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Employment, Social Affairs and Inclusion DG

Employment and Social Legislation, Social Dialogue
Social dialogue, Industrial Relations

Calls for Proposals VP/2012/001 and VP/2012/002

**Networking Day for Project Promoters
27 November 2012**

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Beneficiary organisation

ASTREES – Association Travail Emploi Europe Société

Title of the project

Crisis, Social dialogue and Renewals in Restructuring

Objectives of the project

Many European projects and studies related to restructuring emphasized the role of social partners and of Industrial relations actors. The added value of the "Renewals" project will be a contribution, through our multi national and multi stake holder partnership, to identify, analyze and share different responses of social dialogue and Industrial relations to restructuring processes related to the global economic crisis.

The project's objectives therefore are concentrated upon the following outcomes:

1. The role that Industrial relations have played, and are currently playing, to identify the main challenges linked to restructuring in times of crisis;
2. The outcomes in terms of measures, negotiated and agreed by the social partners, at the various levels of the European employment relations system; in order to cushion the impact of restructuring, and overcome the negative effects of the crisis;
3. The definition of the main conditions and criteria's to share experiences, to ensure their transferability (from private to public; from one country to another; from large to small companies etc.) and the effectiveness and sustainability of the practices and outcomes of social dialogue.

Countries involved

Belgium, Bulgaria, Germany, France, Italy, Portugal, Slovenia, Sweden, the UK

Partner organisations

ASTREES Association travail emploi Europe, IRR Instituto Ruben Rolo, IMIT Institute for Management Innovation and Technology, IAT/ IAQ Institut für Arbeits-forschung & Transfert e.V, BaUA, LENTIC Laboratoire d'Etudes sur les Nouvelles Technologies, l'Innovation et le Changement, IRES Istituto di Ricerche Economiche e Sociali, WLRI Working Lives Research Institute-London Metropolitan University, KIMPDS Clinical Institute of Occupational, Traffic and Sports Medicine (CIOTSM), ELI European Labor Institute

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Beneficiary organisation

CGIL Roma e Lazio

Title of the project

C.Re.a.T.E.S. - Capital Regions and Twenty20 European Strategy

Objectives of the project

Studies and surveys conducted recently show that the economic crisis has had a strong impact also in the capital cities. Metropolitan regions have a very diversified economy, so the reaction to periods of crisis is generally smarter than in other regions. But the capacity of such cities to react positively to the economic crisis depends a lot also on the policies shaped by local administrators, on the role of the social partners in negotiation processes, and on the capacity of businesses to re-structure themselves according to the economic trends.

In such a context, this project will analyze how EU capitals will be able to contribute in reaching the objectives of the EU 2020 strategy. The role of the social partners and in particular of the trade unions in the capital regions will be at stake.

The project aims at providing trade union organisations with further instruments aimed at improving the policy-making of local institutions in order to attain the targets of the EU 2020 strategy.

The C.Re.a.T.E.S. project will be implemented in partnership with the project networks and by a partnership of trade unions active at local level who has been existing for the last 25 years, meeting once a year in a different European capital city and drafting position papers and collaborating on different issues.

Countries involved

Belgium, Bulgaria, Denmark, Cyprus, Greece, Germany, Hungary, Italy, Latvia, Lithuania, Malta, Spain, Portugal

Partner organisations

Italian partners: CISL Roma, UIL Roma e Lazio, CGIL, CISL, UIL

EU level partners: European Trade Union Organisation (ETUC/CES)

EU countries partners: EKA - Athens, DGB – Berlin, CSC - Brussels, LO – Copenhagen, SEK - Cyprus, MSZOSZ – Budapest, UGT – Madrid, CC.OO. – Madrid, GWU - Malta, CGTP – Lisbon, LBAS - Riga, PODKREPA – Sofia, LDF - Vilnius

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Beneficiary organisation

Chamber of Commerce and Industry of Slovenia - Chamber of Construction and Building Materials Industry of Slovenia

Title of the project

Post-Crisis Social Dialogue in the Construction Industry

Objectives of the project

The aims of the project Post-crisis Social Dialogue in the Construction Sector are

- Anticipation, preparation and management of change and restructuring in the construction sector in the post-crisis
- Adaptation of social dialogue in the construction sector to changes in employment and work
- Strengthening the role of social partners and tripartite cooperation in the construction sector

By addressing these objectives, the project will address the employment and social dimensions of the EU priorities relating to the exits from the economic crisis and will contribute to reaching the objectives and targets of the Europe 2020 strategy especially of its flagship initiative An Agenda for New Skills and Jobs.

