



GRANTS AWARDED AS A RESULT OF THE CALL FOR PROPOSALS VP/2017/004

PREROGATIVES - Improving expertise in the field of industrial relations

Budget line : 04.03 01 08

Program(s) : Prerogatives

| Action title | EU grant (€) | Application reference |
|---|--------------|-----------------------|
| Enhancing the Effectiveness of Social Dialogue Articulation in Europe | 378 635,08 | VP/2017/004/0017 |

Summary of the action

EESDA – “Enhancing the Effectiveness of Social Dialogue Articulation in Europe” is a research project that brings together five consortium partners with the aim to advance the current knowledge and expertise on the articulation of social dialogue in Europe and its relation to the effectiveness of social dialogue. It studies the ways in which social dialogue between public and private actors at different levels functions and the channels through which EU level social dialogue - across and within sectors- affects the actors, decisions and outcomes at the national and sub-national level, and vice versa. As social dialogue is not a one-dimensional process, the interactions and relations between the involved actors are complex. EESDA, therefore, takes a mixed methods approach that starts from a very broad perspective which is specified in following stages of the research. More specifically, the project starts with an assessment of all sectors in the EU27 by means of desk research and an online survey. It then concentrates on 6 EU member states (i.e. Estonia, Ireland, the Netherlands, Portugal, Slovakia and Sweden – with distinct industrial relations models and traditions) in which 4 sectors (i.e. construction, commerce, education and healthcare and hospitals – with in each case a focus on a specific occupation) are examined via interviews, case studies and discourse analysis. The findings from these two exercises are completed using network analysis that sets out to visualise and reveal strong and weak ties between different actors. The analysis is focused on the EU as well as the national and sub-national levels and also takes a comparative perspective, drawing lessons for experiences and best practices in other sectors and countries. The analysis considers efforts that have a direct and indirect impact on social dialogue, such as EU Directives or programme funding.

| Beneficiary organisation/Coordinator | Address | Country |
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| CENTRE FOR EUROPEAN POLICY STUDIES | PLACE DU CONGRES 1 1000 BRUXELLES | BE - Belgium |
| Co-Beneficiary organisation | Address | Country |
| CONFEDERACAO DO COMERCIO E SERVICOS DE PORTUGAL ASSOCIACAO | AVENIDA VASCO DA GAMA 29 1449 032 LISBOA | PT - Portugal |
| TARTU ULIKOOL | ULIKOOLI 18 50090 TARTU | EE - Estonia |

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| GOTEBORGS UNIVERSITET | VASAPARKEN 405 30 GOTEBORG | SE - Sweden |
| STREDOEUROPSKY INSTITUTE PRE VYSKUM PRACE ZDRUZENIE | ZVOLENSKA ULICI 29 821 09 BRATISLAVA RUZINOV | SK - Slovakia |

| Action title | EU grant (€) | Application reference |
|---|--------------|-----------------------|
| NEWEFIN - New Employment Forms and Challenges to Industrial Relations | 337 459,44 | VP/2017/004/0028 |

Summary of the action

The main aim of the 'New Employment Forms and Challenges to Industrial Relations' - NEWEFIN - project is to provide a multilevel comparative analysis of how the challenges to labour law and social protection systems, generated by current trends to labour market flexibility and rising non-standard/new forms of employment, are addressed through innovative policy responses and social dialogue. The aim of the project is to analyze these new forms of employment and the risks that they create for traditional industrial relations structures. The non-standard/new forms of employment that will be addressed in the project NEWEFIN are: temporary employment, triangular employment relations, (dependent) self-employment, posted workers, multiple activities companies/subcontracting, and new jobs in the gig economy. The research team will examine the development of these non-standard/new forms of employment at Member States level, in the light of: (i) the impact of this trend on the levels of labour/social protection of workers, (ii) the risks to the sustainability and affordability of the welfare system and (iii) the consequences for the social dialogue in general.

The proposed research project will also investigate the role and initiatives of the social partners at EU and national level in the reforms of collective bargaining systems to adapt them to the above mentioned new forms of employment and the changing composition of the workforce.

The countries to be covered by the study are the Netherlands, Germany, Spain, Belgium, Ireland, Portugal, Poland, Hungary and France. These nine States include countries with a strongly varying weight of non-standard employment and new forms of work. Also, they represent a wide variety in terms of industrial relations traditions and of their respective labour market policies. This allows to comparatively study the actions of social partners and their outcomes in a variety of national institutional and economic settings.

