



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

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

Calls for Proposals VP/2013/001 and VP/2013/002

Networking day for project promoters – 23 April 2014

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Beneficiary organisation

ADAPT - Associazione per gli Studi internazionali e comparati sul Diritto del lavoro e sulle Relazioni industriali

Title of the project

YOUnion - Union for Youth

Objectives of the project

The proposed project aims at analysing the dilemma of youth participation in trade unions in seven EU countries - Belgium, Germany, Hungary, Italy, the Netherlands, Spain, the United Kingdom, starting from two research questions: how can trade union action improve the labour market of young people and how trade unions can strengthen their youth membership? In answering these questions, the proposed project aims to explain how trade unions in the above mentioned countries could: i) better represent youth interests; ii) reach out in a better way to the young, both those in and outside the labour market; iii) better organise young people; iv) provide young people with a voice in unions in general, and in collective bargaining and social dialogue in particular. The main research questions will be answered through an analysis, for each of the countries, of: a) the specific interests of young workers and young job seekers that could potentially be represented by trade unions; b) successful and unsuccessful examples of trade unions' efforts to organise young workers; c) trade unions communication strategy towards young people, with a specific attention to social media; d) initiatives that have been undertaken by trade unions to provide voice for young people in unions' organisations itself and in collective bargaining.

Countries involved

Belgium, Germany, Hungary, Italy, the Netherlands, Spain, the United Kingdom

Partner organisations

- UvA/AIAS - Universiteit of Amsterdam/Amsterdam Instituut voor Arbeids Studies (The Netherlands)
- UAB - Universitat Autònoma de Barcelona, Institute for Labour Studies (Spain) (Spain)
- Katholieke Universiteit Leuven (Belgium)
- University of Greenwich (United Kingdom)
- Friedrich-Schiller-University of Jena (Germany)
- SZGTI - Szakszervezetek Gazdaság és Társadalomkutatási Intézete

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Website of beneficiary organisation and/or project (link)

Beneficiary organisation: www.adapt.it
Project: <http://www.adapt.it/youunion/>

Beneficiary organisation

Amsterdam Institute for Advanced Labour Studies (AIAS-University of Amsterdam)

Title of the project

BARSORIS: Bargaining for Social Rights at Sectoral Level)

Objectives of the project

The BARSORIS project foresees actions aimed at:

- delivering better insights in how EU Member States deal with a growing segmentation of their labour markets during economic crisis and which concrete measures are taken to improve the precariousness of workers;
- deepening expertise and disseminating information on how the various national industrial relations systems address the issue of 'non-regular' or 'non-standard' employment;
- assessing the role of 'non-regular' work in the general framework of social, economic and demographic developments, with a focus on social exclusion of the EUROPE 2020 target groups.
- expanding the collection and use of information on how collective agreements and/or other social dialogue initiatives are dealing with the quality of work at sector level (mainly in industrial cleaning, hospital and health care, construction, and temporary agency work) and on developments at European level in these same sectors.

Countries involved

Seven EU countries: Denmark, Germany, Italy, the Netherlands, Slovakia, Spain and the United Kingdom.

Partner organisations

The BARSORIS partners are: Universiteit van Amsterdam (AIAS), Wirtschafts- und Sozialwissenschaftliches Institut-Hans- Böckler-Stiftung (HBS), Employment Relations Research Centre at the University of Copenhagen (FAOS), Central European Labour Studies Institute (CELSI), Universitat Autònoma de Barcelona (UAB), The University of Teramo (UNITE), University of Leicester (ULEIC), Vrije Universiteit Amsterdam (VU). The Dutch Trade Union Confederation FNV has also committed itself to the project and undertakes to provide contacts, participate in meetings, disseminate the results and provide support to the Dutch case study.

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Beneficiary organisation

Association of Employers of Slovenia (ZDS)

Title of the project

Strong TCL: Strong partnership for an enhanced Social Dialogue in the Textile, Clothing and Leather sector in Slovenia, Croatia, Macedonia, Montenegro and Serbia

Objectives of the project

- Promoting the implementation of the Acquis Communautaire in the area of social dialogue in Croatia, the FYR Macedonia, Montenegro and Serbia;
- Increasing the awareness and understanding of employers and workers representatives of European (Sectoral) Social Dialogue;
- Adaptation of social dialogue to changes in employment and work related challenges;
- Making the employers' and employees' negotiators at the sectoral level acquainted with the relevant content of the collective agreement (concrete example) and instruct them on techniques / skills of negotiations;
- Strengthen the capacity of social partners in Slovenia, Croatia, Macedonia, Montenegro and Serbia to contribute to European Social Dialogue.

Countries involved

Slovenia, Croatia, FYR Macedonia, Montenegro and Serbia

Partner organisations

Croatian Employers' Association of Textile and Leather Industry
Business Confederation of Macedonia
Montenegrin Employers Federation
Trade Union of the Slovenian Textile and Leather-Processing Industry
Trade Union of workers in textile, leather and shoe making industry of Rep. of Macedonia
Trade Union of Textile, Footwear, Leather and Rubber of Croatia
Trade Union of Textile, Leather, Pharmaceuticals and Chemical Industry of Montenegro
Autonomous Union of Textile, Leather and Footwear Industry Workers of Serbia
Trade Union of Industry, Energy and Mining Nezavisnost (Serbia)

With support by the European sectoral social partner organisation:
EURATEX - European Apparel and Textile Organisation
COTANCE - Confederation of National Associations of Tanners and Dressers of the European Community
industriAll - European Trade Union

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Beneficiary organisation

Associazione B. Trentin-ISF-IRES (ex IRES)

Title of the project

European Action on Transnational Company Agreements - EURACTA 2

Objectives of the project

through workshops and a comparative study, to improve the understanding, exchange of experiences and expertise among the EU social partners, with regard to the role of the transnational company agreements (TCAs);
to amplify the main outcomes of previous studies, as in the case of our previous EURACTA, of which the new action is a follow up;
through case studies, to make an in depth overview of some meaningful experiences of TCAs, with a special focus, this time, on their concrete implementation in the context of national industrial relations;
to verify the effectiveness of the adopted solution in terms of negotiation process, contents and practices;
to analyze how the current crisis is impacting on the TCAs and whether and how TCA are reacting to the crisis.
to make a final toolkit with some guidelines about negotiation and follow up of TCAs

Operationalization and activities:

WP 1 - 12 case studies

WP 2 – 3 international events

WP 3 - final report

WP 4 - toolkit

Countries involved

Italy, Bulgaria, France, Germany, Poland, Spain, UK

Partner organisations

Associazione Trentin-ISF-IRES
Sindnova - Italy
IRES Emilia Romagna
IRES France
ASTREES France
Fundacion 1° de Mayo - CC.OO. Spain
ISTUR-CITUB, Bulgaria
Solidarnosc, Poland
Univ. Manchester, the UK
Univ. Munich, Germany

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<http://www.ires.it/>

Beneficiary organisation

CEEP

Title of the project

Exchange of practices between leaders of public services

Objectives of the project

This project has for objective to foster the exchange of practical knowledge and information between leaders of public service providers throughout Europe on the issue of innovation to help them manage change and increase innovativeness within their enterprises and amongst their workforce. This project will have a long-term objective with the publication of a toolkit for leaders of public services.

As more long-term objectives, this project will set the ground for more frequents training programmes for public services leaders of the future.

To fulfil the objectives of this project the following actions are planned:

To organise 5 seminars to bring together leaders of public services and employers on topics that are important for the future of public service providers.

The meetings will tackle the following issues:

- o How to cope with economic constraints in network services;
- o How to cope with budgetary constraints in Non-economic Services of General Interest (such as: public administration, education and healthcare);
- o How to cope with the merging of enterprises and departments in order to save costs
- o One meeting will target specifically the Greek needs;
- o One meeting will target specifically the Cyprus needs;

To create a toolkit on innovation in public services thanks to improved industrial relations. This toolkit aims to be a tool for public services providers to manage successfully change and innovation.

Countries involved

EU - 28

Partner organisations

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Beneficiary organisation

CEPS/INSTEAD (Center for Research on Population, Poverty and Socio-Economic Policy)

Title of the project

EUROSOFIN - Social dialogue in the financial sector in Europe: contribution to anticipation and restructuring

Objectives of the project

The banking sector provides jobs for more than 4 million employees in the EU 27 and constitutes a vital GDP contributor. It has been severely hit by the recent economic crisis and impacted by new regulations (Basel III, the bank secret rules, etc.). Job losses have been accompanied by changes of the employment status of many bank employees. In the context of the restructuring of global value chains, decisions are often taken outside the country of operation - a significant challenge for social partners (especially trade unions) in the anticipation and management of restructuring. The objective of the project is to serve the interest of social partners and policy makers by establishing a partnership between research centers in Luxembourg, the United Kingdom, Austria, France and Romania. Social partners within the banking sector both at the national and European level are mobilized to analyze the mechanisms of social dialogue in terms of anticipating changes in a competitive international sector, to outline the main challenges, and to share good practice in mitigating the effects of the crisis in the participating countries. The project proposal is based on a methodological approach which combines research activities on restructuring in the banking sector, as well as discussions and debates about socially responsible restructuring through a dialogue of researchers with social partners in participating country seminars and networking. A community of practice of researchers and stakeholders will be established and based on face to-face meetings and a web tool for exchange and information-sharing. The project proposal has a clear transnational and horizontal dimension, focusing first on the EU level social dialogue and second on involving research centers and social partners from five EU countries with developed financial systems. The expected results will contribute to more socially acceptable restructuring in the banking sector in Europe.

