



GRANTS AWARDED AS A RESULT OF THE CALL FOR PROPOSALS VP/2017/001

Support for Social Dialogue

Budget line : 04.03 01 08

Program(s) : Prerogatives

Action title	EU grant (€)	Application reference
Bolster Up 2 - Core profiles for wood and furniture professions	287 456,57	VP/2017/001/0002

Summary of the action

The European Social partners in the Furniture sector attach great importance to vocational training. For this reason the European Social Dialogue Committee for the sector set up a special vocational education and training (VET) working group. Through the development of different activities the group established close cooperation between national and local training bodies, which regularly participate to the meetings and the activities of the VET working group.

Against this backdrop, between 2012 and 2014 the European Federation of Building and Woodworkers (EFBWW), the European Furniture Industries Confederation (EFIC) and the European Furniture Manufacturers federation (UEA) - European social partners in the furniture sector - implemented the "Transparency for Upholstering and Cabinet Making Qualifications and quality in the European Furniture Industry project (BOLSTER UP)" project. The project was funded under the Leonardo da Vinci budget line. The Bolster Up project aimed at recognizing qualifications and competencies in two professions in the industrial furniture sector, cabinet making and upholstery, by enhancing their transparency and comparability and establishing joint, mutually recognized European core profiles. During the meetings of the VET working group, the different national and European stakeholders repeatedly pledged for a follow-up of the project in order to continue the positive cooperation and enlarge the scope of the professions' core profiles. Building upon the results of the EUROJOINER project, the core profile of joinery will be added to the two existing ones.

This project is in line with the 2016-2017 European Social dialogue working programme for the furniture sector that the social partners presented to the European Commission. In this programme, the social partners, under actions in the field of education and training, agreed to implement a follow-up project of the Bolster-up project.

Beneficiary organisation/Coordinator	Address	Country
EUROPESE FEDERATIE VOOR BOUW- EN HOUTARBEIDERS DE FACTO VERENIGING	RUE ROYALE 45 BOX 1 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
New professions and career paths in the food and drink industry - Delivering high level food industry skills in the digital economy	306 701,28	VP/2017/001/0004

Summary of the action

Digital technology, encompassing computerisation and automation phenomena, is drastically changing the face of manufacturing in the food and drink industry. More and more this sector requires new skills in many different areas due to growing product innovation.

The European food and drink manufacturing and processing businesses will need to continue to invest in training and skills, in order to remain competitive and develop sustainable business models. Furthermore, the industry will also need to be able to adapt to change, especially responding to the challenges of globalisation. Its workforce will require the necessary skills to manage this change and understand how best to adapt to new manufacturing processes, both to meet customer needs and ensure sustainability .

Additionally, the industry will need to adapt to the number of key principles set out in The European Pillar of Social Rights, supporting fair and well-functioning labour markets and welfare systems. Within this context, a large number of employees would need to foresee some sort of new training in order to expand their expertise, while at the same time the industry will need to encourage entry-level workers that there is a bright future in the food and drink industry.

Beneficiary organisation/Coordinator	Address	Country
EUROPEAN FEDERATION OF TRADE UNIONS IN THE FOODAGRICULTURE AND TOURISM	RUE DU FOSSE AUX LOUPS 38/3 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Update of the "Guide to the economically most advantageous offer in contract catering"	286 317,10	VP/2017/001/0011

Summary of the action

The action aims at further promoting the awarding of food service contracts on the basis of the best price-quality ratio by making available an updated tool that assists procurers in making the best choice when contracting.

In 2005, FoodServiceEurope (at that time FERCO) and EFFAT elaborated the "Guide to the Economically Most Advantageous Offer in Contract Catering" (hereafter "Guide"), with the financial support of the Commission (VS/2004/0655).

The aim of the Guide was to assist public and private purchasers of contract catering services to select those offers that are economically most advantageous for the purchaser and the final consumer. The Guide provided practical tools to award a contract on the basis of the best price-quality ratio. It was made available in hard copies and electronically on a dedicated website www.contract-catering-guide.org.

The Social Partners sought to promote, via the principle of the "economically most advantageous offer", the respect for decent working conditions in contract catering companies, as well as other quality aspects.

Directive 2014/24/EU established new rules for public procurement, there is hence a need to adapt the Guide and corresponding website to the new provisions and terminology. In addition, Member States have now a clear obligation to put in place national rules for the awarding of these services that ensure contracting authorities comply with the principles of transparency and equal treatment of economic operators. The project would give an opportunity to explore how Member States have implemented the new public procurement Directives specifically in the contract catering sector, and to use the revised tool to exchange national best practices.

In view of the stronger accent on quality that underlies the new EU public procurement rules, the revision and update of the Guide and website will give a new impetus to the sector's proposed method for awarding catering contracts that account for both quality and price.