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| Action title | EU grant (€) | Application reference |
|--|--------------|-----------------------|
| Fairness, freedom and Industrial Relations across Europe: UP AND DOWN THE MEAT VALUE CHAIN (MEAT.UP.FFIRE) | 300 429,81 | VP/2017/004/0035 |

| Summary of the action | | |
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| <p>The European economy is characterised by a strong de-verticalization of the productive process and shows serious structural problems also with regards to scarce protection of the workers' rights. As highlighted by ILO, the topic of "decent work" is strategic in respect of the supply chains of global dimensions (ILO, IV Report, 2016) and has to be addressed to pave the way "crisis recovery and sustainable development". Among the various productive systems affected by these complex phenomena, the project aims to analyze the meat industry, specifically focused on the pork industry. It shows, in this regard, serious structural problems that require a complex and comprehensive analysis. The project is aimed to analyse the entire pork value chain - and not only its processing sector- in a prospective embracing industrial relations, economic and sociological aspects. The value chain is a complex and relevant phenomena and any critical factor of the processing sector is originated by other criticalities affecting other related and interlinked sectors of the same value chain. Plus, the European socio-economic dynamics are not interconnected and any study relating with these themes has to adopt a transnational and comparative approach. The project aims to reinforce the social dialogue as a cornerstone of the Social Europe, called to play a crucial role in the multilevel system of European governance, in line with the provisions of the Treaty on the Functioning of the EU (art. 151-156) and the European Political Agenda.</p> | | |

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| KOBENHAVNS UNIVERSITET | NORREGADE 10 1165 KOBENHAVN | DK - Denmark |
| FRIEDRICH-ALEXANDER-UNIVERSITAT ERLANGEN NURNBERG | SCHLOSSPLATZ 4 91054 ERLANGEN | DE - Germany |
| UNIwersytet LODZKI | UL PREZYDENTA GABRIELA NARUTOWICZA 68 90 136 LODZ | PL - Poland |
| ISTITUTO DI RICERCHE ECONOMICHE E SOCIALI DELLA EMILIA ROMAGNA ASSOCIAZIONE | VIA MARCONI 69 40122 BOLOGNA | IT - Italy |

| Action title | EU grant (€) | Application reference |
|--|--------------|-----------------------|
| aGREENment - A Green Mentality for Collective Bargaining | 191 021,50 | VP/2017/004/0037 |

| Summary of the action | | |
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| <p>The idea of labour and environment as two sides of a same coin finds today a significant policy framework under which it can be justified and developed. The four pillars of the ILO's Decent Work Agenda are now integrated in the UN 2030 Agenda for Sustainable Development: Goal No. 8 seeks to "Promote inclusive and sustainable economic growth, employment and decent work for all", by "decoupling economic growth from environmental degradation". As an aggregating pattern for growth, environmental and labour protection, sustainability has recently fallen under the spotlight of labour law analysis and policy making due to the negotiation between the United States and the EU for a Transatlantic Trade and Investment Partnership.</p> <p>Taken seriously, these policy propositions should have immediate implications for labour policies. In terms of EU labour law, for example, they necessitate the rethinking of the EU social policy in the light of article 11 TFEU, according to which: "Environmental protection requirements must be integrated into the definition and implementation of the Union policies and activities, in particular with a view to promoting sustainable development". Little attention, however, has been paid to those concrete steps that business leaders, labour and institutions are expected to take in order to turn the rhetoric on the integration between labour and environmental protection into reality.</p> <p>The aim of this project is to investigate how and why collective bargaining can contribute to embed the principle of environmental sustainability into labour relations, without abandoning but reinvigorating the ideals of justice, equality and democracy that justify the traditional and selective goals of labour regulation. The idea is that there is no contradiction between environmental sustainability and the fundamental principles of labour regulation, although some normative adjustments are needed to put collective bargaining at work for sustainability and the environment.</p> | | |