Countries involved

Luxembourg, France, United Kingdom, Romania, Austria

Partner organisations

CEPS/INSTEAD (Luxembourg), ASTREES (France), London Metropolitan University (United Kingdom), FORBA (Austria), FSAB (Romania)

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www.ceps.eurosofin.lu (operational soon)

Beneficiary organisation

CESOS SRL IMPRESA SOCIALE

Title of the project

Public services for a better governance of capital cities: second – level bargaining, social dialogue for territorial development

Objectives of the project

The project promotes the exchange of experience and good practices between trade unions of some of the main European Capital Cities (Athens, London, Madrid, Paris, Rome) in order to enhance the role of local trade unions as a key-actor for a better governance of the five capital cities. Furthermore, the project aims:

- to analyse the role of the local trade unions in the debate regarding the management of local public services (Local public transport, water supply, waste management);
- to identify some guide-lines regarding the development of social dialogue and second-level bargaining in local public services given their importance for the quality of life at territorial level.

Countries involved

Italy
France
Spain
Greece
United Kingdom

Partner organisations

EKA - ERGATOYPALLILIKO KENTRO ATHINAS (Athens)
SERTUC - Trades Union Congress - Southern and Eastern Regional Council (London)
UGT Madrid - Union General de Trabajadores de Madrid (Madrid)
URIF-UNSA - Union Régional Ile-de France - Union Nationale des Syndicats Autonomes (Paris).

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www.cesos.org

Beneficiary organisation

C.G.I.L. - Confederazione Generale italiana del Lavoro

Title of the project

Courts and Charters – Workers' rights and access to the European Courts and Charters

Objectives of the project

The action aims to raise awareness, inform and train Trade Union Organization Dispute Office staff, on the opportunities and possibility to access the European Courts (Court of Justice of the EU and European Court of Human Rights) in case of disputes on labour rights. It also focuses on the analysis of case studies, practices and experience in the 5 involved countries on the main and most recent developments in the field. Furthermore, the 2 training workshops foreseen in the project will provide tools, methodology and information on the possibility of using both Charters of Rights (ECHR and Charter of Fundamental Rights of the EU) in the national Courts in order to ensure the protection of workers in cases where there are unjustifiable differences of treatment in the enjoyment of fundamental rights.

Countries involved

France, Germany, Italy, Spain, Sweden

Partner organisations

CGT (FR), DGB Rechtsschutz (DE), CGIL (IT), LO/TCO (SE), CCOO (ES)

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www.cgil.it – www.courtsandcharters.eu

Beneficiary organisation

CISL Confederazione Italiana Sindacati Lavoratori

Title of the project

Industrial relations for a green economy. Europe 2020: innovative bargaining processes for a sustainable growth and quality employment.

Objectives of the project

Comparative analysis of best practices in industrial relations on environmental matters.
Focus:
- Identify frameworks and operational guidelines for trade unionists and other actors in bargaining processes
-- Promote a more effective and participatory dialogue in Europe on environmental matters.
The project aims to analyze good practices trading with respect on environmental issues in the following cases:
1. Conflicts between the need to maintain workplaces and the need to have sustainable environmental conditions; 2. Creating new jobs through new productions that expose to environmental hazards; 3. Production of goods and services with a specific “green” connotation which makes them more valuable and competitive; 4. Industrial reconversion with training of human resources and changing productive processes.

Countries involved

Italy; France; Belgium, Greece, Germany

Partner organisations

Usr Cisl Toscana; Ecologia & Lavoro; CFDT; FGTB; INEE GSEE; ARBEIT und LEBEN DGB NW.

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Beneficiary organisation

Confederación de la Pequeña y Mediana Empresa Aragonesa, CEPYME Aragón

Title of the project

S/2013/0402 A Regional Approach to Social Dialogue in Industrial SMEs

Objectives of the project

The RASDI project is an international cooperation action to promote social dialogue on SMEs in the industrial sectors. The consortium is composed by 5 SME's associations with an active role in social dialogue taking place in their regions.

The RASDI project aims to contribute for the improvement of social dialogue in the industry, identifying good practices through a comparative analysis of industrial relations in 5 EU countries (Portugal, Spain, Italy, Sweden and the Czech Republic). The main objective is to promote consensus building among stakeholders and produce a set of recommendations for policy makers of the European Union.

The project is targeted to workers' representatives, public authorities and other regional and European bodies involved in social dialogue, promoting best practices and processes to support the parties in building consensus in industrial SMEs.

Countries involved

Spain, Sweden, Italy, Czech Republic and Portugal.

Partner organisations

- CEPYME Aragón (España) - Foretagarna I Vastra Gotaland (Sweden)
- AMSP (Czech Republic) - FEDERLAZIO (Italy)
- Associacao para um centro de estudo s em desenvolvimento sustentavel (Portugal)

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Beneficiary organisation

Confederación Española de Policía

Title of the project

Effective industrial relations in the police – transnational cooperation of trade unions

Objectives of the project

- To contribute to the improvement of industrial relations in public safety sector
- To create a trade union representing police officers in Malta, which will give the workers of public safety sector the representativeness in social dialogue and increase their influence in development of relations between public safety workers and authorities
- Preparation of the manual including guidelines concerning the improvement of industrial relations in public safety sector and methods of transnational cooperation of trade unions
- To create a platform for transnational cooperation of trade unions representing police officers in the field of industrial relations, facing the economic crisis, undertaking common actions in the field of workers' participation in the decisions taken by the authorities to face the economic and demographic changes
- Exchange of information and experience among workers' representatives from 5 EU Member States and 1 candidate country
- Promotion of the development of industrial relations in Europe by wide dissemination of the manual
- Improvement of the expertise in industrial relations by extending the knowledge of trade unionists' representing 6 European countries

Countries involved

Spain, Malta, Poland, Lithuania, Romania, Serbia

Partner organisations

- General Workers' Union (MALTA)
- Ministry of Home Affairs and National Security of Malta (MALTA)
- Niezależny Samorządny Związek Zawodowy Policjantów (POLAND)
- Lietuvos Teisesaugos Pareigunu Federacija (LITHUANIA)
- Sindicatul National al Politistilor si Personalului Contractual (Civil) din Ministerul Administratiei si Internelor (ROMANIA)
- Granski sindikat uprave, pravosuda, odbrane i policije „NEZAVISNOST” (SERBIA)

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Beneficiary organisation

CONFEDERACIÓN SINDICAL DE COMISIONES OBRERAS (CCOO), Spain.

Title of the project

"Empowerment Affirmative Action and Mainstreaming Gender in Trade Unions"
NETWORK.GENDER
VS/2013/0460

Objectives of the project

The overall objective of the project is to contribute to a better understanding of the obstacles to union and labor participation of women and their presence in decision-making and publicize and disseminate corrective strategies that promote economic and social empowerment, from the introduction and promotion of gender policies in the workplace, through trade union and collective bargaining, as well as trade unions.

Specific objective(s): 1. Study and understand the impact of the financial and economic crisis and austerity policy in the employment of women and men, identifying the gender impact in three European countries, as well as incorporate a sectoral approach. 2. Identify and exchange good practices and corrective strategies that promote quality employment for women and men, eliminating or reducing specific inequality of women in the three European countries, prioritizing the most effective. 3. Know and identify the obstacles to promoting women's labor and the difficulties of access to decision making and corrective identify and share strategies and best practices to facilitate access and promote women to decision-making and accountability companies. 4. Knowing the participation of women in trade unions (in trade union elections, affiliation, delegated decision-makers in ...) members of the project as well as identify and share good experiences corrective strategies that promote balanced and equal participation of women and men in the unions. 5. Understand the role of collective bargaining and social dialogue as a tool corrective labor inequalities, with particular attention to anti-discrimination, equal, inclusive and reconciling work and family life, as well as identify and share strategies and best practices corrective in equality policies and measures related to collective bargaining, prioritizing the most effective.

Countries involved

Spain, United Kingdom, Italy

Partner organisations

COMMUNICATION WORKERS UNION TRADE UNION (CWU), United Kingdom
CONFEDERAZIONE GENERALI ITALIANA DI LAVORO (CGIL), Italy

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Beneficiary organisation

Confédération Européenne des Cadres - CEC

Title of the project

Promoting Women's Leadership - Strategies and best practices to increase the share of women in middle and higher management positions

Objectives of the project

To develop strategies contributing to the promotion of women in leadership, in order to increase their proportion in positions of middle and higher management and at the same time to face the challenges of demographic change in the future.

Specific objectives of the action are thus:

- assessment of the current situation in terms of gender representation at middle and higher management positions across the EU and how it has changed over recent years. ('speed of change');
- assessment of the effectiveness of past legislative measures by national governments, voluntary initiatives by the industry, and actions by the social partners aimed at increasing the share of women in middle and higher management;
- Demonstrating the economic importance of women in managerial and professional positions;
- Raising the awareness among the European and national social partners, in particular employers, of the necessity to increase the share of women in middle and higher management positions, this objective will be implemented firstly through a European conference;
- Collating best practices with a proven track-record of promoting women in middle and higher management positions, allowing them to pursue a professional career in balance with their private life.

