



ValueFacturing  
SMEs...

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ValueFactoring SMEs Consortium			
Partner Number	Participant organisation name	Short name	Country
1	Confimi Industria	CONFIMI	IT
2	Confimi Industria Digitale	CID	IT
3	FIM CISL LOMBARDIA	FIM CISL LOMBARDIA	IT
4	FONDAZIONE ADAPT	Fondazione ADAPT	IT
5	ADAPT ASSOCIAZIONE PER GLI STUDI INTERNAZIONALI E COMPARATI SUL DIRITTO DEL LAVORO E SULLE RELAZIONI INDUSTRIALI	ADAPT	IT
6	European DIGITAL SME Alliance	DSME	BE
7	Budapest Chamber of Commerce and Industry	BCCI	HU
8	CHAMBER OF COMMERCE & INDUSTRY TIRANA	CCIT	AL
9	ASSOCIAZIONI NON RICONOSCIUTE E COMITATI	Confimi Puglia	IT
10	VASAS SZAKSZERVEZETI SZOVETSEG	VASAS SZAKSZERVEZ ETI SZOVETSEG	HU
11	Trade Union Federation of Industrial Workers of Albania	FSPISH	AL
12	INDUSTRIALL EUROPEAN TRADE UNION ASSOCIATION DE FAIT	INDUSTRIALL EUROPE INDUSTRIALL EUROPEAN TU	BE
13	CONSIGLIO REGIONALE DELLA PUGLIA - REGIONAL COUNCIL OF APULIA	CONSIGLIO REGIONALE DELLA PUGLIA - REGIONAL	IT

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		COUNCIL OF APULIA	
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## ***INTERVIEW OUTLINE VALUEFACTURING SMEs [ENGLISH]***

### **SMEs in Global Value Chains: The Role of Social Dialogue**

**The interviewee will be asked to introduce themselves and to describe their role in their organization**

1. Can you tell us when you came across global value chains (e.g., study and research activities; professional activities; meetings with international actors; collective negotiations etc.)?

2. Can you list the institutional, economic, social or cultural issues faced by SMEs when participating in global value chains?

3. In your opinion, how relevant is company size to access to and participation in global supply chains and global value chains?

3a. If it is relevant, how does size affect it? Are there any critical or enabling factors attributable to small- to medium-sized as compared to larger manufacturing environments?

4. Undoubtedly, the globalization of supply chains and value chains is now underway. In your opinion, how relevant will this process be in the future of the business/sector/national context within which you operate? Which are the reasons for this?

5. What (if any) have been the tools implemented by collective bargaining (at company/local/national level) to foster the participation of SMEs in global value chains?

5a (to be asked only if bargaining measures were listed in Question 4) Did the collective bargaining process/union actions just described include other actors besides the social partners (e.g., consultants, institutions, agencies)?

- If yes, which ones/to what extent?

6. In your opinion, should the social partners play a significant role in the implementation of instruments fostering the participation of SMEs in global value chains?

- If yes, at what level(s) do you think they should take action (e.g., at company, sectoral, territorial, national, European level)?

- If no, why do you think the social partners should not be engaged? Are there any obstacles? Which ones?

7. In your opinion, what are the sectoral or national issues that should be enhanced to enable and facilitate the participation of SMEs in global value chains?

8. Conversely, what are the critical elements that may prevent it?

### **Working Conditions and Global Chains of Value**

9. Do you think that collective bargaining and social dialogue can bring together the participation of SMEs in global value chains with the protection of workers and respect for their work?

10. Have you ever had the opportunity to witness good practices safeguarding working conditions within SMEs in relation to workers' participation in global value chains?

11. What tools can collective bargaining and union action adopt to safeguard working conditions in global labor chains? At what level are social partners needed (corporate/sectoral/national/European)?

### **Innovations, Organizational Models and Skills in Global Value Chains**

12. In your experience at company/sector/national level, are the tools, organizational models, and skills that enable business participation in global value chains widespread in SMEs?

- If yes, can you provide examples of them?

- If no, why?

13. What organizational models and innovative tools should be implemented to enable SMEs' participation in global value chains?

13a. How, in your opinion, can collective bargaining play a part in this matter?

14. In your opinion, what are the skills that should be developed to enable the participation of SMEs in global value chains? (In this sense, Cedefop points out that, at the moment, in manufacturing, the most common skills relate to the ability to perform routine tasks, the ability to gather and evaluate information, creativity and problem solving. However, in the coming years there will be a significant growth in skilled labor, capable of working autonomously, with a concurrent decline in the number of workers performing repetitive tasks)

14a. How, in your opinion, can collective bargaining deal with this matter?

### **TRACCIA INTERVISTE VALUEFACTURING SMEs [ITALIAN]**

#### **Focus: le PMI nelle catene globali del valore: il ruolo del dialogo sociale**

*All'intervistando sarà richiesta una breve presentazione personale e di descrivere il proprio ruolo nell'organizzazione di appartenenza.*

1. Può brevemente descrivere in quale occasione è entrato/a in contatto con il tema delle catene globali del valore (es. attività di studio e ricerca; attività professionale; incontri con attori internazionali; negoziazioni collettive etc.)?