The main expected outcome of the project Post-crisis Social Dialogue in the Construction Sector

- is improved capacity and reinforced role of social partners in the construction sector in the involved countries
- quality input to European debate and social dialogue issues in the construction sector on European level
- better management of change and restructuring in the participating countries

See more: sodico.gzs.si

Countries involved

Slovenia, Austria, Belgium, Bulgaria, Croatia, Hungary

Partner organisations

- SDGD-Trade Union of Construction Workers of the Republic of Slovenia
- BIA-Bulgarian Industrial Association
- BCC-Bulgarian Construction Chamber
- FCIW PODKREPA-Federation "Construction, Industry and Water Supply" - Podkrepa from Bulgaria
- EVOSZ-The National Federation of Hungarian Contractors
- EFEDOSZSZ-Hungarian Federation of Building, Wood and Building Material Workers' Unions
- WKÖ Bau-The Austrian Economic Chamber - Construction
- SGH-Trade Union of Construction Industry of Croatia
- HUP-Croatian Employers Association Construction Enterprise Association
- FIEC-European Construction Industry Federation, Brussels
- EFBH-The European Federation of Building and Woodworkers, Brussels

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Beneficiary organisation

CODIFOR - AFPI INTERNATIONALE

Title of the project

Developing industrial employment and training guidance through joint prospective analysis on skills' needs

Objectives of the project

This project falls within the framework of the strategic partnerships between the industrial professional sectors in Europe that have been initiated by both CODIFOR, the international cooperation agency of the Union of Metallurgy Industries (UIMM), and the French trade unions with a view to promoting the participation of social partners in employment policies and the governance of VET systems, to develop social dialog, and to provide a better knowledge and understanding of the evolution of jobs and skills in the labour market, in order to improve employment and training policies. Through various workshop exchange, we wish:

- Identify observation and analysis mechanisms regarding the evolution of jobs and skills of the relevant branches in partners countries,
- Analyze the structuring of these instruments and their governance (strategic, technical, financial)
- Develop models of observation on the evolution of jobs and skills as well as specific conditions needed for their implementation in partner countries,
- Raise awareness among public and private actors of partner countries about jobs and skills' evolution so that they take it as a priority for improving career guidance at school and anywhere,
- Share this joint initiative, contribute to its implementation and exchange any other tool.

Countries involved

Bulgaria, Hungary, Spain, and France (Social partners from Mediterranean countries will be associated to the project)

Partner organisations

- Employers' organizations: CONFEMETAL (Spain), EGYSZ (Hungary), BAMI (Bulgaria), UIMM (France)
- Observatory of the evolution of jobs and skills: Observia (Food Industry - France) , Fortach (Textile Industry - France), Observatoire de la Métallurgie (Metallurgy Observatory - France)
- Trade union partners: CGT-FO, FGMM-CFDT, CFTC (France); UGT, CC.OO. (Espagne), LIGA (Hungary); PODKREPA, CITUB Metalicy (Bulgaria)

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Beneficiary organisation

Confédération Européenne des Syndicats Indépendants (CESI)

Title of the project

Construire l'Europe de la liberté, sécurité et justice: impacts sur les principaux secteurs concernés et demandes des travailleurs

Objectives of the project

Le projet vise essentiellement à améliorer la connaissance des différentes problématiques liées à la construction de l'espace européen de liberté, sécurité et justice (ELSJ) et l'impact sur les nombreux travailleurs touchés par la mise en œuvre des plans d'action de l'ELSJ. Ce projet entend ainsi présenter, lors d'un colloque à Lyon, l'état des lieux de l'ELSJ et mener une réflexion sur l'impact des mesures UE sur des employés aux pratiques et cultures administratives très différentes. Les instruments existants pour faciliter la mise en œuvre de la législation européenne seront également présentés: les formes de coopération garantissant la justice et sécurité dans l'espace européen et les bonnes pratiques en la matière. Parmi les instruments de « diffusion » de l'information, la CESI produira, d'une part, un guide explicatif sous forme de dépliant en différentes langues à adresser aux employés des secteurs concernés, d'autre part, un cahier de propositions en vue de l'après-Programme de Stockholm. Ce document interviendra après l'évaluation de mi-parcours du Programme de Stockholm prévue en Juin 2012 et lors de la phase de discussion pour établir la suite des politiques en matière de ELSJ après le Programme de Stockholm : il sera présenté aux principales parties prenantes lors d'une soirée-débat à Bruxelles et adressé aux autorités responsables, ainsi qu'ultérieurement diffusé aux niveaux nationaux et européen.

Countries involved

Le projet s'adresse aux membres de la CESI, c'est-à-dire à des organisations syndicales européennes, à des syndicats sectoriels européens, à des syndicats nationaux et à des syndicats sectoriels nationaux, ainsi qu'à toutes les organisations spécialisées qui y sont affiliées (entre autres d'Allemagne, de France, d'Autriche, d'Italie, d'Espagne, du Luxembourg, des Pays-Bas, de Belgique, du Danemark, du Portugal, de Hongrie, de Lettonie, de Slovaquie, de Pologne, de Finlande). La CESI souhaite néanmoins inclure également des représentants des organisations d'employeurs (européennes, nationales, régionales et locales), qui ont, par le passé, activement travaillé sur les questions de justice et sécurité via la mise en œuvre d'instruments (outils de coopération, programmes d'échanges de fonctionnaires, etc.).

Partner organisations

La CESI compte sur le soutien de ses syndicats membres français Fonctions Publiques-CGC et FGAF (Fédération Générale Autonome des Fonctionnaires) en particulier pour l'aide à la préparation du colloque à Lyon, phase centrale du projet. Les deux organisations ont assuré leur soutien vis à vis d'un projet qui intéresse un grand nombre des secteurs et employés représentés par leurs affiliés (police, justice, pompiers, administrations centrales, professionnels de la santé, ...).