| Beneficiary organisation/Coordinator | Address | Country |
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| Beneficiary organisation/Coordinator | Address | Country |
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| ADAPT Associazione per gli studi internazionali e comparati sul diritto del lavoro e sulle relazioni industriali | V.le Berengario n. 51 c/o Centro Studi DEAL, Dip.to di Economia, Univ. di Modena e Reggio E. 41121 MODENA | IT - Italy |
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| UNIVERSIDAD DE ALMERIA | CARRETERA SACRAMENTO CANADA 04120 ALMERIA | ES - Spain |
| SZEGEDI TUDOMANYEGYETEM | DUGONICS TER 13 6720 SZEGED | HU - Hungary |
| UNIVERSITY OF WARWICK | KIRBY CORNER ROAD UNIVERSITY HOUSE CV4 8UW COVENTRY | UK - United Kingdom |
| UNIVERSITEIT MAASTRICHT | MINDERBROEDERSBERG 4 6200 MD MAASTRICHT | NL - Netherlands |
| UNIVERSITAT POMPEU FABRA | PLACA DE LA MERCE 10-12 08002 BARCELONA | ES - Spain |
| WIRTSCHAFTSUNIVERSITAT WIEN | WELTHANDELSPLATZ 1 1020 WIEN | AT - Austria |

| Action title | EU grant (€) | Application reference |
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| PHS-QUALITY - Job Quality and Industrial Relations in the Personal and Household Services Sector | 353 442,29 | VP/2017/004/0049 |

Summary of the action

The aim of the PHS-QUALITY project is to analyse, from a comparative and multidisciplinary perspective, the existing public policies and social partners' strategies towards personal and household services (with a focus on cleaning and social care activities) in several EU countries, namely, The Netherlands, Belgium, Denmark, Spain, Germany, France, Finland, Slovakia, Czech Republic, and the UK. In some of these countries there is legislation regulating the provision of services at home and there has been public intervention supporting the use of these services through "vouchers" and/or tax deductions.

The main aim of the project is to provide a comparative analysis of the existing policies and practices in the PHS sector and to discuss opportunities to reconcile good and affordable services with decent working conditions and access to social protection for the workers.

The project foresees the organisation of two main events where the challenges faced by the sector will be discussed with relevant stakeholders (representatives from trade unions, employers' associations, public services, and European and international organisations.)

The PHS-QUALITY project will focus on research and events aimed to highlight best practices promoting job quality, improving working conditions, and better social protection in the personal and household services sector (PHS). The research will mainly deal with how industrial relations are developing in the PHS sector and how social partners' actions can contribute to the improvement of job quality and social protection of workers in that sector.

Key concepts for the action are: Domestic work, PHS sector, job quality, social protection, quality of services, and industrial relations.

| Beneficiary organisation/Coordinator | Address | Country |
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| UNIVERSITEIT TWENTE | DRIENERLOLAAN 5 7522 NB ENSCHEDE | NL - Netherlands |

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| KOBENHAVNS UNIVERSITET | NORREGADE 10 1165 KOBENHAVN | DK - Denmark |
| MIDDLESEX UNIVERSITY | THE BURROUGHS HENDON CAMPUS COLLEGE BUILDING NW4 4BT LONDON | UK - United Kingdom |
| UNIVERSITAT DUISBURG ESSEN | UNIVERSITATSSTRASSE 2 45141 ESSEN | DE - Germany |
| STREDOEUROPSKY INSTITUTE PRE VYSKUM PRACE ZDRUZENIE | ZVOLENSKA ULICI 29 821 09 BRATISLAVA RUZINOV | SK - Slovakia |

| Action title | EU grant (€) | Application reference |
|---|--------------|-----------------------|
| DEEP VIEW (DEcEnt and Productive Virtual Work): Exploring the contribution of social dialogue and collective bargaining in the promotion of decent and productive virtual work | 437 172,42 | VP/2017/004/0050 |

Summary of the action

Virtual work refers to new forms of work organisations that involve a variety of work hour adjustments and a variety of feasible worksites and mobility (“working any time anywhere”). It covers workers using New ICT – such as smartphones, tablets, laptops and desktop computers – for the purposes of work outside the employer’s premises regardless status, intensity, etc. Recent research finds an expansion of virtual work and has also identified some negative effects on several working conditions’ dimensions (working time, health and safety, etc.) While the topic is becoming prominent within the industrial relations field, the question of how social dialogue and collective bargaining is addressing the effects of virtual work remains rather unexplored. DEEP VIEW aims at favouring a deeper understanding on how social dialogue and collective bargaining at national, sectoral and company level is addressing the challenges of work transformation due to New ICTs with the view of promoting decent and productive virtual work. The consortium partners will focus on investigating how peak level cross-sectoral social partners, sectoral social partners and managers and employees’ representatives at the company level are addressing these challenges. It will focus on 5 countries (AT, DK, EE, ES and PT) and three sectors (financial; computer programming, consultancy and related activities; and care activities). While cross-sectoral and sectoral analysis will investigate how the topic is being framed and addressed, analysis at the company level will focus on identifying good social dialogue practices which have the potential to be transferred to other companies and contexts. To this aim, different activities and actions are envisaged that will be implemented by a consortium that involves 5 research centres (one per country analysed) The methodology will combine desk research and qualitative fieldwork research, with a focus on good practices at the company level.