Countries involved

France, Belgium, Germany, Sweden, Italy, Croatia (plus the countries of participants to the European conference)

Partner organisations

Ledarna, The Council of European Professional and Managerial Staff – EUROCADRES, Confédération Française de l'Encadrement CGC

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Website of beneficiary organisation and/or project (link)

www.cec-managers.org. A specific project website will be developed in the future months

Beneficiary organisation

Confédération Européenne des syndicats (CES)

Title of the project

Groupes de travail de la CES et Réunions préparatoires du dialogue social

Objectives of the project

Les différentes activités menées dans le cadre de cette action (plus de 30 groupes de travail et réunions préparatoires) impliquent à la fois les représentants des confédérations syndicales nationales interprofessionnelles et les fédérations européennes sectorielles, toutes membres de la CES. Cette double présence (interprofessionnelle et sectorielle) est essentielle, car ces réunions visent:

- à préparer le dialogue social européen;
- à préparer les négociations;
- au suivi des accords négociés et à mettre en oeuvre, avec les employeurs, les accords conclus au niveau européen dans les différents Etats membres;
- à faire des propositions à la Commission européenne sur tous les domaines du social et des relations industrielles.

Toutes suivent la même méthodologie et la même démarche, à savoir, partir de l'actualité européenne sur les différents dossiers à l'ordre du jour :

- 1) du travail de la Commission européenne (comme par exemple les propositions de directives, les consultations publiques demandant une position à la Confédération Européenne des Syndicats);
- 2) des travaux et négociations entre les partenaires sociaux européens et
- 3) des thématiques européennes que la Confédération Européenne des Syndicats entend développer dans l'avenir au niveau européen.

Countries involved

Pays de l'UE et pays candidats

Partner organisations

La CES est l'unique promoteur de ce projet, mais elle y inclura tout son réseau d'affiliés.

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Beneficiary organisation

Confédération Européenne des Syndicats Indépendants (CESI)

Title of the project

Fiscalités en Europe : les Administrations centrales au cœur de la crise

Objectives of the project

Par ce projet, la CESI vise à :

- Informer, via un colloque à Bruxelles, quelques 150 acteurs concernés et apporter une contribution au débat européen sur les politiques fiscales, de la perspective des employés du secteur public en Europe

- Diffuser les actes du colloque en différentes langues, notamment auprès d'au moins une cinquantaine de responsables d'administrations fiscales d'au moins cinq Etats Membres.

La crise économique et financière a soulevé de nombreuses questions relatives aux politiques fiscales et à la nécessité de leur coordination au sein de l'Union Européenne, notamment pour lutter contre la fraude et l'évasion fiscales. Or, au cœur de ce dispositif se trouvent les administrations fiscales, dont le personnel est actuellement lui-même 'victime' de la crise et des restrictions budgétaires.

Les réformes fiscales envisagées sont ambitieuses et les échéanciers établis sur des termes toujours plus courts, afin de répondre à la pression des impératifs. Cependant, à terme, les Etats-membres auront-ils vraiment les moyens de leurs ambitions ? Comment mieux préparer et accompagner les agents du secteur public aux nouvelles réformes à mener ? Quelles sont les formations mises en place ? Quel est le rôle du dialogue social en ce domaine ? Autant de questions qui méritent d'être posées puisqu'une condition forte du succès des réformes fiscales est directement liée à l'engagement de l'ensemble des agents et des acteurs concernés.

La CESI estime nécessaire de ne pas dissocier l'avenir des politiques fiscales de celui des employés appelés à les mettre en œuvre.

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).

Partner organisations

La CESI compte sur le soutien de son syndicat membre belge UNSP-NUOD, en particulier pour l'aide à la préparation du colloque à Bruxelles, phase centrale du projet. De même, l'UFE, l'Union du personnel des finances en Europe, a assuré la CESI de son soutien pour ce projet.

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Beneficiary organisation

Confédération Européenne des Syndicats Indépendants (CESI)

Title of the project

L'usage des nouvelles technologies par le Secteur Public en Europe à l'heure du 2.0

Objectives of the project

Ce projet vise essentiellement à informer, lors d'un colloque européen, les représentants des organisations membres de la CESI sur l'évolution des Technologies de l'Information et de la Communication (TIC/ICT) dans le secteur public en différents secteurs et pays en Europe, les sensibiliser à l'importance de la formation et de l'implication des employés lors de toutes les étapes de la mise en place des projets TIC, et ainsi apporter une contribution au débat européen sur la digitalisation, de la perspective des employés du secteur public en Europe.

Lors des dernières décennies, nous sommes en effet passés d'un Internet 1.0 où l'utilisateur était un consommateur de contenus, à un Internet 2.0 qui permet désormais à l'utilisateur d'interagir avec les autorités publiques. Tout au long de ce projet, il sera notamment intéressant de confronter les représentants des syndicats membres de la CESI aux représentants d'administrations publiques en Europe qui promeuvent davantage les nouvelles technologies et en particulier les services en ligne.

Dans le cadre de ce projet, la CESI compte en outre produire un cahier de partage d'expériences au sujet de l'impact des TIC sur les employés du secteur public, sur base de contributions nationales et sectorielles des syndicats membres de la CESI, à diffuser tant au niveau national qu'europpéen. Ce recueil serait précédé d'une « charte établissant les principes d'un passage réussi à une administration 2.0 » (mise en œuvre après information et consultation des travailleurs, formation dans le but de favoriser le travail de l'employé et non pas de réduire les moyens humains de l'administration...), pour une inclusion participative et responsable des travailleurs à la mise en place et utilisation des TIC dans le secteur public en Europe.

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 également inclure des représentants des organisations d'employeurs (européennes, nationales, régionales et locales), qui travaillent activement sur des questions telles que l'innovation dans le secteur public, l'apport des technologies et outils Web 2.0 et la culture numérique au sein des services publics.

Partner organisations

Pour ce projet, la CESI compte sur le soutien du Ministère Estonien des Affaires économiques et Communications, en particulier pour l'aide et l'expertise à fournir à l'occasion du colloque de Juin 2014 à Tallinn. En Estonie, les services en ligne sont utilisés à plusieurs niveaux avec beaucoup de succès et par la quasi-totalité de la population depuis plus d'une décennie: d'où le choix de sa capitale comme lieu du colloque de la CESI, où l'on échangera sur l'évolution des TIC, y compris les réseaux sociaux, et de leurs implications sur le « visage » du secteur public en Europe.

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Beneficiary organisation

COTANCE

Title of the project

Leather is my Job !

Objectives of the project

The project aims at:

1. raising further awareness in the sector and among stakeholders of the value and benefits of the Social Dialogue at sector level in the area of Image & Jobs
2. producing attractive information and dissemination material for illustrating what the leather sector has to offer in terms of societal values and employment opportunities
3. exploiting the potential of the Social Dialogue for harnessing the challenge of the sector's Appeal & Attractiveness.

All this through the organisation of

- 2 regional "Leather is my Job! Events" in UK and Romania producing 2 regional reports
- the preparation of the final European "Leather is my Job! Event" in Brussels, where, among other issues, a digital toolbox will be presented.
- a Final European "Leather is my Job! Event" in Romania

Countries involved

United Kingdom, Germany, France, Spain, Portugal, Romania and Bulgaria

Partner organisations

COTANCE, industriAll, UKLF, APPBR, VDL, Acexpiel, APPIC, BU of LFFLG

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Beneficiary organisation

EASPD (European Association of Service providers for Persons with Disabilities)

Title of the project

PESSIS2: Promoting Employers' Social Services Organisations in Social Dialogue

Objectives of the project

The project focuses on the social and economic role of the social services sector and its major contribution to employment and growth in Europe. It is the follow up of the project PESSIS and represents the second step of a longer term process aiming at establishing a representative platform for private not-for-profit employers in the social services sector at European level. The extended mapping exercise, the SWOT analysis and the discussion at national and EU level should ultimately lead to the creation of a sectoral social dialogue committee at European level representing the employers of social services and trade unions representing the workers in the sector.

Countries involved

Austria, Belgium, Germany, France, Netherlands, Italy, Bulgaria, Poland, Czech Republic, Sweden and Lithuania

Partner organisations

EASPD (Coordinator), Caritas Europa, EPR, SOLIDAR, CEDAG, Eurodiaconia, FEANTSA, Workability Europe, EPSU, Public Services International Research Unit, FEGAPEI (FR), UNIPSO (BE), AWO (D), Volkshilfe Österreich (AU), VGN (NDL)

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Beneficiary organisation

Eurocadres - Council of European Professional and Managerial Staff

Title of the project

Training for Professional and Managerial Staff representatives on the impact of the use of Information and Communication Technologies

Objectives of the project

- Provide workers' representatives with the most efficient and consistent tools to address the issue of ICT impact on work organisation and health at national and community level
- To raise awareness among trade unions
- To investigate the impact of ICT on the daily working life
- To reach a general understanding about ICT and its impact on society, work and the individual
- To promote the opportunities that ICT can offer to P&MS and to limit its negative effects on the working conditions,
- To learn about the use of ICT in different European countries,
- To exchange best practises and identify fields of cooperation to respond to common challenges,
- To enable workers' representatives to define themselves priorities concerning ICT affecting the work organisation and health.

Countries involved

France, Germany, Austria, Belgium, Netherlands, Spain, Sweden, Hungary

Partner organisations

CFDT Cadres / France

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Beneficiary organisation

European Cockpit Association

Title of the project

Atypical forms of aircrew employment in the European aviation industry (with a focus on bogus self employment)

Objectives of the project

- Identifying types and origin of “atypical” employment contracts and measure the weight of atypical work within the giving country.
- Analysis of different atypical work practices.
- Analysis of possible abuses of atypical work.
- Analysis of the existence or absence of representation of atypical workers at national/company level (theory & practice).
- The study will be carried out on the basis of: an analysis of existing literature and field research in a number of selected countries, with the assistance of social partners of the Aircrew Working Steering of the Sectoral Social Dialogue Committee on Civil Aviation responsible for the organisation of the Study (namely the European Cockpit Association (ECA), the Association of European Airlines (AEA) and the European Transport Workers Federation (ETF). The Study outcome and its presentation at the Conference should be structured so as to best assist the Aircrew Working Steering in determining any action to be undertaken on this subject.