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Beneficiary organisation

Confédération Générale du Travail (CGT)

Title of the project

Démocratie sociale à l'épreuve de la crise en Europe et dans le monde
Social democracy to the test of the crisis in Europe and worldwide

Objectives of the project

The project sets itself two general objectives:

- To affirm the importance of social dialogue as an essential element of democracy in Europe and worldwide;
- To affirm European solidarity as a prerequisite at a time of crisis and the risk of a nationalistic reflexes.

The project sets itself four specific objectives:

- To study and assess the most recent changes to social dialogue in Europe in the context of the crisis;
- To compare social dialogue in Europe with global practices currently observed in a context of crisis;
- To inform trade union leaders and activists in Europe on the latest changes to social dialogue in various countries of Europe and worldwide;
- To draw the attention of political decision-makers and employers to the risk of the economic crisis transforming into a political crisis if the quality of social dialogue continues to deteriorate.

Countries involved

France, Belgium, Germany, Spain, Italy, Hungary

Partner organisations

FGTB, DGB, CCOO, CGIL & MSZOSZ with the TUC support

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Beneficiary organisation

CONFESAL - Confederación Empresarial de Sociedades Laborales de España

Title of the project

S-DEED - SOCIAL DIALOGUE TO ENHANCE ECONOMIC DEMOCRACY IN THE FRAME OF THE 2020 STRATEGY AND NEW SKILLS FOR NEW JOBS AGENDA

Objectives of the project

Objective of this project is to implement measures and initiatives related to the adaptation of social dialogue to changes in employment and work and related challenges, such as the addressing modernisation of the labour market, quality of work, anticipation, preparation and management of change and restructuring, skills. It is inspired by the most relevant EU policy acts. The project wants to investigate three different situations strictly connected to the effects of the current economic downturn:

- a) Transition of family-owned companies or small businesses with a single owner, to corporate employee-owned enterprises. Societal challenge: cross-generational interchange in a situation of shrinking labour force and continuity of small businesses;
- b) Re-employment of employees hit by restructuring of companies. Societal challenge: tapping technical capabilities of dismissed workers and transforming them in entrepreneurial opportunities;
- c) offering opportunity of work to disadvantaged categories leveraging on the characteristic of the territory and its potentials. Societal challenge: matching employability and entrepreneurship.

The project wants to analyse and point out factors of success resulting from social dialogue practices that have provided answers to these three main challenges within a context of economic democracy.

Countries involved

Spain, Italy, France, UK, Belgium

Partner organisations

DIESIS coop, CISL (Confederazione Italiana Sindacati Lavoratori), FLAEI CISL, ESOP Centre, IAFP (International Association for Financial Participation), Diputación Foral de Gipuzkoa, IPA UK, Standard Ethics, UGT (Union General de Trabajadores), CCOO, CFDT (Confédération française démocratique du travail), EUROCADRES, MONTEPULCIANO Municipality.

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Beneficiary organisation

Confrontations Europe

Title of the project

Revival of social and economic dialogue for employment and training, industrial imperatives and competitiveness

Objectives of the project

With the "Entretiens Economiques Européens 2012" (EEE), we would like to bring some answers up to the social preoccupations that are spreading in Europe in a context of massive unemployment. We are trying to articulate the efforts to build growth, with at its heart the industrial imperatives (with more innovative productive systems), and its equivalent in terms of employment policy: vocational training and a better management of professional transitions on the labour market, towards better qualified jobs.

Confrontations Europe has proposed some options for many years, in particular regarding the issues of mobility/security on the labour market and the renewal of social dialogue and industrial relations around training/employment/production. An integrated policy should reconsider the place of the human beings in the productive process to develop a competitive offer and innovation. It should offer infrastructures that help to create a link between research, universities, firms and markets, by sharing cross-borders networks.

The EEE gather socio-economic actors from all over Europe with representatives of national and European institutions to make a common diagnosis of the economic crisis the EU is facing and to elaborate common solutions.

Countries involved

France, Belgium, Germany, Italie, Poland, Portugal, The Netherlands, Hungary and Romania.

Partner organisations

Confrontations Europe, a European Think tank, with its Italian partners: the Fondation Astrid, the interuniversity consortium AlmaLaurea, and the Region Emilia-Romagna.

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Beneficiary organisation

Eberhard Karls University of Tübingen, Institute of Political Science, Department of Political Economy and Comparative Policy Analysis

Title of the project

Linking Europe in Transition - Vernetztes Europa im Übergang und Wandel (L-E-T)

Objectives of the project

The central goal of this project is to raise the level of knowledge about industrial relations in Europe within a transnational network of experts and to communicate this knowledge to the participating organizations and to the public. The approach taken to achieve this is observing the industrial relations in selected regions (particularly successful regions) with a focus on exemplary models designed to overcome the employment crisis.

The network of experts is oriented by the following objectives:

- Promoting the knowledge about the strategy Europe 2020, strengthening the role of industrial relations and of the social partners within this strategy and pursuing a practice-oriented reflection of Europe 2020 from their own experiences;
- Encouraging the adoption and inclusion of the renewed social agenda “Opportunities, access and solidarity in 21st century Europe” into their own patterns of practice;
- Encouraging the future-oriented perception of approaches to crisis management and the role of the social partners in the face of the persistent financial and economic crisis;
- Collecting innovative and successful approaches to crisis management in cooperation with the social partners and social dialog and their accessibility with regards to their own organisations of origin and their further dissemination.

