



GRANTS AWARDED AS A RESULT OF THE CALL FOR PROPOSALS VP/2012/001

Industrial Relations and Social Dialogue

Budget heading : 04.03 03 01

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|---|--|--------------|---|--------------------|----------------------|
| Bildungswerk der Sächsischen Wirtschaft gGmbH | Rudolf-Walther-Straße 4 - 01156 Dresden | DE - Germany | TOGETHER. Mutual learning on European social dialogue | 215 080.33 | 79.93 |
| Project summary | | | | | |

This action focuses mostly on the issues of social dialogue and industrial relations at local, national and European level. It will be divided into 4 modules, each of them will cover different thematic area of social dialogue and the openness of labour market, what is for both the Applicant and partners one of the most important parts of social dialogue.

In the implementation of the project 7 organizations from 4 countries will participate.

The applicant from Germany, Bildungswerk der Sächsischen Wirtschaft gGmbH, will provide the expert knowledge on the social dialogue processes and will be responsible for the implementation of the project. Moreover in the project the partners from Poland, Spain and Romania will participate. They will be representatives of both sides of social dialogue, so the employers organizations and trade unions. This will provide an unique possibility to discuss the problems of social dialogue and industrial relations in these countries, with reference to the overall situation in Europe.

In the first phase of the project 4 international seminars are planned. Each of them will be focused on 1 area of the industrial relation, and will be aimed at presenting and comparing the situation in 4 participating countries, with regard to the EU policy and activity. Afterthat we plan to prepare two national round tables in Poland and Romania, so in the countries, where the knowledge and experience in the field of social dialogue is relatively lower.

In November 2013 an international summary conference is planned. It will summarize the project, and will be a chance to plan next activities. We would like to invite the representatives of ETUC, Business Europe and European Commission

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| European Federation of Public Service Unions - (Member of ETUC) | Rue Royale 45 - 1000 Brussels | BE - Belgium | Promotion and support of Implementation of Directive 2010/32/EU on the prevention from sharps injuries in the hospital and health sector | 245 936.92 | 94.97 |
| Project summary | | | | | |

EPSU and HOSPEEM have decided to jointly request the European Commission to provide them with financial support for the implementation of a joint project aimed to promoting and supporting the implementation of directive 2010/32/EU, included through regional workshops and a closing conference to be organised in 2013 prior to and shortly after the 11 May 2013 implementation deadline.

It builds on the successful model and good experiences of the 2010/2011 project to promote the Multi-Sector Agreement on Prevention from Third Party Violence and Harassment (cf. <http://www.epsu.org/a/6886> and e.g. <http://www.epsu.org/a/7911>).

The action will be delivered by organising a series of events (3 regional seminars and a final conference), by a survey addressed to the social partners in the hospital sector across all EU MS, by the elaboration of reports from the events, by the setting up of a dedicated webpage to disseminate the project outcomes and relevant material to the target groups mentioned in the paragraph below and by inviting external stakeholders to the events under the project and by involving them, where appropriate, as participants or speakers.

This project is aimed to help employers and trade unions in the hospital sector in all EU countries, with a certain focus put on Member States having joined the EU in 2004 and 2007 as well as on candidate countries, to give increased attention among their national members (in particular top and middle management, OSH representatives, shop-stewards), public authorities (ministries, accident insurances, OSH institutions, etc) and other stakeholders on the possibilities and advantages of taking action to reduce risk exposure and accident rates with medical sharps and by involving other interested parties (e.g. OSHA national contact points).

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| EUROPEAN FEDERATION OF BUILDING AND WOODWORKERS | Rue Royale 45 - 1000 Brussels | BE - Belgium | Financial Support Sectoral Social Dialogue Construction 2012-2013 | 74 956.47 | 94.92 |
| Project summary | | | | | |

As European Social Partners of the Construction Industry, the European Construction Industry Federation (FIEC) and the European Federation of Building and Woodworkers (EFBWW) have been conducting a social dialogue since the 1980ies.

This dialogue has developed into being one of the most active in any sector or industry, always aiming at providing a sustainable construction industry.

The actions of this project are in line with the actions mentioned under sub-programme I of the measures of the call for proposals, namely support for the European Social Dialogue.

End 2011 the plenary meeting of the European Social Dialogue of the Construction Industry between EFBWW and FIEC finalised a multi annual working programme for the period 2012 – 2015.

