

BLER 2.0

Strengthen board level participation

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Kick-off meeting
Online, 24th January 2023
Minutes



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Partnership

Beneficjent (lider partnerstwa)

Związek Zawodowy Pracowników Przemysłu Miedziowego (Poland)

Partnerzy:

- 1 : Ogólnopolskie Porozumienie Związków Zawodowych (Poland)
- 2 : Fundacja Instytut Spraw Publicznych (Poland)
- 3 : Sindikat kovinske in elektro industrije Slovenije (Slovenia)
- 4 : OZ NKOS KOVO Metal (Slovakia)
- 5 : Samostalni sindikat metalaca Srbije (Serbia)
- 6 : Zachodnia Izba Gospodarcza - Pracodawcy i Przedsiębiorcy (Poland)
- 7: Federation of the Independent Syndicated of Miners in Bulgaria (Bulgaria)
- 8: Confederacion De Empresarios De Andalucia (Spain)

Associated partner

- 1: Birlesik Metal Iscileri Sendikasi in Turkey (Turcja)

Project duration

1 August 2022 - 31 July 2024

(24 months)



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Welcome and presentation of the project

Dariusz Mika (Vice-chairman of the Związek Zawodowy Pracowników Przemysłu Miedziowego) opened the meeting welcoming the participants and introducing the aim of the project. The objective of the project is to discuss and to study the issue of board-level employee representation (BLER) in 6 EU countries: **Bulgaria, Poland, Slovakia, Slovenia, Spain**, and in two candidate countries **Serbia** and **Turkey**. The initiative is a trade unions' response to the universal problem of social partnership in EU which is insufficient employee representation in the high-level management of undertakings. In order to achieve best possible results, both side- employers' and workers' representatives are take part in the project in order to discuss potential benefits and barriers to BLER.

The main paradigm of the project will be the concept of industrial democracy that includes board-level participation as one of the forms of employee involvement (like membership in trade unions, works' councils, labour inspectors, ad hoc bodies, etc.). The study carried out during the project aims at exploring the potential for development and benefits of BLER at company- and national level.

Presentation of the partners organizations

Following the welcome and the introduction to the project objectives each partner introduced profile of organisation (employers' organisations and trade unions) and personal expertise in the context of the project objectives (10 min. per partner). The tour the table was moderated by Dominik Owczarek (Institute of Public Affairs) – moderator of the meeting. See the full list of attendees below:

1. Związek Zawodowy Pracownikow Przemyslu Miedziowego PL – **Dariusz Mika**
2. Ogólnopolskie Porozumienie Związkow Zawodowych PL – **Julia Jusińska, Norbert Kusiak**
3. FUNDACJA INSTYTUT SPRAW PUBLICZNYCH PL – **Dominik Owczarek, Maciej Pańków**
4. Sindikat kovinske in elektro industrije Slovenije SI – **Mateja Gerecnik**
5. OZ NKOS KOVO Metal SK – **Jozef Patircak, Zuzana Janova**
6. Samostalni sindikat metalaca Srbije RS – **Slavko Blagojevic, Zoran Markovic**
7. Zachodnia Izba Gospodarcza - Pracodawcy i Przedsiębiorcy PL, **Marek Pasztetnik**
8. FEDERATION OF THE INDEPENDENT SYNDICATES OF MINERS BG – **Valentin Valchev, Darina Koleva**
9. CONFEDERACION DE EMPRESARIOS DE ANDALUCIA ES – **Miguel Guardiola, Lola Gessa**
10. Birlesik Metal Iscleri Sendikasi TR – **Eyup Ozer**



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Objectives and presentation of the BLER 2.0

Maciej Pańków - the project expert presented the key objectives of the project and methodology of the study. Seven background analysis prepared by each of the project partners will be a point of reference for further discussions on BLER. A comparative report will be also prepared on the basis of partners inputs. See the detailed methodology attached to the Minutes.

Presentation was structured in the following way:

- Key aim of the project
- Project origin
- Specific objectives
- Partnership
- Structure of the project
- Methodology of the study: national case studies (desk research, in-depth interviews)
- Template for the national case study report
- Deliverables and deadlines

With a view to gather both qualitative and quantitative data relevant to in-depth analyse the co-enforcement action, two research methods will be applied in the study:

- *Desk research*: revision of the existing relevant literature; identification and analysis of relevant regulations and policy documents;
- *In-depth interviews (IDI)*: conducting of interviews (up to 5) with main stakeholders involved in board-level employee representation processes in a selected institution/organisation / company. Interviews will be audio-recorded (for archive).

Structure of the national reports should include the following chapters: introduction, overview of the board-level participation in the country (legal regulations, practices), recommendations and conclusions. In the countries (Bulgaria/Turkey) where BLER will not be identified, the background report should refer to opinions of social partners on BLER. The background analysis should be prepared and sent to the leader in June 2023 and should be no longer than 15 pages. The work on the national reports might be divided into two parts: national analysis which should be done before the meeting in Turkey and the part focusing on recommendations, which should be completed in June 2023 at latest.

Discussion on methodology of the project

The presentation have been followed by short discussion on the methodological details of the research study. The following issues were discussed: details on the advocacy activities, form and dates for the



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project meetings, research methodology in the case of Bulgaria and Turkey, in which BLER is not regulated by law. Final arrangements has been described in the Methodology of the study.

Panel discussion: country overview in the context of the right to participation

In the last session, a discussion on board-level participation in the particular countries was held. Legal regulations and the national contexts were presented by each partner. Summary of the solutions are presented in the table below. Details of the BLER practices in the partner countries will be a subject of background analysis.

Board-level employee representation in the partnership countries (Bulgaria, Poland, Slovakia, Slovenia, Spain, Serbia and Turkey)

Country	Type of companies covered	Extent of representation
Bulgaria	No regulations	
Poland	State-owned companies and companies in the process of being privatised	A workers' council has substantial powers in state-owned companies; in companies in the process of being privatised, employees have between 40% and about a third of seats on supervisory board and a seat on management board
Serbia	State-owned companies	One person in three-persons supervisory board appointed by the government
Slovakia	State-owned companies and private sector companies from 50 employees	Half supervisory board in state-owned companies; a third in private sector (can be increased to half voluntarily)
Slovenia	Companies with supervisory board; and companies with single tier board from 50 employees	Between a third and a half of seats in companies with supervisory board plus management board member if more than 500 employees; around a third in companies with single tier board
Spain	Some state-owned companies	Two board members



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Turkey	No regulations
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Summary of the meeting

The meeting was concluded with short overview of the BLER system in the partner countries. Also the most important dates and project activities were recalled. If any questions arise in the run of the project partners / national experts may contact the leader and the project expert (Maciej Pańków: Maciej.pankow@isp.org.pl, Dominik Owczarek: dominik.owczarek@isp.org.pl).



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