Countries involved

Austria, Croatia, France, Germany, Italy, Slovakia, Spain, Sweden and United Kingdom

Partner organisations

(1) ACLI – Selbsthilfewerk für interkulturelle Arbeit e. V., Stuttgart; (2) CISL Lombardia, Milano/Sesto San Giovanni; (3) Confederación Sindical de Comisiones Obreras (CC OO) de Catalunya, Barcelona; Deutscher Gewerkschaftsbund (DGB): (4) Bezirksverband Baden-Württemberg und (5) Bezirksverband Berlin-Brandenburg, Stuttgart/Berlin; (6) ENAIP UK, London; (7) émergences/CGT Rhône-Alpes, Lyon/Montreuil; (8) Européen Network Tandem Plus, Lille; (9) Evangelische Akademie Bad Boll; (10) Grad Zagreb; (11) Inštitútu zamestnanosti (Employment Institute), Bratislava; (12) Katholische Arbeitnehmerbewegung (KAB) der Diözese Rottenburg-Stuttgart, (13) Katholische Betriebsseelsorge der Diözese Rottenburg-Stuttgart; (14) Katholische Betriebsseelsorge Oberösterreich, Linz; (15) LO-distriktet i Västsverige (Swedish Trade Union Confederation), Göteborg.

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Beneficiary organisation

EFFAT

Title of the project

Ensuring sustainable employment and competitiveness in the EU Food and Drink sector: meeting the challenges of the labour market

Objectives of the project

The joint action aims at meeting the following 5 specific objectives:

1. Deliver an overview of the sector economic analysis and workforce demographics.
2. Identify, define and map current and emerging workforce skills and competence needs. This includes the development of a set of 20-25 typical professional profiles the industry regularly looks for with concrete examples drawn both from large companies and SMEs.
3. Compile a Compendium of good practices on employability and up-skilling measures
4. Provide relevant analysis and conclusions to enable EU Food & Drink Industry Social Partners to draw conclusions and prepare further steps in the field of 'Sustainable employment and competitiveness' as appropriate.

Each of the specific objectives from 1 to 4 is disentangled and detailed out into concrete deliverables in the Tender Specification for research part of this application. For a matter of conciseness in completion of the 10-page limit set in the 2012 Call for Proposal for this Budget line, we kindly invite you to refer to the Tender.

5. Share and communicate the delivered analysis, the compendium of good practices and Social Partner recommendation for action to relevant stakeholders. The joint action shall share and communicate its analysis, compendium of good practices, conclusions and recommendations issued by Social Partners to the wider public and to relevant actors in order to secure that
 - the EU Food and Drink industry is attractive to qualified job seekers
 - the qualification needs of the industry are communicated in a timely and clear basis to Universities and Vocational Training Centers
 - the labour market for the EU Food and Drink industry enhances its transparency, fluidity and effectiveness
 - employability, training and up skilling good practices emerged from the analysis are easily accessible and widely disseminatedIn order to do so the joint action envisages a specific communication and outreach strategy that is detailed out under point B.16 of the present document.

Countries involved

All EU-countries

Partner organisations

FoodDrinkEurope

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Beneficiary organisation

European Federation of Education Employers (EFEE)

Title of the project

Self evaluation of schools & teachers as instruments for identifying future professional needs - Peer learning experiences

Objectives of the project

The specific objectives of the project are:

1. To contribute to the Renewed Social Agenda by focusing on improving labour relations in the education sector.
2. To contribute to the European cooperation in the education sector, notably to the objectives of the EC Communication on Improving competences for the 21st Century: An Agenda for European Cooperation on Schools (COM (2008) 2177).
3. To contribute to the European social dialogue between employers' organisations and trade unions in the education sector, more specifically to continue the work of the Working Group 1 on Quality in Education and to improve the coordination, functioning and effectiveness of the European Sectoral Social Dialogue for Education.
4. To explore the links between evaluating schools and teachers and their professional development: in order to target resources for professional development accurately we need to know what the development needs are; and to do that we need the results of evaluations of both schools and individual employees in schools.
5. To explore the concept of self-evaluation: in order to focus evaluation on development needs, the instruments of evaluation need to be trusted by schools and by employees alike. This suggests that the most effective starting point should be structured self-evaluation.
6. To facilitate peer learning between social partners in the education sector; to exchange best practices and learning experiences.
7. To update current knowledge on (self) evaluation of social partners in the education sector and thereby contribute to the modernisation of the labour market.
8. To strengthen synergies and exchanges between European social dialogue sectoral committees and between the sectoral committees and the inter-professional level
9. To strengthen the capacity of the European social partners in education, notably on the employer side. Potential future EFEE members from countries that are not yet EFEE members will be invited to the conference and as such made aware of the benefits of to be part of the ESSD-Education.

Countries involved

Cyprus, the Netherlands and Sweden

Partner organisations

European Trade Union Committee in Education (ETUCE)
Secondary Education Council of the Netherlands (VO-Raad)
Ministry of Education and Culture of Cyprus
Association of Swedish Local Authorities and Regions (SALAR)

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Beneficiary organisation

European Transport Workers' Federation

Title of the project

Monitoring of collective bargaining processes and outputs in the EU ports sector

Objectives of the project

- Performing a thorough analysis of social dialogue practices and applicable collective agreements in the EU ports sector so as to allow the Section to map applicable working conditions, bargaining agreements and build up knowledge on port management and operators of European ports;
- Allow ETF members to exchange information on collective bargaining and, if needed, establish common strategies towards multinational companies and/or at sub-regional level. One of the added values of this initiative is that a big part of the budget will be used for translating collective agreements into English, so that these are accessible to most of the members;
- Enhancing capabilities of ETF affiliates to prepare for the changes of the sector through the exchange of knowledge on wage developments and the exchange of best practices for training and safety standards agreed through collective bargaining;
- Ensuring the active inclusion of ETF members from the new EU Member States in the networking of the ports sector affiliates and enhancing capabilities for negotiation.
- Exploring methods of organisation to form a self-sustainable and long-term network of exchange of information.