Beneficiary organisation/Coordinator	Address	Country
EUROPEAN FEDERATION OF TRADE UNIONS IN THE FOODAGRICULTURE AND TOURISM	RUE DU FOSSE AUX LOUPS 38/3 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Ensuring the mental wellbeing of ICT employees in the new world of work – revising the Good Work, Good Health Guidelines	190 036,00	VP/2017/001/0017

Summary of the action

In 2009, UNI Europa and ETNO carried out a project on mental health in the telecom sector, the “Good Work Good Health” Project (VS/2009/0162). Its key outcome were guidelines highlighting good practice examples and providing recommendations for employers and employees on mental wellbeing at the workplace. ETNO and UNI Europa feel that it is necessary to review and update the “Good Work Good Health Guidelines” and to analyse the new psychosocial risks that have emerged since 2009. This review should go beyond the research results of the former project and address the new elements in the modern world of work that impact on the mental health of employees, e.g. ICT-based mobile work, flexible working time, the use of KPI's, new forms of work such as platforms and crowd work. The revision of the guidelines should incorporate best practice examples from companies and workers' organisations in the ICT sector addressing mental health (e.g. policies on the right to disconnect, agreements on mobile work, initiatives to prevent stress and burnout). In order to collect the material for updating the guidelines, the project partners would commission an external expert to review the existing literature on newly emerged psycho-social work hazards and elements of work that impact on mental wellbeing. In addition, the external expert should examine recent policies and initiatives in companies and workers' organisations affiliated to ETNO and UNI Europa that can be added as best practice on the newly identified issues. Moreover, he/she should - together with the project steering group - elaborate and produce the revised version of the Guidelines. In order to ensure a broad dissemination of the revised Guidelines across the UNI Europa and ETNO networks, the document should be translated into as many languages as possible.

Beneficiary organisation/Coordinator	Address	Country
UNI-EUROPA ASSOCIATION	RUE JOSEPH II 40 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Trend research for the postal sector in 2030	346 305,28	VP/2017/001/0022

Summary of the action

The project will consist in a prospective exercise composed of 3 brainstorming workshops between Europeans social partners aiming at building several scenarios on what will the postal sector be in 2030. The brainstorming will be enriched by contributions from speakers with diverse expertise as eye openers.

The prospective analysis will follow several steps: 1) definition of current state of play, main issues at stake and main stakeholders, 2) definition of main variables and 3) elaboration of 3 to 5 scenarios. These scenarios will enable to draw common conclusions to be shared with all stakeholders during a final workshop. A consultant with an expertise in prospective studies will support the implementation of the study to ensure the respect of the methodology.

Beneficiary organisation/Coordinator	Address	Country
ASSOCIATION DES OPERATEURS POSTAUX PUBLICS EUROPEENS	BOULEVARD BRAND WHITLOCK 114 1200 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Promoting Employers' Social Services In Social dialogue + (PESSIS +)	418 040,85	VP/2017/001/0023

Summary of the action

PESSIS + aim is to strengthen the case for the European Social Employers network (ESE) representing employers in the social services sector to engage in European Social Dialogue.

Final results of PESSIS+ will be:

- Seven country studies on the state of play of social dialogue structures in the social services sector in HR, CY, DK, EE, LV, LU and MT (in original and EN language)
- A European report to assess the state of play of social dialogue structures in the Personal and Household Services sector in Europe (in EN)
- An updated European report covering data and conclusions from 28 Country Reports (in EN)
- Ten National Action plans towards involvement of new national employers' in ESE network and European Social Dialogue, (in original and EN language)
- A European Thematic Agreement on an issue of relevance to Employers and Trade Unions as highlighted in PESSIS III, as agreed the ESE network. Efforts will be made to have the Joint European Thematic Agreement, signed by both Employers and Trade Unions, represented by EPSU (in EN, DE, FR)
- A website for the ESEnetwork (in EN)
- An Internal Management Plan (in EN)
- A Communication and Dissemination Plan (in EN)
- Final Narrative and Financial Reporting (in EN)
- An Evaluation Plan (in EN)

Project activities include:

- Ten one-day National events to strengthen ESE network's representativity (in EN & national language, if relevant)
- Three one-day European Thematic Seminars (in EN-FR-DE)
- One European meeting between the ESE network, EPSU and other European Employer networks (CEEP, CEMR, HOSPEEM) (in EN-FR-DE)
- One one-day final conference (in EN-FR-DE)
- Three project meetings for kick-off, mid-term review and conclusion of project (in EN)

PESSIS+ will be implemented by a partnership of different national and European organisations: recognised employer organisations at national level, a European trade union organization, a university research department and European organisations representing social services

Beneficiary organisation/Coordinator	Address	Country
NEXEM	14 RUE DE LA TOMBE ISSOIRE 75014 PARIS	FR - France
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
European Sectoral Social Partners in Education promoting effective integration of migrants and refugees in education	362 415,01	VP/2017/001/0027

Summary of the action

This project is meant to continue sustainably on the work that the European Trade Union Committee for Education (ETUCE) and the European Federation of Education Employers (EFEE) have accomplished in previous European Sectoral Social Dialogue in Education (ESSDE) activities on the key role of the education social partners in addressing refugees' and migrants' integration into education and the follow up of the Paris declaration. This project contributes to the implementation of specific themes of the current ESSDE Work programme.

