opinions about project implementation style proposed by the applicant, discussing the main objectives of the project and the ways leading to successful implementation of the action.
* substantial part: discussion about the role of trade unions and other bodies representing workers in shaping the optimum employee involvement in mines. The current problems of European mining industry, especially those influencing workers will be considered. Delegates will present the problems of mining sector in their countries and consider how trade unions can contribute to improvement of the situation (both general economic situation of the sector and situation of miners). The objectives of trade unions in their fight for respect for employees’ rights to information, consultation and participation will be discussed.

1. Research done in Poland, Spain, Romania and Serbia (January-March 2015) - the researchers will perform the analysis concerning the state of play in cooperation between trade unions as well as other bodies representing workers in coal pits and other undertakings representing mining industry. The current level of employee involvement and the factors hindering effective cooperation will be identified. The sources of conflicts between trade unions affiliated to different federations and representing different professions and between trade unionists and other bodies representing workers (for example works councils, EWC) will be identified. Similar questionnaire will be filled in by representatives of each countries taking part in the project. It will be prepared by researchers and take into account the specificity of industrial relations and the processes shaping employee involvement in each country. The goal of the research is not only to examine the state of play in cooperation between bodies representing workers and the employee involvement in undertakings but also to gather workers’ representatives opinions on the sources of current problems and their standing points related to necessary amendments and the ways of achieving optimal employee involvement and shape the effective platform of cooperation between workers’ representatives. Workers of companies facing the problem in cooperation between workers’ representatives, especially those where trade unions rather compete than cooperate will be examined.
2. Preparatory study (April 2015) – the results of research will be passed to the leading expert who will prepare the synthesis – preparatory study identifying common problems, which is necessary to discuss and figure out within the framework of the project, list of good practices and things which need to be improved to increase employee involvement in mines, the proposed measures which need to be taken to increase the cooperation of trade unions, especially at transnational level. The study will be the base for the further discussions and work aimed to elaborate the common solutions.

Main phase

1. Workshops in Madrid (20th – 21st of May 2015,4 representatives of each organisation): Participants supported by experts will work on common solutions which can improve the cooperation between unions both at national and transnational level. Each problem mentioned in preparatory study will be discussed. Participants will keep in mind the situation of miners in their country, but try to elaborate universal solutions implementable in all participating countries and at transnational level. They will focus on 2 major issues: increasing employee involvement in implementation health and safety procedures and ensuring the respect for employees’ rights during economic changes (especially restructuring). The participants supported by external experts will discuss the main assumptions of ETUC Strategy and Action Plan 2011–2015, IndustriALL’s Manifesto to put industry back to work, the documents elaborated jointly by EU social partners representing workers and employers and the EU institutions regarding increasing employee involvement in undertakings and cooperation between different bodies representing workers and between workers’ and employers’ representatives. The specificity of mining industry will be kept in mind. The experts will select the guidelines and documents including information helpful in shaping optimal employee involvement in undertakings representing mining industry and supporting miners in exercising their rights for information, consultation and participation.

Short training in legal and practical aspects of national and transnational cooperation between bodies representing workers, especially trade unions will be conducted during the meeting. Training programme will also extend unionists’ knowledge on EU law on employee involvement at national and transnational level. The following topics will be presented by the trainers:

* effective conflict resolution (especially in relation to conflict of interests of different workers’ organisations and bodies representing workers
* EU law on employee involvement at national and transnational level – practical dimension – presentation of the most important regulations and their interpretation, rights and duties of workers’ representatives arising from these regulations. The following legal documents will be discussed: EU law on employee involvement at transnational level includes Directive 2009/38/EC on European works councils, Article 16 of Directive 2005 / 56 / EC on cross-border mergers of limited liability companies, Directive 2002/14/EC establishing a general framework for informing and consulting employees, directive 98/59/EC on collective redundancies and Directive 2001/23/EC on transfer of undertakings.
* cooperative and communication skills (also transnational and intercultural cooperation) and their role in exercising employees’ rights to information, consultation and participation.

Methods used during the training will be aimed to achieve the highest possible involvement of participants: presentations of experts, group working session (transnational groups), discussions, exchange of ideas, opinions and experience, case studies, discussion on adaptation of solutions implemented in other countries to the specificity of Poland, Spain, Romania and Serbia.