The project should explore the feasibility of this database and should allow identifying the structure that the database could have and the dimensions to be taken into account.

Countries involved

Belgium, Bulgaria, Croatia, Cyprus, Denmark, Estonia, Finland, France, Germany, Greece, Ireland, Italy, Latvia, Lithuania, Malta, the Netherlands, Poland, Portugal, Romania, Spain, Sweden, United Kingdom, Turkey

Partner organisations

Eva - European Academy of Environmentally Friendly Transport

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Beneficiary organisation

European Transport Workers' Federation

Title of the project

Working On Rail Freight Corridors (WOC)

Objectives of the project

The project pursues several objectives:

- To create a better understanding and anticipation of workers' representatives as regards the development of cross-border freight transport services, the underlying legislation, the different corridor concepts and the government structures of those corridors;
- To develop an understanding on the potential impact on employment in the different countries along a corridor (e.g. transit countries / end-point countries);
- To identify current and potential companies, which are operating on three selected corridors and to establish company profiles;
- To map the working conditions in the different companies, operating on the selected corridors; including the level of workers' representation (works councils) and the existence and implementation of collective agreements;
- To identify existing and /or potential social dumping challenges and practices along the selected corridors;
- To identify some exemplary strategic terminals (sea/inland ports, multimodal road/rail terminals) and develop a method for anticipation and cooperation of workers' representatives on a multi-modal bases;
- To support the creation of networks of workers representatives along a corridor in order to inform each other about operating companies, working conditions, wages, etc.
- To develop a methodology for anticipating and networking that could be applied by trade unions and workers' representatives on other, not chosen corridors.

Countries involved

Austria, Sweden, Germany, Italy, Denmark, Netherlands, Belgium, Luxembourg, France, Hungary, Czech Republic, Slovakia and Romania.

Partner organisations

VdSzSz (Hungary), Vida (Austria), FNV Bondgenoten (Netherlands), FILT-CGIL (Italy), EVG (Germany), ACOD/CGSP (Belgium), SEKO (Sweden)

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Beneficiary organisation

EVA Europäische Akademie für umweltorientierten Verkehr gGmbH

Title of the project

PSR-RAIL - Identify and prevent psychosocial risks within the railway sector

Objectives of the project

As part of their work program 2012/2013, the European social partners in the rail sector, the Community of European Railway and Infrastructure Companies (CER) and the European Transport Workers' Federation (ETF) decided to carry out a joint project on psychosocial risks in the rail sector (PSR). The aim is to contribute to identify, prevent and reduce psychosocial risks within the European railway sector. Empirical research results show, that a huge number of employees is exposed to factors contributing to psychosocial stress. The objective of the social partners is to improve and ensure a fair working environment and good working conditions, necessary to provide a high quality of services. The project will identify railway specific elements of psychosocial risks by analyzing different railway professions such as drivers, maintenance staff, traffic management (dispatcher) or staff in direct contact with passengers.

Countries involved

Austria, Belgium, Bulgaria, France, Germany, Italy, Sweden

Partner organisations

Trade Union organisations: European Transport Workers' Federation (ETF), CGSP (Belgium), CGT (France), EVG (Germany), vida (Austria), FTTUB (Bulgaria)
Employers organisations: Community of European Railway and Infrastructure Companies (CER), Almega (Sweden), Deutsche Bahn AG (Germany), FS-RFI (Italy), SNCF (France)

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Beneficiary organisation

Federation of Industrial Trade Unions (OBES)

Title of the project

Strengthening Trade Unions in times of crisis (CRISIS NO)

Objectives of the project

The CRISIS NO project aims at strengthening the role of trade unions to face crisis through personal development of trade unionists. The need for this project has derived from the big changes currently occurring in the labor market and labor Law of many EU countries due to economic crisis. The activities of the project include:

- Focus group for training needs analysis in Athens
- Development of training courses and training material
- Organisation of a 2 days training workshop in Valladolid, Spain on the preparation and management of change and restructuring
- Organisation of a 2 days training workshop in Rome, Italy on the health and safety strategies at the work place in times of crisis
- Organisation of a 3 days training workshop in Korinthos, Greece on the adaptation of social dialogue in the conditions of crisis
- Press release
- Electronic newsletters
- Wash up and dissemination meeting in Athens

Countries involved

Greece, Italy, Spain

Partner organisations

Federazione Agricola Alimentare Ambientale Industriale (FAI CISL), Italy
Federacion de Transportes Comunicaciones y Mar (UGT TCM), Spain

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Beneficiary organisation

FIBA-CISL (Italian Federation of Bank and Insurance employees)

Title of the project

Codes of Conduct and International Framework Agreements: from Corporate Social Responsibility to Collective Agreements, a step forward to anticipate and manage changes. A training path for trade unionists in the finance sector.