| Beneficiary organisation/Coordinator | Address | Country |
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| NOTUS | C JONQUERES 16 9A 08003 BARCELONA | ES - Spain |
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| FORSCHUNGS- UND BERATUNGSSTELLE ARBEITSWELT | ASPERNBRUCKENGASSE 4/5 1020 WIEN | AT - Austria |
| FACULDADE DE CIENCIAS SOCIAIS E HUMANAS | AVENIDA DE BERNA 26 C 1069 061 LISBOA | PT - Portugal |
| KOBENHAVNS UNIVERSITET | NORREGADE 10 1165 KOBENHAVN | DK - Denmark |
| SIHTASUTUS POLIITIKAUURINGUTE KESKUS PRAXIS | TORNIMAE 5 10145 TALLINN | EE - Estonia |

| Action title | EU grant (€) | Application reference |
|---|--------------|-----------------------|
| Networked Coordination of Industrial Relations - NETWIR | 269 317,91 | VP/2017/004/0055 |

Summary of the action

The analysis of collective bargaining coordination has attracted the attention of scholars and policy-makers since the early 1990s, but has witnessed a renaissance more recently. Originally, coordination was presented as a dimension of collective bargaining considered alternative to centralization, rather than structures. However, all coordination indexes and scores made so far have tended to reflect structural characteristics of collective bargaining, and have provided very little insights on the processes and relational aspects underpinning coordination. Despite growing research on the comparative analysis of collective bargaining coordination and its impact, we still lack profound knowledge about: the mechanisms sustaining coordination; how information flows between actors in the collective bargaining structure; the exact role played by different organisations / actors or the way in which actors and the different levels of the collective bargaining structure are articulated, including the national and trans-national.

The objective of the NETWIR project is to provide an alternative assessment of how coordination takes places in different collective bargaining systems and sectors. In order to do so, the project will adopt a behavioural and relational view based on the methodological and analytical tools of Social Network Analysis (SNA). By doing so, it will provide very valuable complementary evidence on collective bargaining coordination to the one already available.

The relational view on coordination pays attention to the actual roles and interactions of actors, not their formal attributions in the collective bargaining structure. Social network methods are particularly well suited for dealing with multiple levels of analysis and multi-modal data structures, as is the case of collective bargaining systems in most EU countries. In particular, two-mode networks provide a specific type where actors are embedded in organisations that are embedded in networks (CB).

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| UNIVERSITY COLLEGE DUBLIN,NATIONAL UNIVERSITY OF IRELAND,DUBLIN | BELFIELD 4 DUBLIN | IE - Ireland |
| UNIVERSITA DEGLI STUDI DI FIRENZE | PIAZZA SAN MARCO 4 50121 FIRENZE | IT - Italy |
| UNIVERSITEIT VAN AMSTERDAM | SPUI 21 1012 WX AMSTERDAM | NL - Netherlands |

| Action title | EU grant (€) | Application reference |
|---|--------------|-----------------------|
| National Trade Union Involvement in the European Semester - INVOTUNES | 427 190,34 | VP/2017/004/0058 |

Summary of the action

Since 2014, EU institutions (and notably the European Commission) have undertaken a number of initiatives aimed at improving the quality of EU social partners' involvement in the European Semester. This said, very little is known about (a) the actual impact of this involvement and (b) the involvement of national social partners organisations in the Semester.