1. Preparation of follow –up publication (June- November 2015) – manual including instructions for workers’ representatives focused on finding the way to increase the employee involvement in mining industry. The ways of bringing the recommendations into wide use will be considered. Publication will be based on the conclusions from the meetings, experience of meetings’ participants and experts and EU legal regulations which appropriate use can strengthen the position of workers and their involvement in decision making processes in mining industry. It will be prepared in Polish and translated into Spanish, Romanian, Serbian and English. Wide distribution of the publication is planned (paper version and online). The publication will be prepared by external expert, but it will include the main achievements of the project. The draft version will be consulted with representatives of social partners during national dissemination meetings organised in each country participating in the action.
2. Dissemination meetings (1 meeting for 15 people in each country, July – September 2015). Meetings will be aimed at finding the ways of bringing the methods of cooperation included in the publication into wide use. Participants will be leaders of bodies representing workers of mining sector. They will be persuaded to implement the solutions elaborated within the framework of the project in their everyday work. The external expert will take part in each meeting in order to present the content of the publication, describe the way of increasing employee involvement in mining sector and answer the questions regarding the ways of practical implementation of solution into practice in particular enterprises. The result of each meeting will be the report including identified obstacles which can hinder the implementation of solutions proposed in publication. The suggestions of participants as well as recovery tools which should be activated when 1 of the identified problems occur will be included in the final version of publication.

Follow up phase:

1. Follow- up conference in Bucharest (17.02.2016,4 representatives of each organisation +2 guests representing EU level institutions and/or social partners). The representatives of IndustriALL, European Commission, ILO and ETUC. Participants will discuss the activities proposed in the publication. The obstacles in implementation identified during dissemination meetings will be discussed at transnational level and the ways to overcome them will be elaborated. The plan of actions to be taken at national level as well as the transnational measures to be taken by partners will be discussed. The participating organisations will prepare the plan for future cooperation. The ways of implementing the indications included in the publication will be discussed.

**IMPLEMENTATION OF THE ACTION – detailed information**

The action will be coordinated by the applicant. It is planned to develop comprehensive project – the transnational answer of workers’ organisations to problems in cooperation between bodies representing workers within the same company, and as a result, insufficient employee involvement in decisions made in undertakings. The proper logistic and financial management, cooperation between partners and relevant information flow are required to implement successful project and achieve the planned results. Each partner will be responsible for recommendation of experts who will prepare the analysis in their countries, present the results during the workshops, and conduct the national dissemination meetings. The experts will be in touch during the implementation of the action, they will exchange information and ideas aimed to enhance the cooperation of trade unions and increase they influence on improvement of employee involvement in undertakings. The applicant and all the partners will keep in mind the necessity to develop high transnational dimension of the project at each and every stage of implementation. Adaptation of European solutions to specific circumstances of participating countries and the companies represented by participants of the meetings will be a high priority. On the other hand, participants will focus on elaboration of universal guidelines responding to problems identified during the research done in each participating country.

The main objective of the action will be achieved by identifying the main issues, organizing professional meetings giving the participants possibility to share their opinions and experience in order to elaborate joint solutions for the problems and disseminating the results of the projects across EU Member States and Candidate Countries. There will be interpreters taking part in every meeting, which will facilitate the communication. After the preparatory meeting, where the assumptions of the project will be presented, the researchers will perform the analysis concerning the state of play in cooperation between trade unions as well as other bodies representing workers in coal pits and other undertakings representing mining industry. The current level of employee involvement and the factors hindering effective cooperation will be identified. The sources of conflicts between trade unions affiliated to different federations and representing different professions and between trade unionists and other bodies representing workers (for example works councils, EWC) will be identified. The results of national analysis will be gathered together, propositions of solutions for identified problems and measures which should be taken in order to increase employee involvement in undertakings will be presented in preparatory study prepared by the leading expert cooperating with researches since they start doing the research. The study will be the base for the further discussions and work aimed to elaborate the common solutions. The main problems hindering the effective cooperation of workers’ representatives and proposals leading to increased employee involvement in undertakings will be included in the study and discussed during workshops meeting. Participants supported by experts will work on common solutions which can improve the cooperation between unions both at national and transnational level. Short training in legal and practical aspects of national and transnational cooperation between bodies representing workers, especially trade unions will be conducted during the meeting. Training programme will also extend unionists’ knowledge on EU law on employee involvement at national and transnational level. Training programme will be prepared by trainer in cooperation with researchers and it will be consulted with leaders of organisations taking part in the action. It will ensure taking into account the specific needs of trade unions and including high level of expertise based of experience of researchers from 3 countries and professional trainer specialising in EU law, increasing employee involvement and cooperation between social partners. After the workshops meeting the manual for trade unionists concerning the ways of development cooperation between trade unions functioning within the same company will be prepared. The instructions for workers’ representatives included in the publication will be focused on finding the way to increase the employee involvement in mining industry. The ways of bringing the recommendations into wide use will be considered. The draft version of the publication will be consulted with representatives of mining workforce during dissemination meetings to be held in each participating country. The meetings will be aimed at finding the ways of bringing the methods of cooperation included in the publication into wide use. The ways of putting the solutions elaborated within the framework of the project into practice will be discussed. The main factors hampering implementation will be identified and included in the report which will be presented during the follow – up conference. The suggestions of workers’ representatives taking part in dissemination meetings will be included in the final version of the publication. The conclusions from the project and recommendations for the future will be discussed during the follow up conference in Bucharest. The plans for implementation of the common solutions elaborated within the framework of the project will be discussed. The obstacles in implementation identified during dissemination meetings will be discussed at transnational level and the ways to overcome them will be elaborated. Comprehensive package of dissemination activities will bring the project’s results into wide use (posters, leaflets, roll-up, website including newsletter, wide distribution of publication).