Countries involved

10 selected Member states namely Belgium, Czech Republic, Estonia, UK, Spain, Ireland, Denmark, Germany, Austria, France and Iceland

Partner organisations

The Association of European Airlines (AEA). The European Transport Workers Federation (ETF) is affiliated.

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Beneficiary organisation

European Health and Fitness Association

Title of the project

Social Dialogue in the Active Leisure Sector - DIAL

Objectives of the project

To encourage continued growth and entrepreneurship in the active leisure sector (fitness and outdoors) it is important for there to be sound industrial relations and understanding between employers and workers. The project will promote the concept and need for consensus-building and involvement among the main stakeholders in the world of work through social dialogue. The DIAL project aims to raise awareness and to build capacity with employers in a minimum of 14 EU States from both the fitness and outdoor sectors. By the end of the DIAL project, EHFA will have created a research base from which it will have brought together employers who understand the concept and importance of social dialogue with the aim of establishing national actions and areas of importance in industrial relations. These will be developed into an agenda of the important employer issues at an EU level. The DIAL project will help build a greater awareness that the active leisure sector is well organised and structured and to develop higher levels of loyalty and better governance with our employers and stakeholders.

Countries involved

BE, DE, EE, ES, FI, FR, GR, HU, LT, LV, NL, PT, RO, UK (named in the Agreement). Plus BG, CY, CZ, IE, and CH.

Partner organisations

None. The DIAL project has the support of the European Confederation of Outdoor Employers and UNI-Europa at an informal level.

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Beneficiary organisation

European Trade Union Committee for Education - ETUCE-CSEE

Title of the project

Development of teacher unions' expertise on exiting the crisis through quality education

Objectives of the project

The overall objective of this project is to contribute to addressing the overarching EU employment and social policy challenges relating to the exit from the crisis through improved expertise in industrial relations and social dialogue among teacher trade unions.

To achieve this objective, ETUCE member organisations from crisis-affected countries engage in exchange of expertise and in sharing good practices related to tackling the crisis, by using an innovative and value-added tool such as a film-documentary, which shall bring lasting impact to all stakeholders and to European Social Dialogue as well as to society as a whole.

The project will allow to:

- Raise awareness on employment and social policy priorities of the EC,
- Identify, explore and share good practice examples which teacher trade unions in the most crisis-affected countries have used to tackle the crisis,
- Create opportunities for ETUCE member organisations from crisis-affected countries to share and improve their mutual expertise in industrial relations and social dialogue through their joint work on a film-documentary, with a multiplier effect for all ETUCE organisations
- Create opportunities for ETUCE member organisations to interact with European policy-makers on the topic of quality education in the context of the crisis, through the Project Conference

Countries involved

Portugal, Ireland, Italy, Greece, Spain

Partner organisations

FNE (Portugal), TUI (Ireland), FLC-CGIL (Italy), OLME (Greece), FECCOO (Spain)

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Beneficiary organisation

European Trade Union Committee for Education - ETUCE-CSEE

Title of the project

Promoting gender equality within teacher trade unions and in the teaching profession II –
Implementing and reinforcing teacher trade union actions on gender equality in times of austerity

Objectives of the project

The project aims to implement and reinforce teacher trade union actions on gender equality in times of austerity. It seeks to improve national teacher trade unions' understanding of gender equality issues and to promote teacher union action on ensuring gender equality within the unions' own structures and in the education profession. It wishes to further support the implementation of the ETUCE Action Plan on Gender Equality as well as the recommendations of the ETUCE Standing Committee for Equality.

The specific objectives are:

1. raise awareness amongst ETUCE member organisations on gender equality issues in teacher unions and in the teaching profession as well as on major EU policies
2. Analyse the actual gender equality situation and the impact of the crisis thereon in the education sector and within national teacher unions' structures
3. Support teacher trade unions in further implementing trade union framework of actions on gender equality (e.g. ETUCE Action Plan on Gender Equality)

Countries involved

ETUCE member organisations from all European countries are invited to participate in the project activities (online survey, information platform, seminar, final conference).

Partner organisations

ETUCE works together with 7 European Teacher Unions in this project:

- SEB, Bulgaria
- UIL Scuola, Italy
- AOb, The Netherlands
- UNSA, France,
- ZNP, Poland
- Lärarförbundet, Sweden
- ASTI, Ireland

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Beneficiary organisation

European Trade Union Confederation

Title of the project

Investment, Development and Labour Rights

Objectives of the project

This project proposes to a framework in which trade union activities on trade and investment policy could be developed. These are highly complex areas of international law and business, and therefore it is key to ensure accessible information and training, if European citizens are to understand the consequences on their living and working conditions. As the Commission is developing its mandate in investment policy and various negotiations are on-going and a new raft are in preparation, the ETUC is developing its position simultaneously to ensure a clear trade union position on the matter, and benchmark EU negotiating positions and agreements according to set of detailed recommendations, covering the rights and obligations of states and investors, the promotion of human rights (including labour rights) and environmental protection, and provisions on dispute settlement. Therefore, concretely it is proposed to use this project as a means of informing and training workers representatives and union officials in how international trade and investment policy is developing and to understand how trade unions can effectively engage in the development of international norms and rules

Countries involved

EU member states

Partner organisations

ETUC is the unique project promoter, but all ETUC national-level organisations are involved in the project implementation

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Beneficiary organisation

European Trade Union Confederation

Title of the project

Trade Unions for Economic and Social Cohesion

Objectives of the project

To ensure full involvement of social partners/trade unions at EU, national and regional level in the ESF, the ERDF and the Cohesion Fund.

To ensure full implementation of social partners/trade unions involvement in all the stages of programming, implementation, monitoring and evaluation of the structural funds' use.

To ensure full access for the social partners to the structural funds' projects, particularly when the Europe2020 objectives are concerned.

To ensure implementation and development of the existing and future EURES Cross Border Partnerships (under the ESF and/or the PSCI).

Countries involved

The project concerns trade unions in all Member States, and includes 5 decentralised seminars in Bracelona, Rome, Helsinki, Warsaw and Berlin, with a final conference in Brussels.

Partner organisations

ETUC is the unique project promoter, but all ETUC national-level organisations are involved in the project implementation

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Beneficiary organisation

EVA Europäische Akademie für umweltorientierten Verkehr gGmbH

Title of the project

Social Dialogue in the Railway Sector in Western Balkan Countries

Objectives of the project

The European social partners in the railway sector want to achieve various objectives with the measures of this project:

- Strengthening the capacity of the social partners of the candidate countries to contribute to the national and European social dialogue
- Reinforcement of the impact and visibility of European social dialogue outcomes in the railway sector in the candidate countries
- A better mutual knowledge of the partners of the sectoral social dialogue in the candidate countries
- Information of the social partners in the candidate countries regarding the objectives and activities of the European social dialogue in the railway sector
- Preparation of the social partners from the candidate countries for the European social dialogue
- Identification of the needs of the social partners for their EU membership

To promote European social dialogue in member states and candidate countries is important to strengthen the awareness of the European dimension of the social partners' work and their responsibility to commit themselves to the European idea.

Countries involved

Croatia, Serbia, Montenegro, F.Y.R. Macedonia

Partner organisations

The project was initiated by the European social partners of the railway sector, the Community of European Railway and Infrastructure Companies (CER) and the European Transport Workers' Federation (ETF). The European social partners actively participate in the implementation and the monitoring of the project and assure the contact to the railway companies and the railway trade unions, which participate in the Steering Committee, the country visits and in the seminar. ETF and CER function as co-applicants.

Associate organisations will be for the employers' side ASTOC (Sweden), SNCF (France), FS (Italy) and Deutsche Bahn AG (Germany). For the workers representatives FTTUB (Bulgaria), CGT (France), SZH (Croatia) and SSSLO (Slovenia) will take part as associate organisations. The associate organisations provide input by experts for the joint seminar and the report. The experts will form the Steering Committee.

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Beneficiary organisation

Federation of Independent Trade Unions in Agriculture /FNSZ/

Title of the project

Promoting social dialogue in the sector of Agriculture in the new member states toward developing a Sectoral Social Scheme in terms of combating precarious work places, poverty and social exclusion of the agricultural workers

Objectives of the project

- To enhance and strengthen the sectoral social dialogue process focusing on the enriching the social security systems in the new member states and candidate-countries
- To rise awareness and contribute to the public debate on the commitment to social solidarity and challenges faced by the aging of population and social security systems (European employment and social policy) and developing specific social security schemes in Agriculture introducing the already existing European good practices examples in terms of renewed Social Agenda.
- To contribute to the improvement of the workers security in terms of economic crisis and inclusive labor market and increasing the level of information and consultation between the all key partners - social partners and government - on the matter and its respect to it.

Countries involved

Bulgaria, Romania, Macedonia, Slovenia, Czech Republic, Denmark, Germany, France and Italy.

Partner organisations

Federation of Independent Unions in Agriculture (FNSZ); Bulgarian Association of Agricultural Producers (BAAP); Unions of agricultural sector (Agrosindikar), Macedonia; 3F Denmark; Agrostar, Romania; IG BAU, Germany ; KZI, Slovenia; FGA-CFDT France , Association of Small Farmers(ALPA), Italy; Czech Trade Unions of Agriculture (OSZPV – ASO) and the European Federation of Food Agriculture and Tourism (EFFAT) .