Objectives of the project

- Improve participants' knowledge of CSR and transnational contractual issues (eg. flexicurity, health and safety, work-life balance, demography, gender policies).
- Exchange good practices on negotiated agreements and CSR policies of transnational companies.
- Identify guidelines for the sustainable development of business activities.
- Identify measures and initiatives to adapt social dialogue to changes.
- Identify shared tools to help employees and companies manage the impact of crisis and restructuring.

Countries involved

Italy, Denmark, Czech Republic, Slovakia, Belgium, France

Partner organisations

FIBA-CISL, FINANSFORBUNDET, OSPPP, OZPPAP, LBC-NVK, FEC-FO

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Beneficiary organisation

INTEFP – Institut National du Travail de l'Emploi et de la Formation Professionnelle

Title of the project

The Posting of Workers: Improving Collaboration between Social Partners and Government Authorities in Europe

Objectives of the project

1. To improve access to information on working and employment conditions for companies and employees.
2. To consolidate the shared analysis of the productive organisations underlying the provision of transnational services and their impact on the working and employment conditions of workers posted within the agriculture and construction sectors.
3. To improve transnational collaboration on the part of social partners and government authorities.

Countries involved

Belgium, Danemark, Estonia, Finland, France, Lithuania, Luxembourg, Poland, Portugal, Romania

Partner organisations

37 partner organisations

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Beneficiary organisation

London Metropolitan University - Working Lives Research Institute

Title of the project

Challenging Racism at Work (CRAW)

Objectives of the project

CRAW wants to answer four questions:

- What has changed in the general context of racism in the workplace since 2003 (and the implementation of the Racial Equality Directive), and particularly over the last five years?
- How far has social dialogue helped?
- How are trade unions responding today at work in workplaces to the challenge of racism?
- What experiences in challenging racism at work may be helpfully exchanged between EU Member States?

To do this we will

*Undertake national secondary data analysis on trends and experiences of labour market and employment discrimination against workers of ethnic minority and non-national origins for the decade 2003-2012.

*Conduct national and comparative reviews (including fieldwork) of the impact of the Racial Equality Directive, of the role of social dialogue and of trade union policies and practices on discrimination in the workplace.

*Create a database of collective agreements dealing with discrimination at work.

*Disseminate at national and European levels of information gathered and concerning the effective industrial relations practices undertaken by trade unions in challenging racism at work.

Countries involved

Belgium, Bulgaria, France, Italy, UK

Partner organisations

Belgium: Universite libre de Bruxelles (ULB) and the FGTB and CSC.

Bulgaria: International Centre for Minority Studies and Intercultural Relations (IMIR) and the CITUB/KNSB.

France: Association Travail, Emploi, Europe, Société (ASTREES) and the CGT.

Italy: Laboratory of Research on Immigration and Social Transformations, University of Venice Ca' Foscari and the CGIL, CSIL and ACLI.

UK: WLRI and the TUC, PCS, UNITE and UNISON.

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Beneficiary organisation

ÖGB/GPA-djp Austria (Union of Private Sector Employees, Graphical Workers and Journalists)

Title of the project

Training & Backup & Linking up Commerce Trade Unions in New Member States and Candidate Countries

Objectives of the project

- Our seminars refer to the flagship initiative 'An Agenda for New Skills and Jobs' of the Europe 2020 Strategy for intelligent, sustainable and integrative growth, in particular regarding the point of strengthening the capacities of the social partners and tapping the full problem solution potential of social dialogue at all levels (EU, national/regional, sectoral, company level).
- We would like to support our partner trade unions in the commerce sector that negotiate collective agreements or that participate or would like to participate in other negotiation teams of the social partners at a national and European level.
- Issues that concern us in the whole of Europe – like working time, working conditions, training and education, vocational further training, youth and woman in commerce sector, collective bargaining and work-life-balance – are part of the negotiations between the social partners.
- We intend to encourage and support the cooperation between the labour market institutions, including the institutions responsible for public employment promotion in the member states.

Countries involved

Austria, Slovakia, the Czech Republic, Poland and Turkey are partner countries. In the project are involved also Romania, Croatia, Slovenia, Serbia, Bosnia and Hercegovina, Montenegro, Germany, Hungary.

Partner organisations

The Czech Republic (OSPO), Slovakia (OZPOCR), Poland (Solidarnosc), Turkey (TURK KOOP-IS) and UNI Europa Commerce.

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Beneficiary organisation

Trades Union Congress

Title of the project

Building trade union support for workplace learning throughout Europe

Objectives of the project

The overall objective of the project is to increase the capacity of trade unions at the European and national levels so that they are in a better position:

- to encourage, advise and guide workers in making informed choices as regards the take up of education and training opportunities
- to engage with employers, by collective bargaining or by social dialogue, in a process to improve workplace learning and to enhance workers' skills.

In this way workers' organisations will be better equipped to contribute to addressing the overarching EU employment and social policy challenges, notably the modernisation of employment markets and the promotion of lifelong education and training, which are central to the successful implementation of the Europe 2020 Strategy (Europe 2020: A strategy for smart, sustainable and inclusive growth; COM(2010)2020, 3 March 2010).