**ADDED VALUE –detailed information**

The action is of high relevance to the European Community because it targets mining sector: one of those which initiated European integration and has always had a strategic importance. The project is regarded as an extremely good opportunity to share experience and to contribute to the application of the European law and policies in the area of information, consultation and active participation of the representatives of the undertakings. It will result in enhancement of long- lasting partnership of trade unions from 3 EU Member States and strengthening the employee involvement in decisions to be taken within undertakings thanks to implementation of conflict resolution procedures contributing to more effective cooperation between workers’ representatives. The improvements are expected to have a remedial effect on the sector and contribute to shifting it from recession. Lack of common workers’ standing points hampers the effectiveness of negotiations with employers and decreases the level of employee involvement and the respect for the workers’ rights to information, consultation and participation. Only good cooperation between workers representatives’ organisations and bodies can make the workers’ voice heard and their rights respected by employers and governments. Because the crisis concerns the whole continent, the action has a great value, bringing together several countries that are spread across Europe, in order to work out a universal solutions that will positively affect not only countries participating directly in the action, but also new Member States and Candidate Countries where the results of the action will be disseminated. The meetings to be organised within the framework of the action will be a platform for exchange of information, opinions and good practice between trade unionists from 3 countries. It will not only be exchange of opinions, but also know-how (mutual learning).

The added value and the most innovative aspect of the project will be the comprehensive manual which elaboration will start at the beginning of the project (national research) and finish after wide consultations with workers’ representatives during dissemination meeting and including their opinions and suggestions in the final version. The active participation of the partners’ representatives, including their suggestions in training programme and methodology will be an example of high participants’ involvement in implementation of the action and will allow us to develop an innovative project, fulfilling the needs of all participating organisations and their members. Importantly, the achievements of the project and EU acquis in the field of employee involvement and workers’ cooperation, particularly at transnational level will be transferred outside EU, to Candidate Countries. The follow up publication will be sent to social partners’ representatives from Candidate Countries. They will be also informed about the action at the beginning of implementation and invited to subscribe to newsletter in order to be updated about the project’s progress and its outcomes. Project will give a boost to deeper international cooperation between workers’ organisations. In addition, international meetings, seminars and study visits will create the possibility to discover the culture and standpoints of the employees across the EU.

Working in mixed groups during the international training will enable to increase ties between employees from “Old” and “New” Union. The exchange of experience and information between representatives of workers from 3 countries supported by experienced experts will enable creation of universal solutions for the problem of insufficient use of instruments of cooperation developing employee involvement in decision making processes.

It is taken for granted that cooperation between the partner organisations will be continued. The plan for future cooperation will be prepared during the follow – up meeting. The cooperation of participating organizations will be advantageous not only for direct participants of the activities, but also for representatives of employees from different countries. Wider knowledge on legal and practical aspects of employee involvement mechanisms will allow them to become more influential when it comes to

decisions made in their workplaces. Developing workers ‘skills in the area of transnational cooperation will improve the efficiency of the negotiations held in multinational companies and raise workers’ ability to reach peaceful solutions. Representatives of other countries will be invited to join the group of cooperating unions, guidelines for new EU Member States and Candidate Countries will be included in the publication and will be widely disseminated.

Finally, the manual to be elaborated during the project will be of significant value to the workers employed in the sector, as it will be based on expertise, analysis and observation made by a large number of workers’ representatives. The implementation of the guidelines included in the manual will contribute to increasing employee involvement in decisions, developing the mechanisms of information, consultation and participation of workers in mining sector. Project will be the inducement for workers organizations to undertake similar activities in future. It will considerably contribute to building the positive image of trade unions. Besides the main topic of the project, international meetings will be a chance for trade unions to have some informal meetings and talks on current problems and initiate new common actions in different topics.

Another added value will be positive impact to work of bipartite and tripartite bodies enabled by extended knowledge and cooperative skills of trade unionists. The wide dissemination of the publication will activate another added value – the opportunity to use the results of the project, especially the training programme, the guidelines included in the final publication and national analysis by other institutions and organizations in future. The innovativeness of the action is based on the use of new technologies, not only in terms of communication between partners, but also in the development and dissemination of project outputs and results. All the materials from the meetings will be available on the project website. The website of the project will be aimed at persuading users to use the innovative ways of communications–sharing their opinions and information online, subscribing for the newsletter etc. Project will be also promoted in social media – on the profiles of participating organisations, there will be information about the project’s progress and activities added.