An advisory group (AG) is to meet 4 times during the project period to shape the framework and activities. At 3 case-studies in Spain, Belgium and Serbia (as EU-candidate), participants shall identify practical and concrete ways to favour the integration of migrants and refugees at all levels of education with a focus on joint social partners' initiatives. At the case-studies, a video-maker is to document the existing barriers to inclusive education for disadvantaged learners and the needs of schools and teaching staff. An expert engaged through the project is to provide evidence of existing legislation and special arrangements in place. In the course of 2 training seminars in Cyprus and Denmark, all ESSDE delegates are to discuss the outcomes of the case studies and research, and to prepare concrete guidelines. The final conference is to gather 90 participants with ESSDE delegates, EC representatives and other relevant stakeholders. Participants will be encouraged to draw conclusions for further follow up action in the ESSDE.

ETUCE and EFEE are to work together on a joint quality framework, fulfilling therefore a defined ESSDE task. Material is to be distributed to all interested stakeholders, therefore contributing to the involvement of social partners in the policy making and the European Semester, to the EC Action Plan on the integration of third-country nationals. and the implementation and follow-up of the Paris Declaration.

Beneficiary organisation/Coordinator	Address	Country
EUROPEAN TRADE UNION COMMITTEE FOR EDUCATION	BOULEVARD DU ROI ALBERT II 5/9 1210 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Social services in European cross-industry Social dialogue: towards a strong and deeper involvement	267 519,21	VP/2017/001/0038

Summary of the action

Social Services have become an increasingly important and complex economic and social reality and now cover many different sectors. Social Services employers are uniquely identified with their objective to provide social services of general interest. As such they can better address their complex reality by negotiating at the highest level of collective bargaining at cross-industry level, not being resumed to one or several sectors.

The project builds on previous efforts undertaken by CEEP to foster a European network of social services employers. The intention will therefore be to address countries not covered in the previous study. Consequently, we intend to focus our work on the following 6 Countries that were not explored in the 2014 project: Bulgaria, Hungary, Lithuania, Malta, Cyprus, Romania.

Other countries already covered in previous CEEP researches may be called-upon during the national seminars and for further expertise, as one of the final objectives is to create lasting connections between national organisations facing similar challenges.

CEEP intends to work particularly on the identification and capacity building of Social Services employers representatives in several Member states not previously covered. This capacity building exercise would be enshrined in the 2015-2017 Work programme of the European Social partners', Title 8 on "Committing to promote capacity building and better implementation outcomes" which plays a central role for further supporting strong, independent and representative social partner's organisations.

CEEP also intends to prolong the commitment taken in the tripartite statement signed on the 27 June 2016. A project aimed at ensuring a better representation of social services employers in the cross-industry social dialogue would also reinforce the shared commitment to improving the framework conditions, the effectiveness and the quality of social dialogue at all levels.

Beneficiary organisation/Coordinator	Address	Country
CENTRE EUROPEEN DES ENTREPRISES A PARTICIPATION PUBLIQUE AISBL	RUE DES DEUX EGLISES 26 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
The impact of innovation and digital transformation in the workplace: a sector-specific study of the European chemical, pharmaceutical, rubber and plastics industry	410 600,44	VP/2017/001/0041

Summary of the action

Innovation and digital transformation spread across all sectors and affect competitiveness, growth and the labour market in Europe. This action will study its impact on the European chemical, pharmaceutical, rubber and plastics industry.

The suggested action was developed jointly by the European Sectoral Social Partners of chemical industry: ECEG coordinates the action; industriAll Europe together with ECEG's members BAVC, Essenscia, UIC and Federchimica act as co-applicants. Based on an EU-wide research survey, the action works to formulate a social partner joint action plan as to how to anticipate, prepare and manage change at the workplace as a result of innovation and digital transformation in three domains: skills, working patterns and health & safety. The project partners are convinced that the sectoral social dialogue delivers an added value in facilitating exchange among employers and workers and in mitigating the impact of innovation and digital transformation processes by raising awareness and exchanging good practices.

The action addresses the social and economic dimensions of EU priorities, as presented, inter alia, in the Commission Work Programme 2017 and several Commission Communications. The action will be built around:

- An Europe-wide research survey analysing the level of awareness and pointing out sector-specific challenges; and
- on the basis of the findings above, formulating a social partner joint action plan on how to anticipate, prepare and manage change in the workplace as a result of innovation and digital transformation.

This action will be directly linked to the project VP/2014/001/0466 on "Roadmap 2015-2020". Having reviewed 10 years of sectoral social dialogue and negotiated a joint position on digitalisation and a framework of action on sustainable employment, the overall objective to foster social dialogue in the European chemical industry will be continued. It will focus in 2018 and 2019 on digital transformation and innovation.