2. Può descrivere brevemente, secondo la sua esperienza, quali sono le difficoltà, di ordine istituzionale, economico, sociale o culturale, che riscontrano le PMI nella partecipazione alle catene globali del valore?

3. A suo parere, la dimensione aziendale quanto è rilevante per l'accesso e la partecipazione alle catene globali di fornitura e alle catene globali del valore?

3a. Se è rilevante, in che termini incide? Secondo la sua esperienza ci sono delle criticità o dei fattori abilitanti specifici riconducibili ai contesti produttivi medio-piccoli rispetto a quelli più grandi?

4. Che sia in atto un processo di globalizzazione delle catene di fornitura e delle catene del valore è ormai innegabile, ma, a suo parere, quanto questo processo sarà rilevante nel futuro del contesto aziendale/settoriale/nazionale all'interno del quale opera? Per quale motivo?

5. Quali sono stati, se ne ha riscontrati, nella sua esperienza, gli strumenti implementati dalla contrattazione collettiva (aziendale/territoriale/nazionale) per favorire la partecipazione delle PMI alle catene globali del valore?

5a (da porre solo se alla domanda 4 sono stati riscontrati interventi della contrattazione) Il processo di contrattazione collettiva/azioni sindacali appena descritte hanno previsto il coinvolgimento di altri soggetti oltre alle parti sociali? (es. consulenti esterni, istituzioni, enti).

- Se sì, quali/in che misura?

6. A suo parere, le parti sociali devono giocare un ruolo significativo nell'implementazione di strumenti volti a favorire la partecipazione delle PMI alle catene globali del valore?

- In caso di risposta affermativa, a quale/i livello/i ritiene debbano intervenire (aziendale, settoriale, territoriale, nazionale, europeo)?
- In caso di risposta negativa, per quale motivo ritiene che le parti sociali non debbano intervenire sulla materia? Esistono degli ostacoli? Quali?

7. A suo parere, quali sono gli elementi strutturali, settoriali o nazionali, che andrebbero valorizzati per consentire e facilitare la partecipazione delle PMI alle catene globali del valore?

8. Quali sono invece gli elementi di criticità che possono impedirli?

### **Focus: condizioni di lavoro e catene globali del valore**

9. Ritiene che, attraverso la contrattazione collettiva e il dialogo sociale, sia possibile conciliare la partecipazione delle PMI alle catene globali del valore con la protezione dei lavoratori e il rispetto della dignità del loro lavoro?

10. Nella sua esperienza, ha avuto modo di osservare specifiche pratiche virtuose volte a salvaguardare le condizioni di lavoro all'interno delle PMI in relazione alla loro partecipazione alle catene globali del valore?

**11.** Quali possono essere gli strumenti che la contrattazione collettiva e l'azione sindacale possono adottare per tutelare le condizioni di lavoro nelle catene globali del lavoro? A che livello è necessario l'intervento delle parti sociali (aziendale/settoriale/nazionale/europeo)?

**Focus: innovazioni, modelli organizzativi e competenze nelle catene globali del valore**

**12.** Secondo la sua esperienza (aziendale/settoriale/nazionale), nelle PMI sono diffusi strumenti, modelli organizzativi e professionalità che consentono la partecipazione delle imprese alle catene globali del valore?

- Se sì, può fornire degli esempi?
- Se no, perché?

**13.** A suo parere, quali modelli organizzativi e strumenti innovativi andrebbero sviluppati per consentire la partecipazione delle PMI alle catene globali del valore?

**13a.** Come può, a suo parere, intervenire in materia la contrattazione collettiva?

**14.** A suo parere, quali sono le competenze e professionalità dei lavoratori (sul punto il Cedefop evidenzia che, al momento, nella manifattura, le competenze più diffuse riguardano la capacità di eseguire compiti di routine, la capacità di raccogliere e valutare le informazioni, la creatività e il problem solving, ma nei prossimi anni si verificherà un'importante crescita della manodopera qualificata in grado di svolgere la prestazione in autonomia, con un contestuale calo del numero di lavoratori destinati a compiti esecutivi) che andrebbero sviluppate per consentire la partecipazione delle PMI alle catene globali del valore?

**14a.** Come può, a suo parere, intervenire in materia la contrattazione collettiva?

## **PRIVACY STATEMENT TEMPLATE (INFORMED CONSENT)**

This statement is issued pursuant to Article 13 of **EU General Data Protection Regulation n. 2016/679** ("GDPR") and article 7.1 of the Data Protection Policy of the ValueFactoring SMEs project (Project n. n. 101102391).