The proposed project on the INVOLvement of Trade UNions in the European Semester (INVOTUNES aims at analysing such involvement at both the European and national level, thus filling an important gap in the literature and contributing to improving this involvement through awareness raising. The specific policy domains considered in the study are employment and wage setting on the one hand, and social protection and social inclusion policies under the Europe 2020 Strategy on the other. The research will aim to answering the following key questions:

- (a) What is the relationship between the procedures of the European Semester and national social dialogue structures?
- (b) What are the precise mechanisms through which national trade unions are involved in the procedures of the European Semester at both the European and national levels?
- (c) What are the strategies for involvement adopted by national trade unions and public authorities?
- (d) What are the outputs and outcomes of the involvement process, and what are the determinants and effectiveness of these strategies?
- (e) How can the effectiveness of the involvement process be enhanced, both at the EU and national level?

The Action relies on a comprehensive research strategy combining qualitative and quantitative methods. The foundation of the study is eight national case studies which have been selected according to scientific criteria that will allow for the generalisation of research findings: Belgium, Bulgaria, Finland, Germany, Hungary, Italy, Portugal and Sweden. The case studies will be complemented by an online survey covering all 28 Member States.

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| HANS BOECKLER STIFTUNG | HANS BOCKLER STRASSE 39 40476 DUSSELDORF | DE - Germany |
| THE INSTITUTE FOR SOCIAL AND TRADE UNION RESEARCH | MACEDONIA SQUARE 1 1000 SOFIA | BG - Bulgaria |
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| INSTITUTE FOR THE STUDY OF SOCIETIES AND KNOWLEDGE | UL. MOSKOVSKA 13 A 1000 SOFIA | BG - Bulgaria |
| UNIVERSITA DEGLI STUDI DI MACERATA | VIA CRESCIMBENI 30-32 62100 MACERATA | IT - Italy |
| UPPSALA UNIVERSITET | VON KRAEMERS ALLE 4 751 05 UPPSALA | SE - Sweden |

| Action title | EU grant (€) | Application reference |
|--|--------------|-----------------------|
| Don't GIG up! Extending social protection to GIG workers in Europe | 292 160,91 | VP/2017/004/0065 |

Summary of the action

The Don't Gig Up! Project aims at improving expertise and knowledge on the role unions and social dialogue can play with regards to protection of gig workers. In particular, this include: policy options ensuring social protections and labour rights, strategies to organise and represent gig-workers, pathways for exploiting the potential positive effects of gig economy and platform-based work, especially in the light of data it provides.

To this aim, the partnership will implement a research on the features of gig-economy in Europe and in selected countries, namely: France, Germany, Italy, Poland and Spain, also profiting of the experience of the Nordic European countries represented by Sweden.

Subsequently, it will focus on selected measures answering the project's objectives by means of a case study analysis. The analysis will be shared and discussed in three mutual learning workshops, involving partners and stakeholders. Evidences from these activities will be assessed, compared and summarised in a final report and in policy recommendations. The results will also be shared in line with a dissemination plan, including articles, posts on social networks and newsletters, and the organisation of 3 mutual learning workshops and a final conference.

| Beneficiary organisation/Coordinator | Address | Country |
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| FONDAZIONE GIACOMO BRODOLINI | VIA SOLFERINO 32 00185 ROMA | IT - Italy |
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| INSTITUT DE RECHERCHES ECONOMIQUES ET SOCIALES ASSOCIATION | BOULEVARD DU MONT D EST 16 93192 NOISY LE GRAND | FR - France |
| UNION GENERAL DE TRABAJADORES DE ES | CALLE HORTALEZA 88 28004 MADRID | ES - Spain |
| FUNDACJA INSTYTUT SPRAW PUBLICZNYCH | UL. SZPITALNA 5 LOK 22 00 031 WARSZAWA | PL - Poland |
| UNIONE ITALIANA DEL LAVORO UIL | VIA LUCULLO 6 00187 ROMA | IT - Italy |

| Action title | EU grant (€) | Application reference |
|--|--------------|-----------------------|
| Enhancing social partners' and social dialogue's roles and capacity in the new world of work | 421 178,55 | VP/2017/004/0069 |

Summary of the action

While previous EC-ILO projects focused on the identification of major trends in industrial relations in the most recent period, as a result of the economic and financial crisis, this project adopts a longer term view of the major challenges facing social partners in a changing world of work.

The credibility of social dialogue actors and institutions depends on how they will adjust to the new face of the world of work, and formulate adequate and innovative responses to its rapid and deep transformations. As such, a key focus of this project will be to identify and discuss whether social dialogue actors and institutions are well-equipped, well-designed and sufficiently resourced to face these challenges.