Beneficiary organisation/Coordinator	Address	Country
EUROPEAN CHEMICAL EMPLOYERS GROUP	BOULEVARD AUGUSTE REYERS 80 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Social Dialogue for the Sustainability of European Professional Practices	252 000,00	VP/2017/001/0043

Summary of the action

The assumption refers to the decline of professional firms due to the effect of digitalisation of professional services and the role of social dialogue in anticipating and mitigating the digital impact on services.

Following the Council conclusions on "A new start for a strong social dialogue" and the opinion of the European Economic and Social Committee on "The role and future of the liberal professions in European civil society 2020", the proposal aims to strengthen social dialogue mechanism as a tool to achieve employment security and social protection measures in the liberal professions' sector. Taken the Italian experience of collective bargaining between professionals' representative (Confederazione italiana libere professioni) and workers' representatives (CGIL-Filcams, CISL-FISASCAT, UILTuCS), covering the issues of employment and social protection, as a good practice to be mainstreamed across Europe, the proposal envisages an analytical phase addressed to the impact of digitalisation on professional firms followed by a phase of mutual learning where social partners share their achievements on the promotion of employment and social protection (phase 1) and identify common measures to face the slowdown of the economic cycle of professional firms (phase 2).

Beneficiary organisation/Coordinator	Address	Country
CONFEDERAZIONE SINDACALE ITALIANA LIBERE PROFESSIONI	VIALE PASTEUR 65 00144 ROMA	IT - Italy
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Un plan d'actions conjointes en direction des travailleurs saisonniers migrants : partenariats transnationaux, réseautage et constitution d'un groupe de référents	305 498,79	VP/2017/001/0044

Summary of the action

Plusieurs projets ont été développés par différentes organisations syndicales nationales sur les conditions de vie au travail des travailleurs saisonniers migrants. Notre fédération européenne, EFFAT, a produit également une contribution importante sur le sujet, et aboutit à un plan d'actions ainsi qu'à proposition de campagne visant à proposer l'élaboration d'une charte « Une Charte syndicale européenne pour les travailleurs saisonniers ».

Les principales conclusions des différentes études menées sur cette question sont les suivantes

- Le travail saisonnier est souvent associé à la précarité et à la pauvreté qui en découle ;
- En raison de sa nature (contrats de courte durée), le travail saisonnier est souvent synonyme de « travail au noir » ;
- Les travailleurs saisonniers migrants sont souvent recrutés sans lien avec leurs qualifications ;
- Les travailleurs saisonniers migrants, et à fortiori extra communautaires, ont une certaine méconnaissance de leurs droits sociaux ;
- Il n'existe pas de définition commune du travail saisonnier dans l'agriculture, en Europe ;
- Des intermédiaires de différentes natures (agences de recrutement, agences de travail intérimaire) agissent en contournant les législations nationales ;
- De multiples actions de coopération ont été développées, mais il subsiste des freins à leur efficience ;
- Certaines pratiques d'entreprises et/ou d'agences vont à l'encontre à la fois des objectifs de qualité visés dans la production agricole, et à la fois de la notion même d'emplois de qualité défendus dans le cadre de la SEE 2020.

Ces conclusions nous amènent à privilégier des actions de coopération, d'informations et de développement d'un réseau mettant en relation les différents acteurs du secteur (entreprises, agences, travailleurs saisonniers) sur le principe du « Networking ». Notre projet s'appuie sur aspects repris dans l'annexe au projet.

Beneficiary organisation/Coordinator	Address	Country
FAI FEDERAZIONE AGRICOLA ALIMENTAREAMBIENTALE INDUSTRIALE	VIA TEVERE 20 00198 ROMA	IT - Italy
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
BEHIND THE STAGE. A new start for social dialogue: the role and capacity of employers associations in the live performance sector	180 609,00	VP/2017/001/0048

Summary of the action

Social dialogue is a fundamental tool to create a level playing field for all companies and workers in a particular sector. Both employers and trade-union associations therefore need the capacity to realize this ambition. The European Union has also expressed its commitment to a new start for social dialogue at a high level event in 2015, which was endorsed at the spring tri-partite summit of March 2016. Furthermore the European Commission presented twenty principles in the Communication on a European pillar of social rights and by doing so encourages the exchange and debate on the future of a social Europe.

This project is therefore set against the European dimension, whilst it seeks to address more specifically the challenges expressed in the live performance sector. Many of the challenges arise from external factors such as reduced public support, increase of micro-companies and project-oriented organisations, impact of digital environment on the taste of audiences, greater insecurity for tour planning, increased complexities and administrative burdens for cross-border activities. There is therefore a need to address those challenges in the context of social dialogue, however employers associations often lack the capacity to execute their role to the full extent.