### **1. Subjects concerned with data processing activities.**

#### Data controller

Confimi Industria

Nome

e-mail

tel

#### Data Processor(s)

Fondazione ADAPT

Nome

e-mail

tel

ADAPT

Nome

e-mail

tel

#### Data Protection Officer

Nome

e-mail

tel

### **2. Purpose and lawfulness of processing, data category and storage period.**

In order to comply with EU and national legislation (EU Regulation n. 679/2016, hereafter: GDPR), we inform you that your personal data will be used by a team led by Confimi Industria and made up of Confimi Industria Digitale (CID), Fond. ADAPT, ADAPT, Budapest Chamber of Commerce and Industry (BCCI), Chamber of commerce and Industry of Tirana (CCIT), European Digital SME Alliance, FIM-CISL Lombardia, Confimi Industria Puglia, Hungarian Metalworkers' Federation (VASAS), Trade Union Federation of Industrial Workers Of Albania (FSPISH), IndustriAll Europe, Consiglio Regionale della Regione Puglia, FIM-CISL.

Data will be used in the context of the project *ValueFacturing SMEs - Fostering SMEs Competitiveness in Manufacturing GVCs through Social Dialogue*, co-funded by the European Union (Project n. 101102391).

### **2.1. Category of the personal data processed**

Contact details (name, surname, e-mail) and other identification data (date of birth, gender, job position, academic affiliation, audio/video recording) also belonging to special categories of personal data (art. 9 of the GDPR) i.e., trade union membership.

### **2.2. Legal basis for data processing**

Personal data related to the conduction of interviews will be processed exclusively after the collection of the data subjects' explicit consent (art. 6, par. 1, lett. a), GDPR).

Personal data collected for reporting obligations towards the European Commission (art. 21 of the Grant Agreement) will be processed in order to comply with legal obligations to which the controller is subject (art. 6, par. 1, lett. c), GDPR).

### **2.3. Purposes for which data will be processed.**

Your personal data will be processed in order to perform and record a semi-structured interview regarding the topics of the ValueFacturing SMEs project (involvement of SMEs in global value chains) carried out in person, by phone, or through online conference tools. The contents of the interviews will be processed in an aggregated manner in order to compose a research output (Report on the state-of-the-art) with the following contents:

- Introduction to the concept of global value chains in the manufacturing sector;
- Exploration of factors that can foster/hinder SME participation in global value chains;
- Theoretical framework regarding the role of social dialogue and collective bargaining in the governance of global value chains;
- Analysis of the positioning of Italian SMEs in global value chains, peculiar characteristics of the production sector and industrial relations system (focus on IRs for value chains: e.g., district/industry bargaining, bargaining on quality work/training and impact on competitiveness and innovation etc.);
- Country sheets on the positioning of Hungarian and Albanian SMEs in global value chains and description of the specific characteristics of manufacturing production sectors in different countries, industrial relations systems of and social dialogue dynamics (focus on IR for global value chains);
- Collection of supranational (European and non-European) and national initiatives on governance of global value chains through social dialogue and collective bargaining.

Your data will also be used to comply with Reporting obligations towards the European Commission (art. 21 of the project's Grant Agreement).

#### **2.4. Obligation to provide data**

Please note that providing data mentioned in par. 2.1. is optional; however, failing to supply them or refusing to answer questions makes it impossible to take part in the interview.

#### **2.5. Storage Period**

In order to comply with Reporting obligations towards the European Commission (art. 21 of ValueFacturing SMEs's Grant Agreement), data will be stored for a 5-year period after the conclusion of the project (September 2025). After that period, data will be deleted. Please see art. 6 of ValueFacturing SMEs's Data Protection Policy for further details.

### **3. Processing Methods**

The processing of the data for the purposes illustrated above (i.e., interviews, reporting obligations) can take place manually, by means of electronic devices, through paper or digital format. Data are stored on digital devices.

Personal data related to the conduction of interviews (name, surname, trade union affiliation, job position) will be collected and stored only for contact purposes. Your personal data will be then deleted from the Data Controller's and the Data Processors' devices when not needed for contact purposes related to the project (e.g., invitation to participate in training activities).

### **4. Data Subjects' Rights**

According to art. 15-22 of the GDPR, and art. 11 of the Data Protection Policy, as a data subject, you can at any time ask the Data Controller:

- for confirmation about the existence of your data;
- to have access to your data and information (see article 10 of the Data Protection Policy);
- to rectify or to amend incomplete or erroneous data;
- to erase personal data to restrict processing should one of the conditions set forth in par. 1, Article 18 of the Regulation arise;
- to anonymize data and to stop using them if employed illegally. This also applies to data for which storage is not required considering the purposes for which they have been collected and then processed.

You also have the right to oppose, fully or in part, the processing of data concerning them for legitimate reasons, also when such reasons refer to the purpose of data collection specified in the present statement.

These rights can be exerted by referring to [mail confimi](#)

If you think that your rights have been violated by the Data Controller, the Data Processor or by a third party, you have the right to file a complaint to the national authority in charge of protecting personal data and/or to any other competent authority specified in the Regulation.

*After having read the privacy disclosure, I give my consent to data processing for the abovementioned purposes.*

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Last update: [XXX](#)

