**The Development of Direct Employee Participation and its Impact on**

**Industrial Relations at Company Level (DIRECT)**

**National Workshop Italy**

**Catania, 2 July 2018**

Minute

As part of the planned activities of the European project **DIRECT**, on the 2July 2018, the Italian national workshop was positively held. The event – organized by the **Fondazione Di Vittorio (FDV)**, partner of the project – took place at the Hotel Principe (via Alessi) in **Catania**. The choice of the Sicilian city resulted from the consideration and desire of the organizer (FDV) to involve a Southern territory, considered less covered by international initiatives and high-level training for trade unionists and shop stewards.

The workshop was entitled **"The direct participation of workers in the changing enterprise: what role for the union?",** and lasted for the whole day, from 9.30am to 4.30pm.

The morning session was opened by the welcome greetings of the General Secretaries of the Sicilian and Catania CGIL, and an introductory speech to the workshop by Salvo Leonardi (FDV), on the theme **"The participation of workers in the enterprise : basic notions and comparative profiles**".

After that, two eminent labor lawyers of the local Faculty of Law, Prof. Bruno Caruso and Prof. Anna Alaimo, focused their interventions, respectively, on **"Fordism, post-Fordism and work 4.0: what role for the participation of workers ",** and "**Involvement of workers, between indirect and direct participation: what role for the union**".

After lunch, Dr. Antonella Marsala **intervened**, from the **National Agency of the Ministry of Labor in charge of labour studies and workplace industrial relations (ANPAL),** with a communication about company best practices of direct participation.

Michele De Palma, **National Secretary of the Federation of Metalworkers of CGIL (FIOM),** intervened, reporting on the impact of changes in work organizations and the direct participation in the Italian metalworking industry. In particular, he presented the results of a recent national survey - carried out by FIOM with the FDV – on the effects of *World Class Manufacturing* of FIAT/FCA on workers' perceptions, in terms of involvement, participation and satisfaction. After the coffee break, some **experiences of firm-level direct participation in the Sicilian territory** were presented, in the gas and in the micro-electronics companies.

All the presentations were followed by discussions with the participants, with questions and answers. Finally, the President of the Fondazione Di Vittorio, Fulvio Fammoni, intervened for the conclusions.

The workshop registered **a significant participation**, by number and profiles. There were **43**, those registered. With an acceptable balance between women and men, almost all with union positions in CGIL, as official in the territorial and sectorial federations or workplace shop stewards.

The level of attention remained high throughout the whole day, also favored by a disposition in circle of the tables.

Most of the presentations were supported by the projection of slides in power point, subsequently distributed to the participants. They’re now available on the website of the DIRECT project.

**The costs of the initiative** remained within the margins available and agreed with the coordinator of the DIRECT project. The expenses were essentially concentrated on the hotel room which hosted the event, with related lunch buffet and two coffee breaks. Since the participants were all local, including some of the speakers, the hotel expenses were limited to just a single speaker, whereas some coming from Rome, incurred travel expenses.

The event was announced and published on the FDV website, with all the references to the Project aims and activities, and to the EU financial support.

**Salvo Leonardi – Fondazione Di Vittorio**