The overall aim of the project is to improve industrial relations in the EU live performance sector by strengthening capacities of national employers organisations in a rapidly changing environment, by improving the functioning of employers associations and encouraging the transnational exchange on thematic issues in the area of EU social policy with a view to better contribute to the European Commission's commitment on a new start for social dialogue and its objectives for a social Europe.

Beneficiary organisation/Coordinator	Address	Country
LIGUE EUROPEENNE DES ASSOCIATIONS D EMPLOYEURS DU SPECTACLE AISBL	SQUARE SAINTELETTE 19 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Le coût du travail en agriculture : étude comparative	523 760,16	VP/2017/001/0051

Summary of the action

Agriculture remains of highly important in the European Union. It produces around 1.5% of total EU output and creates nearly 5% of EU employment. The sector is specially vital for rural areas as it provides income opportunities, defying rural impoverishment. In that vein, the EU devotes 38% of its budget to support the sector and the livelihoods of its farmers. Agriculture is highly dependent on labour inputs and labour market flexibility, especially during harvest season. Every year more than 5 million EU seasonal workers across borders for work. To this day, the standard remuneration in the agriculture sector remains patchy at best and the information that does exist is not always readily accessible. In a pilot project in 2013/2014 GEOPA-COPA, with the support of the European Commission, published the report "Employment in European Agriculture: Labour Costs, Flexibility and Contractual Aspects" addressing the issue. While the results yielded a first glance at the potential of such project, its duration and scope did not allow for a deep and comprehensive understanding of labour cost structures. The new study focusing on the structure of labour costs across sub-sectors and types for work contracts has the ambition to establish a firm understanding of the labour cost structure in the agricultural sector where employers and employees can easily obtain an overview of an average remuneration and entitlements/obligations for their respective branch. This innovative tool presented by GEOPA-COPA is supported by EFFAT and both wish to use it to take informed decisions at social dialogue level (for the discussions on the Written Statement Directive and on the EU Pillar of Social Rights, in Platform Against Social Dumping and in the Committee of experts on Posting of Workers). Also workers and employers will be able to use it in their daily lives, promoting fair internal market and fair competition, better working conditions, professional mobility and social inclusion.

Beneficiary organisation/Coordinator	Address	Country
GROUPE DES EMPLOYEURS DES ORGANISATIONS PROFESSIONNELLES AGRICOLES DE L'UNION EUROPEENNE	RUE DE TREVES 61 1040 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Localising the European Semester	327 660,04	VP/2017/001/0061

Summary of the action

The project's action will be composed of four thematic seminars and a final conference. The opening seminar will aim at setting the scene and providing participants with a complete information about the goals and the functioning of the European Semester. The following three seminars will be 'national events' where a group of national social partners' representatives from a group of Member States will exchange on good and bad practice, together with representatives of national governments and the 'European Semester Officers' of the Commission. The goal of each seminar is to provide participants with practical insights into the functioning of the European Semester mechanism and to impulse multi-level governance. Therefore, the three events will be peer information seminars, where external experts as well as social partners' association will be engaged in a series of training activities – such as frontal teaching, peer-to-peer exchanges, networking – in order to produce guidelines and tools to raise awareness and involvement of social partners of the local government sector in the European Semester cycle at European and national, regional and local level. Involving locally elected representatives, social partners and the Presidency of the Council and the European Commission in the "national" or "thematic" seminars will be key. For the trade union side it might also be necessary to link up to some extent to national Trade Union Confederations. The final conference will take stock of the actions undertaken by social partners throughout the project and will serve to adopt a handbook for the involvement of employers' and trade unions' organisations in the European Semester as well as a joint document on the policy priorities in the local and regional government sector. The recent opinion of the Committee of the Regions "Improving the governance of the European Semester: a Code of Conduct for the involvement of local and regional authorities" will also be discussed.

Beneficiary organisation/Coordinator	Address	Country
CONSEIL DES COMMUNES ET REGIONS D'EUROPE	SQUARE DE MEEUS 1 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Monitoring the implementation of the Framework of Action on Gender equality and mapping initiatives to promote diversity in the European audiovisual sector	205 555,00	VP/2017/001/0067

Summary of the action

The Framework of Actions (FoA) on Gender Equality was approved and adopted by the EU Audiovisual Sectoral Social Dialogue Committee (AV SDC) at its plenary meeting on 27 October 2011. In this document, European social partners put forward joint considerations and recommendations for actions of their affiliates to enhance gender equality in five key areas: gender portrayal, equality of pay, equality in decision making, gender roles in the work-place, and the reconciliation of work and private life.

As indicated in the FoA, it is a 'process oriented text' which means it must be followed up, and progress in implementing must be regularly assessed.

In June 2016, the AV SDC agreed to launch a study on the implementation of the FoA, also looking at the broader issue of diversity policies. The 2017/2018 Work Programme of the AV SDC indicates that the Committee will submit a joint project application in 2017 to evaluate the state of play of the FoA and organise a seminar on the implementation of the FoA.