8 meetings are foreseen to take place in the second half of 2012 and the first half of 2013:

- 2 Working Group Meetings for Vocational Training
- 2 Working Group meetings for Safety and Health
- 2 Working Group meetings for Employment
- 2 Plenary Meetings

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| EVA Europäische Akademie für umweltorientierten Verkehr gGmbH | Boyenstraße 46 - 10115 Berlin | DE - Germany | PSR-RAIL - Identify and prevent psychosocial risks within the railway sector | 350 510.52 | 79.59 |
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As part of their work program 2012/2013, the European social partners in the rail sector, the Community of European Railway and Infrastructure Companies (CER) and the European Transport Workers' Federation (ETF) decided to carry out a joint project on psychosocial risks in the rail sector (PSR). The social partners want to contribute to identify, prevent and reduce psychosocial risks within the European railway sector. They want to improve and ensure a fair working environment and good working conditions, necessary to provide a high quality of services. The project will identify railway specific elements of psychosocial risks by analyzing different railway professions. A Steering Committee consisting of representatives of the social partners will accompany and monitor all activities.

Approaches of prevention, intervention and innovation measures tackling psychosocial risks will be collected with the help of an external expert, who will provide the social partners with scientific and good practice background material and visit several European railway companies to carry out interviews with management and workers' representatives in order to identify the railway specific characteristics.

In three thematic seminars the social partners will jointly learn and discuss about definitions, indicators and the impact of PSR. They will collect good practice examples of identification and prevention and develop two guides. One is a guide for managers, trade unions and works council representatives explaining the phenomenon of psychosocial risks and its impact for the companies and the workers. The other guide gathers good practice examples from the railway sector and from others sectors. Those guides will be published and disseminated among the social partners. The social partners will draft joint recommendations regarding psychosocial risks in the railway sector.

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| Confédération Générale du Travail | 263, rue de Paris - 93516 Montreuil | FR - France | La démocratie sociale à l'épreuve de la crise en Europe et dans le monde | 129 989.10 | 80 |
| Project summary | | | | | |

La CGT, en partenariat avec la FGTB, le DGB, les CCOO, la CGIL et le MSZOSZ et avec le soutien de la CES, souhaite conduire un projet traitant des implications de la crise actuelle sur le dialogue social au niveau national, européen et mondial.

Depuis l'automne 2008, la crise a profondément bouleversé les relations économiques et sociales. Un certain nombre de mesures drastiques et touchant de nombreux aspects des contrats sociaux sont décidées en urgence et sans grande concertation. Des mesures d'ordre supranational sont décidées lors de sommets multilatéraux (G20, UE, etc...) réduisant de fait la marge de manoeuvre politique et économique des pays.

Dans ce contexte, la tentation est grande de décider sans les acteurs sociaux, en réduisant la part du dialogue social, voire en bouleversant les lieux de négociation professionnelle et interprofessionnelle.

Il est donc urgent de conduire un travail sur la place, le rôle et le contenu du dialogue social face à la crise en Europe à l'heure actuelle et ceci dans une approche comparative géographique et historique.

Le présent projet propose de réaliser :

- Une étude sur les pratiques du dialogue social en Europe depuis le déclenchement de la crise ;
- Une conférence syndicale transnationale où seraient conviés les principaux syndicats d'Europe et du monde (le projet ne prendra en charge que les frais relatifs à la participation des européens) ;
- Un livret reprenant l'étude et les actes de la conférence tiré à 2 000 exemplaires en français et en anglais.

Ces activités seront conduites sous la direction d'un comité de pilotage européen comprenant les représentants de tous les syndicats partenaires, qui se réunira à 3 reprises au cours du projet pour veiller au suivi politique des travaux et à leur évaluation. La réalisation de l'étude sera confiée à des experts sur le dialogue social européen, capable de dresser un tableau comparatif des évolutions les plus récentes.

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| Association Travail Emploi Europe Société | 10, rue Saint Nicolas - 75012 Paris | FR - France | Crisis, social dialogue and renewals in restructuring | 158 194.12 | 79.62 |
| Project summary | | | | | |

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The Project 'Crisis, social dialogue and renewals in restructuring' mainly consists in analysing how social dialogue and collective bargaining deal with restructuring processes, in national as well as in EU contexts in times of crisis, by providing innovative initiatives in the area, by analysing and discussing them as by promoting the most relevant ones. This main objective has emerged through numbers of past projects involving many project's partners, emphasizing the importance of finding relevant or successful initiatives among Industrial relations actors' experiences but also trying to make them converge in order to make European approaches to restructuring fair, supportive and sustainable.