This project aims to:

- Have a social partners' self-assessment of their own needs
- Identify the role/capacity of social dialogue and industrial relations in addressing transformations of the new world of work, and to face the following proposed four major challenges: digitalisation/robotisation; the emergence of non-standard forms of employment (NSFE) and interruption of career along working life; the development of outsourcing, sub-contracting along supply chains; the development of the silver economy while ensuring intergenerational solidarity.
- Ensure the necessary training/capacity building for social dialogue actors/institutions that will help them to address the challenges ahead through effective policy concertation and dialogue.

These objectives will be realised through extensive national and thematic based research and through a survey among social dialogue actors and institutions within the EU 27. The initial consultation and survey aim to identify challenges and training needs of social dialogue actors, to be then addressed through capacity building/policy workshops on key thematic areas. These results of the research and tripartite workshops will be widely disseminated in the form of thematic policy reports and recommendations.

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| INTERNATIONAL LABOUR ORGANIZATION | ROUTE DES MORILLONS 4 1211 GENEVE | CH - Switzerland |
| Co-Beneficiary organisation | Address | Country |
| UNIVERSIDAD DE SALAMANCA | CALLE PATIO DE ESCUELAS 1 37008 SALAMANCA | ES - Spain |

| Action title | EU grant (€) | Application reference |
|--|--------------|-----------------------|
| European, National and Transnational Industrial Relations: Visible and Invisible Hands in European and National Wage Setting | 318 797,15 | VP/2017/004/0071 |

Summary of the action

Wage policy and the relevant industrial relations structures and mechanisms, i.e. social dialogue and collective bargaining systems, have become increasingly important in recent years at the European and national level. Changes in the economic governance, in particular within the European Semester, prompted discussions on European wage policies and their implementation in the European Union (EU) member states. Also, questions on the development of wages in different EU member states as well as the idea of a strategic economic governance and the transnational coordination of wage policies in the EU are of inherent importance for the functioning of the European Monetary Union.

Little is known about the reasons for different developments of wages, i.e. different wage dynamics, in different countries and what the role of industrial relations structures and mechanisms is. Furthermore, little is also known about ability of the different industrial relations structures and mechanisms to meet the expectations which national and European policy makers have in them, eg. to "influence" or govern wage developments. This research project aims increase the knowledge on these questions.

Specifically, this research projects analyses wage dynamics in all EU member states from 1998 to 2017 and analyses the role of industrial relations. In this sense, this research project asks whether wage dynamics are explicitly governed and coordinated via ("visible") formal institutional organisations or implicitly via ("invisible") informal rules and norms (eg. pattern bargaining) or practices (eg. imitation of others).

In order to do so, a mixed method empirical strategy is applied which includes five in-depth case studies in five European countries together with a statistical analysis which is based on data from a standardized questionnaire survey. The results of the project aim to permit policy making recommendations to be made on a comprehensive, statistically sound and accessible basis.

| Beneficiary organisation/Coordinator | Address | Country |
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| STICHTING KATHOLIEKE UNIVERSITEIT | GEERT GROOTEPLEIN NOORD 9 6525 EZ NIJMEGEN | NL - Netherlands |
| FUNDACJA INSTYTUT SPRAW PUBLICZNYCH | UL. SZPITALNA 5 LOK 22 00 031 WARSZAWA | PL - Poland |

| Action title | EU grant (€) | Application reference |
|--|--------------|-----------------------|
| The European social dialogue and the development of the solidarity between generations of workers: focus on "over 55" and young workers in the finance sector. Sustainable Growth and generation gap | 371 133,88 | VP/2017/004/0078 |

Summary of the action

The focus is on "Age Management" and the related initiatives of "Solidarity among generations of workers" in the financial sector. The proper development of Industrial Relations cannot ignore the knowledge of the socio-economic context in which such relations are being conducted and the important role that social partners play in the Age Management policies. Therefore, the project intends to promote the interaction between the scientific world and the actors of the social dialogue aimed at the conscious growth of industrial relations in the finance sector. The scientific institutes as Co-applicants (**University of Valencia**, University of Lodz and ADAPT, Association for the studies in the field of labour law and Industrial Relations) are entrusted with the task of delineating demographic, social and economic scenarios (with the modalities widely described in the DWP) and the actors of social dialogue are entrusted with the task of identifying the good practices in the financial sector. The innovative action and the effectiveness of our approach lie in merging the experience and empirical knowledge of finance trade unions and the ability of analysis and study of university research institutes. The key activities of the project are: a) the research and analysis carried out by the scientific Applicants (on desk and on the field); b) the social partners search (collection of good practices and qualitative survey on workers' perceptions); c) the comparison with further stakeholders through a workshop which will be attended by 40 people; d) the development of Policy recommendations based on scientific findings and good practices; e) the final training course aimed at disseminating project's results and developing knowledge on Industrial Relations in the European countries; f) the final conference open to the main players of the European social dialogue to disseminate all project's findings and Policy recommendations; g) the dissemination through the dedicated web site.