Through the evaluation study to be run in the context of this project, European social partners aim at assessing the progress achieved so far in promoting gender equality in the European audiovisual sector and at identifying the measures to be taken to promote further advances in this field in the years to come. Through the extension of the scope of the mapping exercise to include good practices linked to diversity, European social partners also open the way to further collaborations in this field, both at European and national levels.

The production of a handbook, finally, covering both the gender equality and diversity fields of action, will be a concrete tool which will empower national affiliates to encourage and promote good practices among companies and at sector level.

Beneficiary organisation/Coordinator	Address	Country
UNI-EUROPA ASSOCIATION	RUE JOSEPH II 40 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Promotion of the Toolbox for Successful Social Dialogue in Air Traffic Management	267 530,22	VP/2017/001/0073

Summary of the action

As part of a project co-finance by DG EMPL, the European Social Partners in Air Traffic Management (ATCEUC, CANSO and ETF) have developed the Toolbox for Successful Social Dialogue in Air Traffic Management. Despite broad dissemination, all three organisation agree on the need to reinforce the implementation at grassroots level in order to ensure a genuine buy-in.

Therefore, this project aims at raising awareness about the Toolbox for Successful Social Dialogue in Air Traffic Management among the workers' representatives and representatives of Air Navigation Service Providers.

Beneficiary organisation/Coordinator	Address	Country
EUROPEAN TRANSPORT WORKERS FEDERATION	RUE MARCHE AUX HERBES 105/11 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Manage successfully transitions in the commerce sector by improving or promoting education and training for all workers. Shape the future of commerce by social dialogue.	217 080,00	VP/2017/001/0076

Summary of the action

The work programme 2016-2017 adopted during the plenary meeting on 11 02 2016 by the social partners of the commerce sector UNI Europa and EuroCommerce, set up in the first point : adaptation to change, vocational training and skills need.

The social partners decided to present a project for funding with a view to continue working on the skills analysis and anticipation, work already started in 2014, which aims to establishing a sector skills alliance.

With this project, the social partners want to go further and study how to tackle skills gaps while enhancing responsiveness of initial and continuous VET systems to specific labour market needs and demand for new skills. Proactively, they want to reinforce social dialogue on the issue and create better linking of social partners and relevant key actors of Sectoral Skill Councils. The labour market analysis study produced a detailed analysis of the different categories of companies, workers, forms of jobs and their evolution, which will allow to study the appropriate measures to reinforce education and adequate training for different categories of workers.

The first part of the project should help the social partners preparing a recommendation. To transfer knowledge and implement social dialogue, guidelines will be elaborated supporting social partners to engage in transition management. Information and training seminars will contribute to engage social partners in the employment and social economic dimensions of the Europe 2020 strategy, in particular in countries with less developed social dialogue and delinked from European Social Dialogue.

The evaluation of the project aims to support the social partners to engage further steps ensuring a future of satisfying and valuable jobs for those working in the sector.

Beneficiary organisation/Coordinator	Address	Country
UNI-EUROPA ASSOCIATION	RUE JOSEPH II 40 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
European Social Dialogue targeted initiative: strengthening social dialogue in the professional basketball sector	169 550,00	VP/2017/001/0080

Summary of the action

The project will support the work of the European Sectoral Social Dialogue Committee for sports. It will play a critical role in the social partners (EASE/UNI Europa)'efforts in becoming an official ESSDC.

Based on the lessons learned and recommendations developed under previous projects, the European Social Partners have decided to deepen their cooperation and enter a new phase of their joint work.

The European Social Partners have decided to focus this year on the professional sub-sector under this action so that they can reach concrete results in their efforts in building a strong professional basketball alliance.

The design of the project foresees six meetings and one plenary session. Four monitoring visits will be organised in Finland (1), Poland(2), Greece(3) and Lithuania (4). Two joint round tables are planned during the activities. One will be held in Italy, the second round table will be organized in Czech Republic.

The project will be concluded with a plenary in Spain.

All meetings are dedicated to build capacity in strengthening representativeness of UBE members by engaging as well with employer's organizations. The action is a chance to promote gender equality in sport as a transversal objective in order to include more female basketball players in the discussions. These activities will also be an opportunity to disseminate the outcomes of the ESSDC for sport.

Prior to these activities, to facilitate planning and work coordination a preparatory meeting of the "Project steering committee" (secretariat from both social partners (EASE/UNI Europa) plus two representatives from the affiliated entities) will be held in France.

These activities will fulfill several of the main objectives of the Call for proposals, as outlined below.

The action will start on January 15, 2018 and be completed on June 15, 2019.

The project will build on the outcomes of previous projects which are stipulated in this call.