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Beneficiary organisation**FEDERATION OF INDUSTRIAL TRADE UNIONS (OBES)****Title of the project**

Developing e-learning to empower European trade unions- EMPOWER

Objectives of the project

The project “Developing e-learning to empower European trade unions” aims at contributing to addressing employment and social dimensions of EU priorities relating to the exit from the economic crisis.

This aim will be reached by the capacity building of the members of trade unions through networking and training activities and through the engagement of the younger and most creative and innovative workers that are more affected by the crisis in the syndicalistic movement. The specific objective of the project are:

- to develop an e-learning platform and a sustainable model for e-learning for trade unionists,
- to develop three e-learning courses in the themes of adaptation of social dialogue to changes in employment and work and related challenge such as modernisation of the labour market, preparation and management of change and restructuring;
- to implement a series of e-learning courses for trade unions and work councils representatives;
- to attract young people and engage them in learning and in social dialogue.

Countries involved

Greece, Italy, Spain

Partner organisations

FAI CISL (Italy), UGT TCM (Spain)

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Beneficiary organisation

Federation of the Independent Syndicates of Miners (FNSM KNSB), Bulgaria

Title of the project

VS/2013/0190 - INnovation and CHange in European Mining - IN.CH by inch. Information and training measures for miners' organisations

Objectives of the project

The project responds to the current situation of mining industry in Europe that calls for actions to boost its competitiveness through the process of change and innovation. The project aims to:

1. Inform and train representatives of miners in management of change and innovation in the sector
2. Turn miners' organisations into active agents in process of innovation and change in the sector
3. Activate cooperation of European sectoral trade unions to improve the state of mining industry in Europe, to the benefit of all: workers, society, employers, state
4. Compare and contrast state of play in European mining, and look for best practices to improve competitiveness of mining enterprises, in order to secure jobs in the sector
5. Ensure social partners' support for provoking and managing change in the sector
6. Inform and train workers' representatives in improvements to workers' safety and environmental protection, which mitigate the negative consequences of mining works
7. Produce a strategy to follow that will increase activity of miners' representatives in the field of change and innovation in enterprises of the sector.

Countries involved

Bulgaria, Romania, Poland, Spain and FYR of Macedonia

Partner organisations

Federatia Nationala Mine Energie (FNME) – Romania
Autonomous Trade Union of Industry, Energy and Mining, JSC Macedonian Power Plants,
Union Branch REK Bitola – Macedonia
Federacion de Industria de CCOO – Spain
Związek Zawodowych Górników Jastrzębskiej Spółki Węglowej S.A. "Zofiówka" – Poland

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Beneficiary organisation

FESETE

Title of the project

Reinforce Gender Equality in the Trade Unions and in the Collective Bargaining in the Textile, Clothing and Footwear Industry, minimizing the gender pay gap between men and women and promoting the reconciliation of work and family life.

Objectives of the project

Main Objective:

To Integrate Gender Equality in the sectorial trade unions structure through the: dissemination of information and through measures that eliminate female discrimination in the labour market, minimize the pay gap between man and women, promote a balanced representation of men and women in the decision-making processes and positions, promote work-family balance and equal access to vocational training; as well as review the role and the stereotypes concerning the division of tasks between men and women at home and in family and how women are affected by this.

Specific Objectives:

- Strengthening gender equality
 1. Contribute to the implementation of measures that breach the traditional gender roles and stereotypes identified as obstacles for achieving gender equality in the labour market and which may influence the reconciliation between men and women in the professional and familiar life.
- Strengthening gender equality in trade union action
 2. Contribute to raise the awareness and information of union leaders, union delegates and negotiators of collective bargaining in the field of Gender Equality.
- Internal and External Communication and Monitoring. Promote regular communication, reporting and monitoring in the field of gender equality, conciliation of personal, family and professional life and protection of parenting.
- 3. Contribute to networking, dissemination and sharing of good practices in the field of Gender Equality

Countries involved

Portugal, Turkey and Malta

Partner organisations

GWU – General Workers Union (Malta)
DISK Tekstil – Textile Workers Union (Turkey)

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Beneficiary organisation

FIEC

Title of the project

Initiatives for youth employment in the construction industry

Objectives of the project

10 years after the publication of a joint brochure on "Tutorship", FIEC and EFBWW intended to update it and to take this opportunity to present also other examples of sectoral "tools" and initiatives for attracting young people to the construction sector and helping them to get integrated in the company.

It was finally decided that instead of a new printed paper version of the "Tutorship" brochure, a new specific and dedicated website would offer more possibilities and flexibility (films, press campaigns, presentations, etc.).

The specific objective of this project is therefore to develop a joint FIEC-EFBWW website, in order to present national best practices concerning tools/initiatives in favour of youth employment and for improving their working conditions in the construction industry.

One of these tools/initiatives is "Tutorship", but the intention is to cover a wider range of initiatives such as campaigns related to the attractiveness of the industry, financial incentives, targeted training programmes, etc.

Countries involved

EU28

Partner organisations

EFBWW (European Federation of Building and Wood Workers)

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Beneficiary organisation

FIFPro Division Europe

Title of the project

Implementation of the autonomous agreement on minimum requirements on standard player contracts in the professional football sector in the European Union and the rest of the UEFA territory - Raising contract standards in European football

Objectives of the project

The project supports and secures the implementation of the "Autonomous Agreement regarding the minimum requirements for standard player contracts in the professional football sector in the European Union and the rest of the UEFA territory" signed by the European Sectoral Social Dialogue Committee for Professional Football in April 2012.

The Social Partners strive for compliance of national industries with the minimum requirements, thus, raising the standards of labour relationships, improve contractual stability and harmonize the European football industry.

Close cooperation will take place between the applicant and the associate organizations and members of the Social Dialogue Committee - UEFA, EPFL and ECA. A project task-force of representatives of all four organizations will be established and take a leading role in the implementation.

The key component of the action is a set of two dedicated roundtables to each of the 20 target countries within the EU territory and EU candidate countries, to support and develop, in roundtables with national social partners and football authorities, individualized implementation processes, assess the progress and secure compliance with the agreement.

Additionally, up to 4 regional roundtables for national representatives from 3-5 countries will be organized to facilitate the exchange of best practice and experience between national social partners and football authorities.

The visits are prepared, analysed and debriefed in meetings by the project task force aiming to identify problem areas, monitor progress and develop national strategic plans.

A report mapping the implementation process and compliance will be prepared and published at the end of the project.

Additionally a seminar will be organized, inviting national and international stakeholder representatives, to exchange knowledge and thereby raise standards of national dispute resolution chambers, disciplinary procedures at FA, league, club level.

Countries involved

Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Hungary, Ireland, Latvia, Lithuania, Luxembourg, Malta, Poland, Romania, Slovakia, Slovenia, Iceland, Montenegro, Serbia, FYROM, Turkey

Partner organisations

UEFA, ECA, EPFL

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Beneficiary organisation

FITU FOOD - Bulgaria National Trade Union Organisation

Title of the project

The role of the workers representatives in the process of improvement the information and consultation of the workers in the Food and Drinks sector. The experiences and the best practices of the partners.

Objectives of the project (10-15 lines)

- Creation of conditions and mechanisms for widening and strengthening of the system for information and consultation of the workers and employers in the Food and Drinks Sector on European level.
- Improving of the quality of the information and consultation process in the enterprises with created system according the regulations of Directive 14/2002/EU.
- Creation of internal relations, giving the opportunity for the employers to be informed about the aims, problems and desires of the employees.
- Exchange of know-how and experience between the partners about the best practices in their Member States and discussion about the application of the most successful strategies and examples at European level.
- Ensuring of equal chances for information and consultation in different branches of the same Trans-national companies operating in different Member States.
- Promoting transnational actions involving representatives of different Member States and of Candidate Countries in the field of information, consultation of workers.

Countries involved

Bulgaria,Italy,Lithuania,Poland, Spain

Partner organisations

FEAGRA CC.OO; Fai CISL; SPSPPOZ Solidarnosc; LMP Lithuania; FITU FOOD

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Website of beneficiary organisation and/or project (link)

www.fitufood.org; website of the project still in construction

Beneficiary organisation

FLAI - CGIL

Title of the project

The impact of the Common Fisheries Policy (CFP) reform and the contribution of collective bargaining to create more and better jobs toward the exit from the crisis: information and training measures in European fisheries and aquaculture sector for workers organizations

Objectives of the project

- Portrait the situation of collective bargaining in fisheries and aquaculture sector in order to start developing strategies of workers' organizations to improve working conditions;
- Identify the main problems that characterize employment, industrial relations and collective bargaining in fisheries and aquaculture sector in order to reduce inequalities within and between Member States;
- Perform a thorough analysis of workers' representatives training needs;
- Implement specific training actions to enhance knowledge, abilities and skills of workers' representatives;
- Promote comparison and debate on perspectives and future challenges for the fisheries and aquaculture sector;
- Present and disseminate Guidelines for more and better jobs, quality of work, good practices of collective bargaining.

Countries involved

Italy, France, Spain, Portugal, Holland, Denmark,

Partner organisations

FLAI-CGIL (APPLICANT), METES (COAPPLICANT). ASSOCIATE ORGANIZATION: ETF , 3F (DK) , FGTE-CFDT (FR), SNMP-CFTC (FR), OFFICIAISMAR (PT), CNV VAKMENSEN (NL), FSC-CC.OO (SP).

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Beneficiary organisation

Fundación Cultural 1º de Mayo (Spain)

Title of the project

EU Economic Governance and Impact on National Collective Bargaining Systems- "GOCOBA"

Objectives of the project

The project has two core objectives. On the one hand, it aims to better understand the impact of the new European Economic Governance on national collective bargaining systems in six European countries (Spain, Italy, France, Portugal, Greece and Bulgaria). On the other hand, it aims to use this information to encourage interaction in social dialogue and between social partners, while supporting their knowledge and exchange of practices in this topic.