| Beneficiary organisation/Coordinator | Address | Country |
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| Action title | EU grant (€) | Application reference |
|---|--------------|-----------------------|
| The adaptation of industrial relation towards the new forms of work | 254 543,00 | VP/2017/004/0083 |

Summary of the action

The fourth industrial revolution is currently changing not only the human interactions, but also work interaction. Industry 4.0 is reshaping work relationships between employees, employers and their representatives, as well as working conditions, skills requirements and, overall, job creation and job losses. Although theoreticians cannot foresee what the final outcomes would be, there is a common consensus that talent, over capital, would represent the critical factor of production/economy – which would give rise to a job market increasingly segregated into “low-skills/low pay” and “high skill/high paid” segments. Furthermore, it will bring 4 type of effects over jobs: creation (new sectors, new services), change (new forms of worker/machine interaction), destruction (as a risk of computerisation) and shift (digital platforms, crowd working, shared economy).

On this ground, the present project comes with a proactive approach, seeking to document the magnitude and potential of growth of new forms of work and digital economy in the 6 participating countries (Romania, Bulgaria, Poland, Czech Republic, Croatia and Macedonia), while putting this research in a context of the need for the traditional industrial relations' main stakeholders – trade unions, employers organizations, representative policy structures and national and EU level actors – to challenge the existing establishment and regulation in order to identify triggers for adapting to the new demands of the labour market.

The project builds on the already existing solid expertise of the consortium in the field of industrial relations , and continues with a new perspective that was pointed through as rapidly emerging in all participating countries - namely the major challenges posed to industrial relations by new forms of work and digitalisation of economy.

| Beneficiary organisation/Coordinator | Address | Country |
|---|--|---|
| ASOCIATIA INSTITUTUL PENTRU POLITICI PUBLICE | STR ALEXANDRINA 19 011441 BUCURESTI | RO - Romania |
| Co-Beneficiary organisation | Address | Country |
| CENTAR ZA ISTRAZHUVANE I KREIRANE NA POLITIKI CIKP SKOPJE ZDRUZJENIE | AVNOJ 114 1 2 1000 SKOPJE | mk - macedonia, the former yugoslav republic of |
| FONDACIJA CENTAR ZA IKONOMICHESKO RAZVITIE | CHERVENA STENA 46 1421 SOFIA | BG - Bulgaria |
| VYZKUMNY USTAV PRACE A SOCIALNICH VECI VVI | KARLOVO NAMESTI 1359/1 128 00 PRAHA | CZ - Czech Republic |
| INSTITUT ZA RAZVOJ I MEDUNARODNE ODOSE | LJUDEVITA FARKASA VUKOTINOVICA 2 10000 ZAGREB | HR - Croatia |
| FUNDACJA INSTYTUT SPRAW PUBLICZNYCH | UL. SZPITALNA 5 LOK 22 00 031 WARSZAWA | PL - Poland |

| Action title | EU grant (€) | Application reference |
|---|--------------|-----------------------|
| Digitalisation and restructuring : which social dialogue ? (DIRESOC) | 390 519,00 | VP/2017/004/0086 |

Summary of the action

The Diresoc project intends to contribute to a better understanding of the impact of digitalisation in European societies analysing digitalisation as a cause of companies restructuring and highlighting the role of social dialogue. Assessing the capacity of social dialogue to anticipate and to manage the social impact of restructuring, the Diresoc will contribute to identify inspiring solutions and at the same time obstacles to a fruitful participation of social partners. In order to provide relevant directives for the future of social dialogue role in digital restructuring, the Diresoc will select economic sectors both from services and industry in Member-states belonging to different patterns of industrial relations.