The specific objectives of the project are:

to make a EU-wide study of ways in which trade unions support workers in their attempts to take up training opportunities, with an emphasis on existing examples of good practice in the form of case studies

to present the results of this study, as well as a series of recommendations regarding the future expansion and deepening of this area of work throughout Europe, to a EU-wide conference of trade union officers and representatives who in turn will set up a European network of trade union experts capable of developing systems within their own organisations and engaging with employers, so as to support workplace learning and skills enhancement.

Countries involved

Belgium, Bulgaria, Germany, Italy, Netherlands, Poland, Sweden, United Kingdom

Partner organisations

TUC-UK, ETUC, KNSB-Bulgaria, DGB Bildungswerk-Germany, FNV Formaat-Netherlands, LO- Sweden, UIL-Italy, and ZNP-Poland

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Beneficiary organisation

TUFEMI – TRADE UNION FEDERATION OF THE EMPLOYEES IN THE MINISTRY OF INTERIOR

Title of the project

Social Dialogue: the most important tool for socially responsible reforms in Security Sector

Objectives of the project

The main objective of the project is to extend the knowledge and competences for an effective social dialogue's conducting and to develop skills for active and equal participation in decision-making process about reforms in Security Sector.

Specific objectives:

- 1.To identify the changes and trends connected with the Social Dialogue and the role of Police Trade Unions in it.
- 2.To analyze deeply, the new role of the Trade Unions in the field of reforms in Security sector as mediator between Government and employees and to develop skills and give methods for its implementation in order defending workers rights.
- 3.To specify and to adapt good practices this might be implemented at national as European level in the field of social dialogue and reforms in Security sector.
- 4.To raise the expertise of the representatives of police trade unions for the further changes and specifics of the planned reforms in Security Sector in their own countries and in EU.
- 5.To discuss and underline the significance of workers' rights in the process of reforming Security Sector
- 6.To look for solutions for a problem of drastic employment changes in the new economic situation
- 7.To bring at the international level the specific problems of employees in Security Sector in Bulgaria, Serbia and The Netherlands and to connect them with the goals of the Europe 2020 Strategy
- 8.To prepare and agree at national and European programmes for future actions aimed improvement of the social dialogue and increasing the influence of the Police Trade Unions in it.
- 9.To increase knowledge of government officials and stakeholders about the social dialogue and positive effect from it for the Governments and for the employees and Trade Unions.

Countries involved

Bulgaria, The Netherlands, Serbia

Partner organisations

Police Union of Serbia (PSS)
ACP Politie Vakbond

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Beneficiary organisation

Unione Artigiani Consorzio fra le imprese artigiane - Valenza

Title of the project

A European study to identify and share the best practices of the industrial relations of Craft enterprises sectors: representation beyond administration, the possible leadership of SME (INWORK)

Objectives of the project

The project will aim to improve expertise in industrial relations and to promote the exchange of information among parties actively involved in industrial relations. In particular, the project will deal with industrial relations of Craft enterprises sector and their employees. In particular, the project will aim to realize a study at two different levels. Top-down: to understand the impact of Craft enterprises in the economy. Bottom-up: to identify the best practices of leadership in the representation of craftsmen. Then, an international conference will be organized in Alessandria to present the results of the project.

The project has been elaborated according to the experience of all the partners involved. The partnership is heterogeneous involving organisations linked to industrial relations as: Research centres and institutes, Non-profit making organisations and Craft Unions in order to represent all the target groups and stakeholders and coming from 6 countries of which 4 are new MS: Italy, Cyprus, Greece, Slovakia Hungary and Bulgaria.

The partners have identified two different target groups: the workforce that is employed in SME and specific categories of workers of Craft enterprises who are represented by trade unions of different sectors.

Finally, the project expected results will be: 1. Identification, collection and analysis of the available best practices of the industrial relations of Craft enterprises in Europe to compare the different situations in the participating countries. 2. Exploitation of the identified best practices to raise the knowledge about the impact of SME' craft in EU economy and the leadership in the representation of craftsmen work. 3. Organisation of an international conference in Alessandria to present the study results and to share experiences and best practices and involve counterparts, stakeholders and other EU countries.

Countries involved

Italy, Greece, Cyprus, Hungary and Bulgaria

Partner organisations

Balkan Middle Class Office - Bulgaria
INTERFUSION SERVICES LTD - Cyprus
Labour Institute of Greek General Confederation of Labour - Greece
Istituto Europeo per lo Sviluppo Socio Economico - Italy
DEKUT - Hungary

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Beneficiary organisation

UNITATEA SINDICATUL LIBER METROU

Title of the project

CAPACITY BUILDING OF TRADE UNIONS TO IMPROVE HEALTH AND SAFETY IN URBAN PUBLIC TRANSPORT

Objectives of the project

To build the capacity of trade unions to be able to anticipate and to be actively involved in any changes in OHS field that may have an impact on urban transport.
To inform and train the trade union representatives for improving health and safety.
The project intends to mobilise exchange of practice and experience between trade union organisations on workplace health and safety issues in urban transport, with the view to build trade union capacity to improve health and safety in this sector, through social dialogue.
The target group is represented by the unions from urban public transport and is important for all participants to be informed about the situation of the most important topics from the OHS area in order to ensure a quality urban public transport and high standards for workers.
It is very important to have an accesible transport to all - public, employees and employers - and to build a trade union coalition to support it. This could be a target only if the health and safety is on the agenda of the social dialogue with a view to involve also the civil society and responsible institutions within the process.