Beneficiary organisation/Coordinator	Address	Country
UNI-EUROPA ASSOCIATION	RUE JOSEPH II 40 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Social Dialogue in the Urban Public Transport Sector in Specific Central and Eastern European Countries	321 145,04	VP/2017/001/0081

Summary of the action

The social dialogue at European level plays an essential role in advancing the European social model, delivering benefits for employers, workers and for the economy and society as a whole. With this initiative, the European social partners for urban public transport endeavor to promote the European Social Dialogue and discuss the functioning and outcome with the social partners in selected countries of Central and Eastern Europe. At the same time those activities should enable the European social partners to enlarge knowledge about the functioning and the activities of the social dialogue in those countries.

This project will reinforce the impact and visibility of European social dialogue outcome in the urban public transport sector in Central and Eastern European Countries. The project will improve the knowledge on the level of the European social partners about national concerns and demands in the countries. The measures will strengthen the capacity of social partners to develop the national social dialogue and to participate in the European social dialogue. The measures will lead to a better understanding of the different industrial relation systems and of the social partners in the targeted countries. Finally the social partners will be motivated to actively participate in the European social dialogue.

The involved countries are Lithuania, Latvia, Estonia, Poland, Czech Republic, Slovakia, Hungary, Romania, Bulgaria, Croatia, Slovenia and Serbia. Three country visits with a fact-finding mission and three seminars on experience and information exchange on the national and European social dialogue in the urban public transport sector will form the main measures of this project. Additional research on country specific information will be gathered from representatives of the national social partners. A report "Social dialogue in the urban public transport sector in Central and Eastern European Countries" will be drafted.

The project duration will be 18 months.

Beneficiary organisation/Coordinator	Address	Country
UNION INTERNATIONALE DES TRANSPORTS PUBLICS	RUE SAINTE MARIE 6 1080 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
TANSIRC - Towards A New Start of Industrial Relations in Construction in Central and East European Countries	531 969,25	VP/2017/001/0088

Summary of the action

The EFBWW and FIEC, as European social partners of the construction industry, together with AEIP (the European Association of Paritarian Institutions of social protection), agreed on a long-term cooperation agreement. Through the EFBWW-FIEC-AEIP cooperation agreement the three organisations have committed themselves to strengthen, reinforce and promote industrial relations in the construction industry at all levels.

One specific element of the cooperation agreement is that the partners will make better use of the existing EU budget lines related to "industrial relations and social dialogue", in particular as regards initiatives targeting Central and East European Countries (CEECs).

The achievement of this objective implements the Multiannual Action Programme for the Sectoral European social dialogue of the construction industry 2016-2019, adopted at the EESD of 28.04.2016.

This project application implements the following specific objectives of the Multiannual Action Programme:

- Analysis of changes in social dialogue models; and
- Strengthening industrial relations and the capacity of social partners.

The long-term EFBWW-FIEC-AEIP cooperation agreement and this project application aim to implement several ambitions set out in the European Statement "A New start for Social dialogue", namely: the ambition to "involve our respective members in joint and separate capacity building actions and projects aimed to promote sectoral social dialogue, including their outcomes and actions at all levels"; and

•"assess the needs for further actions in the Sectoral Social dialogues of the construction industry to reach out to affiliates in member states not yet covered, improve membership and representativeness of both trade unions and employers' organizations, and ensure that there is a capacity to enter into agreements with an appropriate mandate".

Beneficiary organisation/Coordinator	Address	Country
EUROPESE FEDERATIE VOOR BOUW- EN HOUTARBEIDERS DE FACTO VERENIGING	RUE ROYALE 45 BOX 1 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Implementation of the Autonomous Agreement on Active Ageing and an Intergenerational Approach	174 020,00	VP/2017/001/0089

Summary of the action

On 8 March 2017 the European cross-industry social partners approved their 5th autonomous framework agreement, this time on active ageing and an intergenerational approach (AAIA).

This framework agreement is an autonomous initiative and the result of negotiations between the European social partners as part of their fifth multiannual work programme for 2015-2017 on "Partnership for inclusive growth and employment".

The aim of the agreement is to ensure a healthy, safe and productive working environment and work organisation to enable workers of all ages to remain in work until legal retirement age. This agreement also seeks to facilitate the transfer of knowledge and experience between generations at the workplace and takes into account the changing national demographic and labour market realities.

The agreement, to be implemented by the members of the signatory organisations across Europe, includes tools, measures and actions on five main domains:

- 1) Strategic assessments of workforce demography;
- 2) Health and safety at the workplace;
- 3) Skills and competence management;
- 4) Work organisation for healthy and productive working lives;
- 5) Inter-generational approach.

In the context of article 155 of the Treaty, this autonomous European framework agreement commits the members of BusinessEurope, UEAPME, CEEP and ETUC (and the liaison committee EUROCADRES/CEC) to promote and to implement tools and measures, in accordance with the procedures and practices specific to management and labour in the Member States and in the countries of the European Economic Area.

Regarding the implementation of this agreement on AAIA, the ETUC – with the cooperation of its Institute ETUI-REHS, wants to play a role that goes beyond just negotiating and signing EU social dialogue framework agreements. It intends as closely and effectively as possible to assist its member organisations, who have committed themselves to these agreements and their effective implementation.