As far as digitalisation concerns a widespread of labour issues such as working conditions, work-life balance, social rights as well as collective bargaining and social dialogue in general, it is important to answer the following research questions:

- May we observe an evolution of the restructuring practices in the concerned countries?
- Does the acceleration of change due to digitalisation has an impact on anticipative restructuring initiatives?
- Does the increase of global competitiveness due to digitalisation has an impact on the way restructuring issues are managed?
- May we detect an evolution of the traditional social dialogue in order to better face these new challenges?
- Are we witnessing a penetration of these new topics and concerns in the contents of social dialogue and if yes, at what level?
- To what extent these issues become a major subject of social dialogue? Does-it remains episodic, or is it becoming more and more prevalent?
- Has social dialogue an effective impact to shape these restructuring processes in a socially responsible way?
- Can we identify new practices or the involvement of new actors, such as non-union employee representatives or quasi-unions ?

| Beneficiary organisation/Coordinator | Address | Country |
|---|--|---------------|
| UNIVERSITE DE LIEGE | PLACE DU 20 AOUT 7 4000 LIEGE | BE - Belgium |
| Co-Beneficiary organisation | Address | Country |
| INSTITUTO DE CIENCIAS SOCIAIS | AV PROF ANIBAL DE BETTENCOURT 9 1600 189 LISBOA | PT - Portugal |
| FUNDACION CULTURAL PRIMERO DE MAYO | CALLE LONGARES 6 28022 MADRID | ES - Spain |
| IAT INSTITUT FUR ARBEITSFORSCHUNG UND TRANSFER EV | FRIEDRICH LIST STRASSE 19 45128 ESSEN | DE - Germany |
| ASTREES ASSOCIATION TRAVAIL EMPLOI EUROPE SOCIETE | RUE SAINT NICOLAS 10 75012 PARIS | FR - France |
| EVROPEISKI INSTITUT PO TRUDA | ULICA ANGEL KANCHEV 29B 1000 SOFIA | BG - Bulgaria |
| INSTITUTE FOR THE STUDY OF SOCIETIES AND KNOWLEDGE | UL. MOSKOVSKA 13 A 1000 SOFIA | BG - Bulgaria |
| GOTEBORGS UNIVERSITET | VASAPARKEN 405 30 GOTEBORG | SE - Sweden |
| FONDAZIONE GIUSEPPE DI VITTORIO | VIA GAETANO DONIZETTI 7B 00198 ROMA | IT - Italy |

| Action title | EU grant (€) | Application reference |
|---|--------------|-----------------------|
| Public service trade unions - effective intervention in the European Semester | 261 097,66 | VP/2017/004/0100 |

Summary of the action

This project will involve research and analysis of the involvement of public service trade unions in the European Semester. Many of the issues addressed in the Semester and particularly the country specific recommendations (CSR) have a direct bearing on public service workers. From the broad question of public finance to the wide range of other topics where the European institutions are calling for action - health and social services, structure of government, civil service, procurement, justice, public employment systems, training and education. The project will examine whether, how and when public service trade unions engage in the process. It will look at the unions' relationship with other actors - their national confederations and European (con)federations, employers, the European institutions, particularly the Semester Officers for their country and other bodies.

The research and analysis will be discussed at two main conferences with general discussions about the Semester process as well as specific debates focusing on five country case studies. These will examine in detail how things work in particular countries and how public service trade unions are involved in the process.

As part of this analysis the project will consider the structure of industrial relations in each country and the extent to which the current social dialogue arrangements, including the capacity of national trade unions, facilitate or hinder public service trade unions' engagement in the Semester.

The project aims to study two Semester cycles in 'real time', seeking to capture the specific interventions of key actors, and the different ways in which this shapes the outcomes of the process.

| Beneficiary organisation/Coordinator | Address | Country |
|--|---|---------------------|
| EUROPEAN FEDERATION OF PUBLIC SERVICE UNIONS | RUE JOSEPH II 40/5 1000 BRUXELLES | BE - Belgium |
| Co-Beneficiary organisation | Address | Country |
| OBSERVATOIRE SOCIAL EUROPEEN ASBL | RUE PAUL EMILE JANSON 13 1050 BRUXELLES | BE - Belgium |
| THE UNIVERSITY OF NOTTINGHAM | UNIVERSITY PARK NG7 2RD NOTTINGHAM | UK - United Kingdom |