In particular the project aims to address four questions:

- What has been the process of implementation of the New EU Economic Governance in different EU countries?
- What have been the main measures of the governance agenda related to national collective bargaining systems, in terms of structures, procedures, and contents?
- What have been the main social impacts of the implementation of austerity measures?
- What could be done in order to improve economic governance and the role of industrial relations in its development?

Countries involved

Spain, Italy, France, Greece and Bulgaria

Partner organisations

- Associazione Bruno Trentin- ISF - IRES (Italy)
- Institut de Recherches Économiques et Sociales (IRES-France)
- Labour Institute of Greek General Confederation of Labour (INE / GSEE/ Greece)
- Institute for Social and Trade Union Research (ISTUR, Bulgaria)

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Beneficiary organisation

General Federation of Trade Unions Educational Trust

Title of the project

NICA - Negotiating improvements for the working carers of adults

Objectives of the project

This projects seeks to ensure that workers representatives are equipped with the best training materials to help them negotiate with their employers on this matter. The project will produce a comparative study on the position of informal carers, who also have to go to work, from across europe and will seek to develop a best practice guide for negotiators to ensure that employers develop progressive policies for workers in this position. There will be roundtable discussions in each partner country and these findings will be fed back into the research. After the roundtables all the information gathered will be utilised to form a training manual for trade unions which will then be available in the languages of each partner for their use. In the UK this will also be accredited to add further value. There will be a final dissemination event in Brussels at the end of October to which european experts will be invited to discuss how to practically improve working lives for those who have extra caring responsibilities.

Countries involved

UK, Poland, Belgium, Bulgaria, Malta

Partner organisations

University of Greenwich, OPZZ, Solidar, Balkan Institute of Labour and social policy, General workers union.

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Beneficiary organisation

General Workers Union

Title of the project

Adapting work practice to the workers –
Training for workers' Health and Safety Representative at manufacturing SMEs.

Objectives of the project

The idea behind this project is to provide training for the workers' health and safety representatives in companies, on the risks met during their daily work activities. This falls under the Budget Heading 01, which is based on improving expertise in the field of Industrial Relations regarding Occupational Health and Safety. Most of the companies at national and international level, especially SME's, lack health and safety awareness and training. The main objectives identified for this project are to provide the necessary information and training which will lead the companies to contribute to the application of EU legislation and policies, to become aware of the running risk hazards at their workplace, to be able to identify responsibilities, to understand and identify risks, to understand the implementation of a risk assesment and address safety measures for the risks identified. These objectives will be achieved by conducting research, training and developing an awareness campaign among the participant countries.

Countries involved

Malta, Italy, Turkey

Partner organisations

GWU (Malta), CGIL (Italy), DISK TEKSTIL (Turkey).

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Beneficiary organisation

GEOPA-COPA

Title of the project

Le marché du travail agricole dans l' Union Européenne : la relation entre le coût du travail, la flexibilité et les aspects contractuels

Objectives of the project

Le projet poursuit les objectifs suivants

- collecter des données pour évaluer le coût du travail par heure dans l'agriculture.
- collecter des données pour déterminer la structure des coûts du travail, notamment pour faire la différence entre les paiements directs et les contributions sociales et d'autres éléments liés aux coûts.
- rassembler des informations sur les accords en matière de flexibilité du temps de travail, le coût des heures supplémentaires et la flexibilité du temps de travail en général.
- examiner les aspects contractuels pour l'utilisation de certains systèmes de flexibilité.

Countries involved

Pays membres de l'Union européenne

Partner organisations

Lietuvos Ūkininku Sąjunga (Lithuanian Farmers'Union), membre affilié du Geopa-Copa

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Beneficiary organisation

IndustriAll European Trade Union Organisation

Title of the project

The Influence of the Economic Crisis on Social Dialogue and Collective Bargaining. The increase of Precarious Work in the Manufacturing Industry.

Objectives of the project

The fundamental idea of the project is to support the European social dialogue by providing a common European policy platform for the national trade unions affiliated to industriAll Europe in order to defend the autonomy of the social partners in national collective bargaining, help them in their efforts to secure their members decent work, reduce the levels of precarious employment among their members, tackle the challenges of demographic changes and promote equal opportunities. A common European policy platform will be formulated and raised both in national collective bargaining rounds, political lobbying, public campaigns etc. by industriAll Europe's affiliated organisations.

Countries involved

35 European countries

Partner organisations

IndustriALL Europe is the sole project promoter, but our affiliates (national trade union federations) are involved.

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<http://www.industriall-europe.eu/>

Beneficiary organisation

IndustriAll European Trade Union Organisation

Title of the project

Developing Social Dialogue in the European Footwear Sector.

Objectives of the project

Identify the current situation in the footwear industry and the national social dialogue systems in order to develop the best possible conditions for the renewal of the footwear sectoral dialogue at EU level. The activity aims at updating the sectoral knowledge on the situation of social dialogue by collecting first-hand information from the most important footwear manufacturing countries in Europe; Italy, Spain, Portugal, France, UK, Poland, Romania, Germany and Sweden.

Countries involved

35 European countries

Partner organisations

industriAll Europe is the project promoter with the European Confederation of the Footwear Industry as a coapplicant. Also our affiliates (national trade union federations) are involved.

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Beneficiary organisation

Instituto Sindical de Trabajo, Ambiente y salud (ISTAS-CCOO), SPAIN

Title of the project

E-IMPRO. Improving methods of psychosocial risks prevention in Europe

Objectives of the project

This project seeks to locate knowledge and expertise on participative psychosocial prevention activities at workplaces to achieve a healthier work organisation. The main goal is to identify drivers and barriers and to understand underlying processes and prerequisites for successful models to be disseminated on the basis of a networking cooperative effort. The project is based on in-depth cases' analysis focussed on southern European countries. It is meant to be a complementary approach to EU-OSHA ESENER's quantitative results, and to go beyond the best known and studied experiences until today, all achieved in northern EU countries, in a very different social and economic context. It would also try to enhance the knowledge and understanding of industrial relations in the strategic area of health and safety and particularly in psychosocial risk prevention.

Countries involved

The project will focus on three Southern Europe countries: France, Italy and Spain and a candidate country: Turkey.

Partner organisations

The project is led by ISTAS-CCOO (Spain) and will be developed with the following co-applicant organizations: Associazione Bruno Trentin – ISF- IRES (Italy); Dokuz Eylül University (Turkey); Émergences (France); GREDS-UPF(Spain) and INAIL (Italy). As associated organisations the network includes: EU-OSHA, ETUI and IFMetall (Sweden).

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Beneficiary web: <http://istas.ccoo.es> // Project link: <http://istas.net/web/index.asp?idpagina=3992>

Beneficiary organisation

ISCTE- Instituto Universitário de Lisboa

Title of the project

Participative Prevention of Psychosocial Emergent Risks in SMEs

Objectives of the project

Aims to:

- contribute for an efficient promotion of knowledge transference and development of measures that can minimize the possible negative impacts of Psychosocial Emergent Risks in SMEs cross industry and cross sector and to support the development of preventive actions.
- this will be achieved using social dialogue with different formal stakeholders.

Specific Objectives:

- Objective 1 – Summarize the existent scientific knowledge, country and European policies about psychosocial emergent risks prevention and characterize SMEs knowledge about them.
- Objective 2 - Identify the difficulties/obstacles to implement good preventive practices considering the SMEs perspective.
- Objective 3- Organize a workshop with stakeholders to disseminate knowledge, discuss it and define an action plan for helping SMEs in the prevention of psychosocial emergent risks and its implementation.
- Objective 4- Present a toolkit with practices that can be implemented by SMEs that will help these organizations to prevent psychosocial risks during and after the economic crises.

Countries involved

Portugal, Spain, Italy and Greece

Partner organisations

ACT - Portugal
Univ. Granada - Spain
Univ. Verona - Italy
Univ. Macedonia - Greece

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Beneficiary organisation

KULeuven-HIVA representing the TURI-NETWORK

Title of the project

CAWIE2 – Collectively agreed wages in the new European economic governance- alternative views and perspectives

Objectives of the project

In response to the problems posed by the financial and economic crisis, the European Union has since 2010 seen the emergence of a “new European economic governance”. As part of this, wage policy has become an important issue on the European policy agenda. The objectives of the CAWIE2-project are to discuss and debate the current policy perspectives that dominate the role attributed to collectively-bargained wage systems in this new European economic governance.

As such, the project builds upon the expertise and continues the network activities of the successful CAWIE-project.

The proposed action consists of 3 main work packages:

1. learning exchange process of the data providers and users..
2. update and enlargement of the TURI database on collectively-agreed wages in Europe database.
3. a downloadable report focusing on alternative views and perspectives on the role of collectively-agreed wages in the new European economic governance. Experts in the field coming from 12 different institutes and countries will participate in transnational teams to this analytical work.

By developing this 3-steps better understanding of collectively agreed wages in Europe the CAWIE project will make a major contribution to improve the expertise in the field of industrial relations at European level. By investigating and debating the strengths, weaknesses and challenges of the current European policy perspectives on the systems of collectively agreed wages in Europe, the project wants to improve the ‘measuring is knowing’ dimension of European policy-making on wage formation and collective bargaining.

The target audience of the project were policy makers with an interest in collectively agreed wages and in the statistical indicators on this matter of the social dialogue: bargaining experts, statistical officers of national and European social dialogue. The CAWIE project team includes 24 senior researchers working in 12 different research institutes from 12 European countries. They are all part of a network of ‘Trade Union related Research Institutes’ (TURI).