Previous projects' results and reports (ARENAS, ILO, Eurofound, HIRE Public) where our project's partners played a significant role have shown that in a number of comparative case studies, the social dialogue process has worked well in the context of restructuring and has had a real influence on the outcomes.

All over the 13 Member States participating, the Crisis impact on restructuring in large and small companies, is a strong concern, in both private and public sectors. Social Dialogue innovative methods and practices, appear to all, as one issue for both improvement of workers' conditions and more sustainable policies of companies and public bodies. In the same time, the recent development of crisis with severe austerity measures represent huge challenges and may put at risk existing social pacts at various levels.

The overall objectives are therefore:

- to promote innovative restructuring anticipation and management to be used in times of crisis by organising on three main and very sensitive issues transnational exchanges activities and workshops;
- to produce on those issues "Cahiers", a final report (incl. guidelines) and on-line resources;
- to consolidate a community of actors, practitioners and academics related to restructuring and social dialogu



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| Institut National du Travail de l'Emploi et de la Formation Professionnelle | 1498 route de sain bel - 69280 Marcy l'Etoile | FR - France | Détachement des travailleurs :améliorer les collaborations entre les partenaires sociaux et les autorités publiques en Europe | 213 152.60 | 69.2 |
| Project summary | | | | | |

Pour mieux concilier le développement du marché unique et la protection des travailleurs et lutter contre le dumping social, la directive 96/71/CE sur le détachement des travailleurs fixe un cadre juridique visant à développer les coopérations entre les Etats membres pour assurer l'application d'un « noyau dur » de protection des salariés détachés. Conforter et développer ces coopérations est un défi majeur dans la résolution de ces situations, cependant, les pratiques des acteurs s'inscrivent dans un cadre historique, organisationnel et juridique national, et leur capacité à coopérer avec d'autres Etats membres leur demande d'adopter de nouveaux cadres d'action et d'acquérir de nouvelles compétences.

En 2011, l'INTEFP a conduit un projet visant à améliorer les coopérations administratives transnationales entre 6 administrations du travail (Belgique, Espagne, France, Luxembourg, Pologne et Portugal).

Ce projet a abouti à la création d'un réseau européen d'inspecteurs du travail « relais » qui a conçu un centre ressource transnational : le site EURODETACHEMENT.

<http://www.eurodetachment-travail.eu/>

Mais les autorités publiques n'agissent pas seules. Les partenaires sociaux ont aussi un rôle régulateur : ils constituent une interface indispensable entre les entreprises, les salariés et les autorités publiques ; ils ont dans certains pays un rôle actif de surveillance des lieux de travail..

Le projet initial s'oriente aujourd'hui vers un double élargissement :

- géographique: Roumanie, Danemark, Finlande, Lituanie et Estonie

- partenarial, afin de conforter les collaborations transnationales entre les partenaires sociaux et les autorités publiques, et de renforcer la synergie entre les acteurs, sur deux secteurs, l'agriculture et la construction.

elle vise à produire un impact sur le « système d'acteurs » et sur les cadres opérationnels d'action et mettre en place des supports et des méthodes opérationnels conçus avec les acteurs



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| European Federation of Public Service Unions - (Member of ETUC) | Rue Royale, 45 - 1000 Bruxelles | BE - Belgium | Evaluating the European sectoral social dialogue and the impact of austerity on collective bargaining in the public services | 121 953.22 | 79.99 |
| Project summary | | | | | |

The are two main elements to this project. Firstly, a survey, research and consultation exercise involving EPSU affiliates to find out their views on the work of the European sectoral social dialogue committees in which EPSU is involved. They will be asked to comment on progress so far, how sectoral social dialogue might develop and what could be done to make it more relevant and effective. This will feed into a major debate about the social dialogue within EPSU leading up to its Congress in 2014. Secondly, there will be an attempt to assess the findings of a number of different research initiatives that are investigating the impact of the crisis on social dialogue and collective bargaining in the public services. DG Employment, the International Labour Organisation and several academic institutions are running research projects to examine how social dialogue and collective bargaining institutions and processes have responded to the crisis and been affected by it and the austerity measures arising from it. These projects will have many relevant and important (initial) findings that will provide a valuable source of debate among EPSU affiliates and an exchange of information and views with researchers will also contribute to their work.

The conference planned for 13-14 December 2012 will bring together EPSU representatives from across its different sectors to discuss both the social dialogue evaluation, the research on public services and other key European policy issues including economic governance, gender equality and pensions.