Beneficiary organisation/Coordinator	Address	Country
EUROPEAN TRADE UNION COMMITTEE FOR EDUCATION	BOULEVARD DU ROI ALBERT II 5/9 1210 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Improving work-life balance: opportunities and risks coming from digitalization	335 720,00	VP/2017/001/0090

Summary of the action

In its work programme 2016-2018 the EU Social Dialogue Committee for Central Government Administrations (SDC CGA) has identified, under the heading work-life balance and equal pay between women and men, the issue of work-life balance as one worth being better explored in view of responding to the 2016 EC consultation on the topic. In April 2017 the EC put forward a new proposal to improve work-life balance for working parents and carers. In this context, the SDC CGA will address the issue of work-life balance under different aspects and this project is considering one of those. The general objective of this project is, thus, to seek how to improve work-life balance in examining how it is influenced and affected by the digitalization process of public administrations. The decision to focus on digitalization stems also from a previous project on psycho-social risks that referred also to those related to digitalization that ended in May this year. Some of the initial findings of that project are integrated in this new project. On the basis of the findings of a Field Study, and the outcomes of the Focus Groups, the Steering Group will draft Concise Guidelines drawing the lessons learnt and make recommendations for a correct use of digitalization to ensure a better work/life balance with a section of DOs and DONTs on digitalization in relation to work-life balance. The proposed measures in the relevant sections of the EC draft directive will also be examined in the light of the impact of digitalization. The outcome of the project will be Concise Guidelines. On the basis of the initial project's results coming from the Focus Groups and research activity, the project will look into the possibility of negotiating an Agreement on how to improve work/life balance conditions through digitalization. This possibility will be examined in cooperation with the SDC CGA in line with TFEU provisions; such an agreement would have its premises in the final project's guidelines.

Beneficiary organisation/Coordinator	Address	Country
REPUBBLICA ITALIANA	- 00186 -	IT - Italy
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Textile & Clothing SOCIAL DIALOGUE CSR Network for European SMEs	410 845,91	VP/2017/001/0091

Summary of the action

The main objective of this Project proposal is to create: "TeXDR, the European Social Dialogue CSR Network for European SMEs" a Network of national Social Dialogue experts aiming at spreading best practices on CSR through National Social dialogue members, building capacity in EU Social Partners and in SMEs. The kick off meeting of the project is expected to take place in January 2018. The work is organised in 5 different Project Activities:
ACTIVITY 1: TeXdr NETWORK CREATION
ACTIVITY 2: BEST PRACTICES IN CSR MANAGEMENT FOR T&C SMEs
ACTIVITY 3: NETWORK ENFORCEMENT, CAPACITY BUILDING, TRAINING OF TRAINERS
ACTIVITY 4: DISSEMINATION
ACTIVITY 5: FINAL CONFERENCE

Beneficiary organisation/Coordinator	Address	Country
EUROPEAN APPAREL AND TEXTILE CONFEDERATION AISBL	RUE MONTOYER 24/10 1000 BRUXELLES	BE - Belgium
Co-Beneficiary organisation	Address	Country

Action title	EU grant (€)	Application reference
Europeanisation of social dialogue diversity in the Balkan region	176 910,13	VP/2017/001/0092

Summary of the action

Social dialogue emerges as an instrument to uphold the aim of the European institutions to coordinate the economic policies of the Member States with a view to achieving the objectives of the European Union. As such, social dialogue becomes a fundamental element of the European social model. It is a cornerstone of the European democracy. However, in the wake of the EU enlargements of the years 2007 and 2013 and the financial, economic and employment crisis, it has become increasingly clear that this cornerstone is not equally strong, solid and viable in all EU Member States, and in particular in the new ones. In January 2007, Romania and Bulgaria joined the EU and completed the next round of expansion from Eastern Europe. In 2013, the last one that joined the EU was Croatia. In order to prepare for their EU membership, these post socialist countries had to undergo a decade of radical social and economic changes. Now, before the same challenge- the European integration, are faced the next candidate countries, which share the same political past and social and economic peculiarities- Albania, FYR of Macedonia, Montenegro and Serbia. In this context, the general objectives of the current project are:

- To explore what progress the social dialogue in the new Member States from the Balkan region- Bulgaria, Romania and Croatia, has made after their accession to the EU and to collect and present good practices and success stories of European social dialogue achievements in the metal industry;
- To support and contribute to the process of European integration of the candidate countries from the Balkan region (Albania, FYR of Macedonia, Montenegro and Serbia) by building the capacity of the social partners in the metal industry to participate and contribute to European social dialogue.

Beneficiary organisation/Coordinator	Address	Country
SINDIKALNA FEDERACIJA METALISTI	MACEDONIA SQ 1 FLOOR 16 ROOMS 8-13 1000 SOFIA	BG - Bulgaria
Co-Beneficiary organisation	Address	Country