Countries involved

The CAWIE project team includes 24 senior researchers working in 11 different research institutes from 11 European countries (AT; BE; DE; DK; FI; FR; ES; HU; IT; NL; UK) . They are all part of a network of ‘Trade Union related Research Institutes’ (TURI).

Partner organisations

Onderzoeksinstituut voor Arbeid en Samenleving/Katholieke Universiteit Leuven (HIVA), Belgium
Wirtschafts- und Sozialwissenschaftliches Institut in der Hans Böckler Stiftung (WSI), Germany
Arbeiterkammer Wien (AK), Austria
FAOS, University of Copenhagen, Denmark
Palkansaajien Tutkimuslaitos (Labour Institute for Economic Research), Finland
Institut de Recherches Economiques et Sociales (IRES), France

SZGTI, Hungary
Istituto Ricerche Economiche E Sociali (IRES), Italy
Amsterdams Instituut voor ArbeidsStudies (AIAS)
Fundación 1º de Mayo, Spain
Labour Research Department (LRD), UK

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www.hiva.be

Beneficiary organisation

LASAIRE

Title of the project

La crise actuelle en Europe bouscule en profondeur les relations industrielles
Quelles solutions et quel rôle des acteurs sociaux pour en sortir?

Objectives of the project

Ce projet a pour objectif de développer, à travers des comparaisons internationales, l'expertise des partenaires sociaux européens, patronaux et syndicaux, pour qu'il puissent jouer un rôle déterminant dans la recherche d'une sortie de crise par le haut.

Cette 11^{ème} biennale est organisée autour d'un ensemble de thèmes:

- 1) Evolution des relations industrielles dans la crise actuelle, quelles transformations en cours (état des lieux dans les différents pays des mesures prises par les gouvernements)
- 2) Quelles modifications en cours dans les systèmes d'organisation du travail? du management des entreprises? de la formation?
- 3) Quelles implications des acteurs sociaux dans la recherche de solutions économiques, industrielles et financière à la crise actuelle.

Ces thèmes seront développés au cours de différents séminaires organisés à Athènes, Bruxelles, Rome et Madrid avec une conférence conclusive à Paris, entre Octobre 2013 et Décembre 2014.

Chaque débat est abordé par les intervenants sociaux :tout d'abord dans son approche nationale avec la présentation d'expériences, puis directement au niveau européen interprofessionnel, sectoriel et d'entreprise.

Les discussions sont menées dans un cadre qui réunit les acteurs sociaux européens, la CES, Business Europe, le CEEP, des employeurs, des représentant syndicaux, des universitaires et experts de différents Etats membres.

Countries involved

Grèce, Italie, Espagne, France ainsi que Allemagne, Belgique, Bulgarie et différents autres pays membres

Partner organisations

Le Comité Economique et Social Européen, le CES Grec, l'association Bruno Trentin Italie, IG Metall Allemagne, le CES Bulgare, la Fondation Largo Caballero Espagne, la Fondation Primaro Mayo Espagne, le Forum Syndical Européen, le Conseil National du Travail Belge.

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Beneficiary organisation

Lietuvos profesinių sąjungų konfederacija - Lithuania

Title of the project

Counteract. Age Management Strategy for Sustainable Growth in Era of Crisis

Objectives of the project

- Addressing economic problems resulting from demographic changes and crisis, which seriously affect European economy
- Fostering adaptation of social dialogue to addressing age- related problems in European society
- Analysis of framework Equality Directive's provisions as basic EU antidiscrimination law
- Combating age based disadvantage in society and especially on the European labour market
- Support of intergenerational solidarity and contribution to social campaign against age discrimination
- Promotion of age-balanced teams of workers and job design in European organisations in order to channel the skills and advantages that each age group can offer
- Promotion of active inclusion of both young and older workers with the aim of improvement of life quality

Countries involved

Lithuania
Poland
Romania
Spain
Montenegro
Great Britain

Partner organisations

Ogólnopolskie Porozumienie Związków Zawodowych (OPZZ) - Poland
National Trade Union Confederation Cartel Alfa - Romania
Federacion de Servicios a la Ciudadania - Spain
Union of Free Trade Unions of Montenegro - Montenegro
General Federation of Trade Unions - Great Britain
TAEN - the Age and Employment Network - Great Britain

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Beneficiary organisation

Lietuvos profesinių sąjungų konfederacija - Lithuania

Title of the project

Decent work in Europe - transnational cooperation of workers

Objectives of the project

The main objective of this action is to support workers' organizations in Europe with detailed strategy of cooperation in order to implement the regulations and guidelines regarding decent work. The variety of aspects consisting decent work will be subject to analysis, discussed during the meetings and included in the publication. Organizations of workers taking part in the project are willing to achieve decent work in their countries and in whole Europe. Specific objectives of the project are:

- Conducting detailed analysis on the problems of national labour markets, defining discrepancies between Decent Work Agenda and the reality in participating countries and their results for workers, their families and employers
- Sharing experience, information and decent work good practice between trade unionists from 5 EU Member States
- Increasing unionists' knowledge on effective transnational communication and ways of conducting effective social dialogue which will increase the effectiveness of measures taken by them at international level and facilitate the adaptation of social dialogue to changes in employment and work
- Identifying solutions for problems touching EU labour market allowing to find the exit from the economic crisis (participants and experts will take increasing inequalities within and between member states into account)
- Defining tools for social partners and authorities that could improve conditions in the whole context
- Raising awareness of workers' representatives on essential components of decent work: quality of work, the way of dealing with economic changes and restructuring taking into account workers' rights, health and safety, working conditions of migrant workers, reconciliation of work and family life, flexicurity, anti-discrimination (at work and participation in decision making bodies), lifelong learning.

Countries involved

Lithuania, Poland, Romania, Latvia, Spain

Partner organisations

Ogólnopolskie Porozumienie Związków Zawodowych - Poland
National Trade Union Confederation Cartel Alfa - Romania
Latvian Trade Union Confederation - Latvia
Federacion de Servicios a la Ciudadania - Spain

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Beneficiary organisation

Marco Biagi Foundation, University of Modena and Reggio Emilia (Italy)

Title of the project

Going up the high road. Rethinking the role of social dialogue to link welfare and competitiveness

Objectives of the project

The proposed action aims to promote social dialogue's role in the design, implementation and administration of welfare programmes linked to labour flexibility. In this way, it is intended to reaffirm the role of social dialogue as an essential part of the multi-level system of European governance, reinforcing one of the main features of the European social model, that the global crisis has put under severe strain. The argument underlying the proposal is that in order to enhance the virtuous link between flexicurity and occupational welfare, actions relating to work organization are needed rather than a simple "externalization" of social protection policies from the government to the social partners (in connection with public spending constraints). This proposal starts from the assumption that social dialogue can be a key player in promoting the convergence of flexibility and occupational welfare policies, given its pivotal role in determining the negotiated reorganization of work, by means of collective bargaining, bilateral bodies and other forms of social dialogue.

Countries involved

Italy, Bulgaria, Estonia, Hungary, Spain, Sweden, United Kingdom

Partner organisations

- Tartu Ülikool (Estonia)
- Eotvos Lorand Tudományegyetem (Hungary)
- Universidad Carlos Tercero de Madrid (Spain)
- Göteborgs Universitet (Sweden)
- Università degli Studi di Trento (Italy)
- Anglia Ruskin University – Higher Education Corporation (United Kingdom)
- Istituto di Ricerche Economiche e Sociali della Emilia Romagna Associazione (Italy)
- The Institute for Social and Trade Union Research (Bulgaria)

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Website of beneficiary organisation and/or project (link)

<http://www.fmb.unimore.it/online/Home/Attivitadiricerca/Goingupthehighroad.Rethinkingtheroleofsocialdialoguetolinkwelfareandcompetitiveness.html>

Beneficiary organisation

Niezależny Samorządny Związek Zawodowy Policjantów

Title of the project

Top quality – better security. Comparative analysis of the quality of work in police service

Objectives of the project

- To determine the level of stress at work of police officers and comparing it to the level of stress of other professional groups
- Diagnosis of psychosocial risks in police work and their effects on health and professional functioning (to identify the main risk factors and risk groups)
- Provide a basis for the design and implementation of preventive measures and organizational arrangements conducive to the protection of health and optimal professional functioning of Police officers

Countries involved

Poland, Spain, Lithuania, Germany, Romania

Partner organisations

Co-applicants:

1. Confederación Española de Policía (CEP) – Spain
2. Sindicatul National al Politistilor si Personalului Contractual (Civil) din Ministerul Administratiei si Internelor (SNPPC) – Romania

Associated organisations:

1. Lietuvos Policijos Profesine Sajunga (LPPS) - Lithuania
2. Deutsche Polizeigewerkschaft im DBB (DPoIG) – Germany

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Beneficiary organisation

Niezależny Samorządny Związek Zawodowy Pracowników ArcelorMittal Poland SA

Title of the project

FORWARDS. Industrial Relations for a Competitive and Future-Oriented Steel Sector

Objectives of the project

1. Comprehensive analysis of steel sector in Europe and identification of main challenges for production and employment
2. Comparison of workers' situation in different steel producing companies and from different countries.
3. Assessment of impact of human capital on competitiveness of the sector and possibilities of its adaptation to current circumstances
4. Exchange of information on practices applied in steel producing companies regarding human resource management and training programmes
5. Promotion of life-long learning programmes as a strategy for anticipation of effect of ageing of workforce (generation gap) in European steel sector
6. Assessment of perspectives for an increase of employment for youth (provision of training and transfer of knowledge and skills from older workers who are about to retire)
7. Coordination of trade union activities in the scope of anticipation of change and restructuring
8. Involvement of workers' representatives from Candidate Countries (Turkey and Serbia) in coordinated counter-crisis activities.