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| European Federation of Food, Agriculture and Tourism Trade Unions | Rue Fossé aux Loups 38 - 1000 Brussels | BE - Belgium | Ensuring sustainable employment and competitiveness in the EU Food and Drink sector: meeting the challenges of the labour market | 232 355.21 | 80 |
| Project summary | | | | | |

The present project aims at getting an updated economic analysis of the structure of the sector as well as an overview of the age and demographic structure of the workforce employed in the EU Food and Drink Industry. It also wishes to identify the skills and competences that are currently required in the sector and seeks to anticipate the qualifications that will be demanded from employees in the next 10-15 years to be hired and stay employed within the industry. The project also aims at collecting good practices and examples of successful initiatives implemented within EU Food and Drink companies to secure access to quality employment and training for young people as well as to ensure the up-skilling, mid- and long term employability of workers in the industry, including ageing and senior employees.

In order to do so, the joint action will deliver an economic and demographic analysis of the sector based on existing information and will complement it with primary research on a significant sample of companies (both large groups and SMEs) and social partners which will take part in the experience to identify currently needed skills and competences, to anticipate those likely needed in the next 10-15 years, and to collect good practice examples in the training and employability of young and ageing workers. Once the analysis delivered and the good practices gathered and elaborated, EU Food and Drink Industry Social Partners EFFAT and FoodDrinkEurope will share and disseminate them through the present joint action among target groups and relevant stakeholders to secure that they are taken into account to improve the social inclusion and the fluidity of the labour market and competitiveness of the sector.

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| London Metropolitan University, Working Lives Research Institute | 166-220 Holloway Road - N7 8DB London | UK - United Kingdom | Challenging Racism at Work (CRAW) | 168 848.14 | 79.03 |
| Project summary | | | | | |

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2013 will mark the tenth anniversary of the requirement on EU Member States to implement the Racial Equality Directive (2000/43/EC). It is the key piece of EU legislation combating discrimination 'on grounds of race or ethnic origin'. It emphasises that individuals should receive no less favourable treatment because of their racial or ethnic characteristics. Article 11 explicitly refers to the Social Dialogue, enjoining member states to 'take adequate measures to promote the social dialogue between the two sides of industry with a view to fostering equal treatment, including through the monitoring of workplace practices, collective agreements, codes of conduct, research or exchange of experiences and good practices'.

CRAW brings together 5 research partners and active involvement of national union confederations in Belgium, Bulgaria, France, Italy and the UK to consider the current situation where, faced with a period of massive economic crisis and restructuring, trade unions have tended to prioritise the struggle to defend jobs and working conditions. Their roles in working with employers in promoting social dialogue on diversity, and in developing good practice in challenging discrimination in the workplace and in promoting equality have become more difficult.

CRAW will:

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

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

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

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

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| BULGARIAN INDUSTRIAL ASSOCIATION - UNION OF THE BULGARIAN BUSINESS | 16-20, ALABIN STREET - 1000 SOFIA | BG - Bulgaria | Best Practices and Strategies for Change Management | 141 966.74 | 80 |
| Project summary | | | | | |

The problems most often encountered in the SEE companies are connected with the fact that the owners of privatized enterprises are not familiar in detail with the work in the undertaking nor with the business specificity. The conditions under which the economic restructuring was carried out in these countries twenty years ago differ substantially from today ones. The management of companies has no sufficient experience in the continuous adjustment resulting from the technologic changes, innovation, increased competition, changes in the consumer's preferences. There is a clear need of information and sharing relevant expertise in developing preventive measures and strategies to mitigate the social consequences of the restructuring.

To tackle these questions and needs, we set the following main objectives for the action:

- To increase the employers' awareness and knowledge regarding good practices of change management;
- To familiarize with different change management strategies, techniques and models of information, motivation and commitment of employees;
- To introduce a set of instruments to commit employees in the change management process

In order to fulfil these objectives we plan the following project activities:

1. Survey of companies from Southeast Europe regarding their awareness of instruments, measures and strategies to surmount changes
2. Seminars and final conference – how to manage change and the role of social dialogue

Among the main topics to discuss during these events are:

- strategic planning of the labour force
- management of performance
- commitment of employees
- socially responsible restructuring of companies

3. Create a website with library of all accessible materials on change management

4. Publish and disseminate a brochure – depicting the experience shared within the project about the development of preventive change management measures and strategies and the social dialogue role for its success.

