



PROJECT INFORMATION

Project	<i>A European Unified Payslip as a vehicle to enhance collective bargaining mechanisms</i>
Call identifier	VP/2014/004 http://ec.europa.eu/social/BlobServlet?docId=11603&langId=en
Deadline	13/06/2014
Keywords	<i>European unified payslip</i>
EU contribution	The financial support from the Commission cannot be higher than the 90% of the total requested amount.
Background	The Call for Proposals aims to identify actions and initiatives that could foster the adaptation of the industrial relations systems to the market and the work conditions (which were transformed during the last years), with a special focus on the reaction to the economic crisis.
Abstract	<p>The bid aim to create, with a holistic synergy approach, a payslip model that could be used in the majority of the member States of the European Union, if not in all of them: such a model will enhance the relations between employers, employees and the representatives of both, especially during collective bargaining. Therefore, the payslip model should be integrated with all the most important data and easy to be understood. The payslip model at the centre of this project will be <i>unified, European and integrated, and will foster a European labour market.</i></p> <p>The actions highlighted for this purpose are:</p> <p><i>Action 1: analysis of the models of payslip currently adopted in the different member State; through a SWOT analysis of both the models and the current national and European rules this will identify the opportunities and challenges that the adoption of a European payslip could offer to the industrial relations;</i></p> <p><i>Action 2: development of a European payslip model and its main features, starting from the results of the analysis pursued in Action 1. In particular, the most important characteristics to be developed are:</i></p> <ul style="list-style-type: none"> • <i>Data to be included and modalities of inclusion: in accordance with the current regulations, identification of the most important data that need to be reported in the unified payslip model, and how the report of these data needs to be done (categories, codes, etc.);</i> • <i>Format features: standard dimensions, fonts, colours, etc.</i> <p><i>Action 3: testing of the model on a pool of entities among its employees, and consequent analysis of both the impact of the model itself and how the model is perceived by its recipients;</i></p> <p><i>Action 4: dissemination of the results of the pilot action, in particular to public authorities, professionals and their representatives, local authorities, representatives and unions of employers and employees.</i></p>



<p>Project Objectives</p>	<p>The project aims to improve the relations between employers, employees and the representatives of both during collective bargaining: a clear and unified payslip model containing all the important data could clarify and accelerate the collective bargaining procedures, reducing, at the same time, the risk of legal arguments related to them. A European payslip model could improve and facilitate the relations among those involved in the bargaining process: in order to do so in a better way, the payslip model will have to be <u>simple</u>, unified and <u>standardized</u>.</p> <p>The achievement of such an objective will also have an impact on other topics, enhancing the whole European Labour Market:</p> <ul style="list-style-type: none"> • legal arguments related to antidumping, which will be made more rapid as a consequence of a higher clarity of the payments modalities; • the administrative burden related to payslips, which will be lightened as a result of more rapid procedures; • the clearness of the social security contribution of those who are working in foreign countries; <p>Finally, such a document will allow to move forward the adoption of a EU E-I.D., a document in which there will be reported most of the data useful to the European citizen (driving licences, permissions, certificates, etc).</p> <p>The objectives of the Project are legally supported by both the Treaty on the Functioning of the European Union (art. 48(a), 49 and 50) and multiple Directives, of which the 96/71/CE, the 98/49/CE and the 2002/14/CE.</p>
<p>Eligibility of applicants</p>	<p>Participation to the project is open to all those that are properly constituted and registered as legal persons and that are related to industrial relations. In particular:</p> <ul style="list-style-type: none"> - social partners and pan-European, national and regional organizations; - research centres, universities, non-profit organizations; - Public authorities. <p>In application of Article 131 of the Financial Regulation, social partner organisations without legal personality are also eligible provided that the conditions of the Financial Regulation related thereto are met.</p> <p>The lead applicant must have its registered office in one of the EU Member States, while the Co-applicants must have their registered office in one of the EU Member States or the Candidate Countries.</p>
<p>Duration max</p>	<p>Projects will have to start before December 31st, 2014 and have a maximum duration of 24 months.</p>
<p>Budget</p>	<p>This Call for Proposals has a total budget of 4.000.000 €. Single projects cannot be financially supported by the European Union for an amount inferior to 108.000 €.</p> <p>Budget Hypothesis: 200.000 €.</p>
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