Countries involved

Poland, Spain, Serbia, Turkey, Romania

Partner organisations

Federación de Industria de Comisiones Obreras
Samostalni Sindikat Metalaca Srbije
Birleşik Metal İşçileri Sendikası
Federația Națională Sindicală Solidaritatea Metal

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Beneficiary organisation

Ogólnopolskie Porozumienie Związków Zawodowych

Title of the project

Towards inclusive labour market in Europe – searching for the right exit from the economic crisis

Objectives of the project

The main objective of the project is the improvement of expertise in industrial relations allowing representatives of workers and employers to reach the conclusion and implement the guidelines included in framework agreement on inclusive labour market. Selection of employers' and workers' priorities, increasing their negotiation skills, directing them to searching for consensus rather than fighting for their rights not taking into account the other side's point of view, exchange of experience and good practice will highly increase the effectiveness of the process of creating the inclusive labour market and searching for the exit from the economic crisis in Europe. The specific objectives of the action are: -to create the strategy including the activities allowing finding the way out from the crisis taking into account increasing inequalities within and between Member States and including the creation of inclusive labour market in Europe -to elaborate common solutions allowing to improve the situation of groups the most affected by the economic crisis (workers over 50 years old, young employees, women, and disabled workers) -to exchange experience and information between representatives of workers and employers from 5 EU Members States in order to create common ways of implementing guidelines included in the framework agreement on inclusive labour market in Europe in participating countries, especially those related to the following aspects: disseminate information about availability of jobs and training schemes, increasing the youth employment, actions in the field of anti-discrimination, active ageing, healthier and longer working lives, cooperation with the third sector, education and training systems in order to better match the needs of the labour market, implement effective recruitment methods, -to promote the results of European social dialogue and to encourage social partners to take steps in order to implement the agreement at national level -to promote the European Commission Industrial Relations in Europe 2012 report and to gather the opinions of social partners about its content, especially when it comes to the role of social dialogue in overcoming the economic crisis, the ways of shaping good industrial relations in crisis and improvement of situation on a labour market.

Countries involved

Poland, Germany, Spain, Bulgaria, Romania

Partner organisations

- Związek Pracodawców Dolnego Śląska (Poland)
- Bulgarian Branch Chamber Machinebuilding (Bulgaria)
- Bildungswerk der Sächsischen Wirtschaft gGmbH - NGO gathering employers (Germany)
- Confederația Patronală din Industrie, Agricultură, Construcții și Servicii din România CONPIROM (Romania)
- Confederación Regional de Empresarios de Castilla la Mancha (Spain)
- Federación de Servicios a la Ciudadanía (Spain)
- Syndical Federation of Machinebuilders and Metalworkers CL PODKREPA (Bulgaria)
- Confederația Națională Sindicală "Cartel ALFA" (Romania)

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Website of beneficiary organisation and/or project (link)

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Beneficiary organisation

Ogólnopolskie Porozumienie Związków Zawodowych

Title of the project

TAKE IT EASY! Protection of workers against stress as a way to increase business efficiency

Objectives of the project

The main objective of the action is to elaborate common measures and mechanisms of protecting people from work-related stress and indicate the influence of good and comfortable working conditions with high effectiveness of the employees. These objectives will be achieved through a set of detailed objectives such as: - Exchanging the experiences and information; comparison of different legislative regulations and practices towards overcoming the work-related stress; - Comparing and explore the tools to measure stress and the psycho- social risks in different countries ; - Discuss and elaborate the best practices – what should the employer undertake in order to reduce the work-related risks; - Discuss on the costs connected with work – related stress and the overall consequences it causes for the business; - Elaborate common recommendations and measures for analyzing the work – related stress phenomenon and its reduction. - To promote the importance of good working conditions and increase the awareness of both employees and employers on bad consequences of stressful work The action will also enable the representatives of employees' organizations to increase their knowledge on health and safety regulations in other countries, use the experiences of other organizations and increase their effectiveness in every day work.

Countries involved

Poland, Cyprus, Malta, Great Britain, Lithuania

Partner organisations

Pancyprian Federation of Labour (Cyprus), General Workers' Union (Malta), General Federation of Trade Unions (Malta), Lithuanian Trade Union Confederation (Lithuania)

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Beneficiary organisation

UEA COMMUNICATIONS asbl

Title of the project

Social Label for furniture feasibility study

Objectives of the project

The project is a feasibility study on a social quality label for furniture. It proposes to identify those aspects of the working conditions that are deemed a minimum to be generally acceptable. It will examine best practices in some voluntary schemes in other, preferably sector related areas where such schemes are used successfully. It will formulate conclusions and recommendations and if positive will work out an action plan to proceed with the initiative. It will look at requirements, structure, control mechanisms, financial needs and marketing approach. It will as well identify possible allies and sources of financing. Creating an event to present the results of the feasibility study will be the opportunity to announce the possible creation of a social quality label in the sector and to other stakeholders such as consumers and specific social interest groups.

Countries involved

EU social partners

Partner organisations

UEA, EFBWW; ACN, APMR, BFM

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UEAnet.com

Beneficiary organisation

United Federation of Danish Workers, 3F

Title of the project

Trade Union training in Lithuania and Latvia support a more effective social dialogue and a flexible labour market around the Baltic Sea.

Objectives of the project

Overall objective: To increase the capacity of trade unions and their members in Lithuania and Latvia 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 Lithuania and Latvia based on experience-based strategies Specific Objective 2: To raise awareness among national and local trade unions in Lithuania and Latvia on relevant labour market issues for them to be better prepared to adapt a common Baltic Sea labour market.

Countries involved

Lithuania, Latvia, Denmark

Partner organisations

Lithuanian Industry Trade Union federation (Lietuvos Pramonės Profesinių Sąjungų Federacija).
Industrial Workers Trade Union Latvia (Latvijas Brīvo Arodbiedrības Savienība)

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www.3F.dk

Beneficiary organisation

University of Manchester

Title of the project

Social dialogue during the economic crisis: The impact of industrial relations reforms on collective bargaining in the manufacturing sector

Objectives of the project

Against the background of a profound economic crisis in Europe, wide-ranging labour market reforms are radically transforming the national systems of collective bargaining in a number of EU Member States. The comparative research project will seek to understand how the crisis-driven policy reforms translate into changes in collective bargaining in manufacturing. Specific questions include: What have been the effects of the reforms for the process and content of collective bargaining at the national, industry and company level? How do employers and trade unions respond to the new regulatory framework and what have been the implications for the outcomes of collective bargaining on issues such as wages, employment conditions and gender equality? How can the comparison of the reforms, their respective effect and social partners' strategies be used for EU and national policy-making as well as cross-national learning and knowledge exchange for social partners?

Countries involved

Greece, Ireland, Italy, Romania, Slovenia, Spain and Portugal

Partner organisations

University of Manchester, NUI Galway, Università degli Studi di Milano, UNiversity of Porto, Dublin City University, University of Ljubljana, Universidad Autónoma de Madrid

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Beneficiary organisation

USR CISL LOMBARDIA

Title of the project

REPARTIR: Reconnecter l'Europe et Participer A Refonder un Travail qui Inclus et Réunie

Objectives of the project

The goals of project Repartir are: to raise trade union awareness about European issues within the framework of the 2020 strategy to contribute to the development of a European culture of social dialogue within the trade union movement and its action; to strengthen the competence of all the players involved vis-à-vis global challenges such as active inclusion and, more specifically, the “*Diversity management*” issue, and the issue of diversity within working contexts; to face the global challenge of managing diversity.

The specific objectives of the project are: tackling the “*Diversity management*” issue as an effective integration model for promoting an inclusive working place, i.e., one capable of favouring the expression of different people’s attitudes, experiences and identities, while emphasising them; promoting activities to compare and exchange experiences on the positive effects of social dialogue vis-à-vis the current crisis, sharing the best agreements; strengthening transnational cooperation; Improving and introducing new forms of “*Diversity management*” in the workplace, strengthening the operational skills of trade union delegates.

Countries involved

Italy, Spain, France, Poland, Romania, Germany, Greece, Bulgaria

Partner organisations

Centro Studi Nazionale Cisl Firenze – Studium srl; Cfdt Rhone-Alpes; Ugt Catalogna; Comisiones Obreras Catalogna; Solidarnosc; Iscos Lombardia; CSDR Romania

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Beneficiary organisation

Working lives research institute

Title of the project

Internships, work placements, volunteering: stages on the road to decent work or to insecurity? (INTERNSTAGE)

Objectives of the project

INSTERNSTAGE objectives are to:

- Undertake national research into trends and experiences of volunteering, work placements and internships/stages to build a more accurate picture of these trends in the labour market.
- Research the extent to which experiences of these employment relationships are positive or problematic in terms of assisting young worker transitions into employment.
- Examine the contribution of social dialogue including that of the European Quality Charter of Internships and Apprenticeships to the production of positive experiences of such transitions.
- Develop an analytical framework enabling more effective comparison of the contexts and outcomes across Europe with recommendations to policy-makers.
- Promote opportunities for dialogue and exchange between social partners, experts and government agencies concerning practice in relation to work experience issues.

Countries involved

France, Italy, Latvia, Poland, Spain and the UK

Partner organisations

London Metropolitan University; Gdynia University, WSAiB; Latvia University; University of Venice Ca' Foscari; Universidad Complutense de Madrid

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www.internstage.eu ; <https://www.facebook.com/internstage>