Countries involved

Romania, Bulgaria, Belgium and France

Partner organisations

Romania: Unitatea Sindicatul Liber Metrou (Free Trade Union of Metro Workers-USLM), Federation of Transport and Public Services – ATU Romania;
Bulgaria: Federation of Transport Trade Unions of Bulgaria (FTTUB) and FTW Podkrepa;
France: Federation Nationale des Syndicates de Transports CGT
Belgium: Centrale Generale de Services Publics.

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Beneficiary organisation

United Federation of Danish Workers, 3F

Title of the project

Trade Union Training in Macedonia and Serbia to Support the Labour Market Transition

Objectives of the project

Overall objective: To increase the capacity of trade unions and their members in Macedonia and Serbia enabling them to face the challenges of the labour market transition at the national level and adapting to the labour market of the EU.

Specific Objective 1: To build up trade union training systems in Macedonia and Serbia based on experience-based strategies

Result 1.1 The local partners have developed their own strategies for a trade union training system

Result 1.2 A trade union training system has been developed and is under implementation in Macedonia and Serbia

Specific Objective 2: To raise awareness among national and local trade unions in Macedonia and Serbia on relevant labour market issues for them to be better prepared to adapt to the labour market transition.

Result 2.1 Information materials about labour market transition and related issues and challenges has been developed and distributed

Result 2.2 Better communication and exchange of experiences between trade unions have been ensured

Countries involved

Macedonia, Serbia, Denmark

Partner organisations

Trade Union of Industry, Energy and Mining of Macedonia, SIER
Independent Trade Union of Metalworkers of Serbia, SSMS

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Beneficiary organisation

Université Jean Monnet, Saint-Etienne, CERCRID (UMR 5137)

Title of the project

Quelles sécurités pour les travailleurs en temps de crise?
Which securities for workers in time of crisis?

Objectives of the project

Taking the flexicurity challenge put forward by the European Commission seriously, the project intends to explore the security-side of the notion within a range of European countries. What could be new securities and protections for workers in an Europe in crisis? What could be the role of social partners in defining new securities, new forms of social protection, for workers? Two main issues will be analysed more specifically :

- Which securities for which workers? What kind of protection might be granted to new types of workers, falling into the so-called grey zone of labour contract (self employed, economically dependent workers, free-lance workers)? What is the place for social dialogue and social partners in regulating these new forms of work in the context of crisis?
- What role for fundamental social rights in defining new securities for workers? Could they place a barrier against some of the reforms currently planned or enacted in some countries?

Countries involved

Belgium, France, Germany, Greece, Hungary, Italy, Poland, Romania, Spain, Sweden, United Kingdom

Partner organisations

University Friedrich Schiller, Iéna, UCL, Louvain, University of Santiago de Compostela, University of Lyon 2, University of Greenwich Pázmány Péter Catholic University, Budapest University of Cagliari, Business and Administration School, Gdynia, University Babes-Bolyai, Cluj-Napoca, University of Oxford, University of Lund, ASTREES

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Beneficiary organisation

Université Seville

Title of the project

Les relations professionnelles dans le contexte du développement de la sous-traitance

Objectives of the project

Le présent projet vise précisément à identifier et à analyser les réponses collectives émergentes qu'apportent concrètement les acteurs sociaux de la régulation du travail, plus spécialement au niveau de sites de production, des réseaux d'entreprises et de territoires où se définissent les nouveaux espaces organisationnels basés sur la sous-traitance et où se côtoient des groupes de salariés aux status diversifiés et relevant d'entreprises différentes. Au départ de la mise en évidence de pratiques innovantes, quelles sont les perspectives de redéfinition des institutions de la représentation des salariés et des centres de gravité de la négociation collective? Le projet se veut pragmatique et opérationnel à plus d'un titre: dans la mesure tout d'abord où il s'inscrit dans le prolongement de déclarations communes des interlocuteurs sociaux en faveur d'une régulation de la sous-traitance et de prises de position syndicales en faveur du développement d'un syndicalisme de réseau; parce qu'ensuite, comme activité principale, il vise essentiellement à évaluer la pertinence et la faisabilité d'une concertation sociale élargie aux réseaux de sous-traitance à partir de l'analyse approfondie de cas d'entreprises, impliquant le secteur des fabrications métalliques, mais dans des contextes nationaux diversifiés; parce qu'enfin, il prétend contribuer à la sensibilisation des interlocuteurs sociaux, tant au niveau local des entreprises qu'à celui des fédérations syndicales et patronales, aux apports potentiels d'une concertation sociale élargie.

Countries involved

Espagne, Belgique, Hongrie

Partner organisations

Le projet est coordonné par l'Université de Sevilla (FCT-US) qui en assure également l'administration financière. Le partenariat est composé, d'une part, d'un consortium d'experts scientifiques (Facultad Ciencias del Trabajo-Universidad de Sevilla, Metices- Université Libre de Bruxelles, International Business School) et, d'autre part, d'organisations syndicales du secteur du métal (MWB-FGTB, CCOO, Vasas Szakszervezeti Szövetség (Association of Metallurgy Trade Unions) ainsi que la Fédération Européenne des Métallurgistes (FEM) et deux employeurs Airbus- EADS-CASA et Mercedes-Benz Manufacturin Hungary

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