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| Chamber of Commerce and Industry of Slovenia - Chamber of Construction and Building Materials Industry of Slovenia | Dimičeva 13 - SI-1504 Ljubljana | SI - Slovenia | Post-Crisis Social Dialogue in the Construction Industry | 182 835.61 | 80 |
| Project summary | | | | | |

Aims of the project are

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

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

Main expected outcome of the project

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

The involved social partners in construction, other partners and construction companies will increase their expertise and hand on knowledge in the field of restructuring, management of change and the adaptation of social dialogue to changes in work and employment. They will especially investigate in the establishment of a paritarian fund to manage restructuring and prepare a concept for Slovenia, Croatia, Hungary and Bulgaria. The social partners will be better able to manage the post-crisis in their sector (restructuring) and build a perspective for the future, thus safeguarding jobs and fostering creation of new jobs. We expect better involvement of social partners in discussion and preparation of measures supporting construction sector. The partnership will lead to a network of key actors in construction. The network and its experts provides support to each other also after the end of the project.

Expected Outputs/Deliverables: interview reports, workshops and round tables, concept for paritarian fund, publications, conference, websites



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| CONFEDERATION EUROPEENNE DES SYNDICATS | 5, Boulevard du Roi Albert II - 1210 Bruxelles | BE - Belgium | Contribution des conseils syndicaux interregionaux (CSIR) à la mise en oeuvre des priorités et du programme de travail de la CES en matière de coordination des négociations collectives | 141 603.16 | 79.73 |
| Project summary | | | | | |

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Le projet faisant l'objet de la présente demande constitue une étape supplémentaire dans la mise en oeuvre des décisions prises par le dernier Congrès de la CES portant sur la coordination des négociations collectives et, plus précisément, la coopération transfrontalière et le rôle des Conseils Syndicaux Interrégionaux (CSIR) en la matière.

Le Plan d'Action adopté par le XIIème Congrès de la CES a souligné l'importance d'une initiative politique visant à encourager, favoriser et soutenir toutes les initiatives de coopération au niveau transfrontalier.

Nous avons démarré cette activité à partir de 7 CSIR avec une 1ère action mise en oeuvre du 1/09/2008 au 31/08/2009, suivie d'un deuxième projet mis en oeuvre du 15/11/2010 au 14/10/2011, avec le soutien financier de la Commission Européenne. L'une des principales conclusions était et reste que les CSIR représentent une ressource fondamentale pour aller au-delà de l'échange d'informations entre un syndicat et un autre tout au long des frontières, pour essayer d'enraciner une activité de coopération stricte, capable d'avoir une incidence sur les différentes pratiques de négociation existantes, pour les mélanger et les fusionner le plus possible.

Il nous paraît prioritaire de poursuivre l'activité avec 7 autres Conseils Syndicaux Interrégionaux et plus particulièrement:

- 1.CSIR Castilla-León/Beira Nordeste (Espagne – Portugal)
- 2.CSIR Hainaut/Nord-Pas-De-Calais/West Vlaanderen/South East England (HNFK) (Belgique –France - UK)
- 3.CSIR Dreiländereck Haut-Rhin/Nordwestschweiz/Südbaden (France – Allemagne – Suisse)
- 4.CSIR Friuli – Venezia - Giulia / Slovenia (Italie – Slovénie)
- 5.CSIR Steiermark – Podravje / Pomurje (Autriche – Slovénie)
- 6.CSIR Burgenland / Westungarn (Autriche – Hongrie)
- 7.CSIR Viadrina (Berlin – Brandenburg / Lubuskie) (Allemagne – Pologne)

Il convient de signaler que les CSIR ayant participé dans les autres projets seront amenés à jouer un rôle d'appui et de "moteur".

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| European Trade Union Confederation | 5, Boulevard du Roi Albert II - 1210 Brussels | BE - Belgium | Groupes de travail de la CES et Réunions préparatoires du dialogue social et des groupes de travail | 388 681.10 | 94.88 |
| Project summary | | | | | |

La partie A concerne les réunions des groupes de travail de la Confédération Européenne des Syndicats regroupés dans 9 grandes thématiques, à savoir :

- Formation professionnelle ;
- Situation économique ;
- Environnement ;
- Retraités - Pensionnés .
- Conditions de travail ;
- Marché intérieur - Espace social ;
- Politique régionale ;
- Action Femmes ;
- Migrants et Inclusion.

La partie B concerne les réunions préparatoires du dialogue social et des groupe de travail. Elle concerne les réunions du Comité du dialogue social, des groupes marché du travail, macro-économie, chargés de la mise en oeuvre du programme de travail des partenaires sociaux européens et ceux enfin qui pourraient être mis en place en fonction des orientations définis par les partenaires sociaux européens.

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| UNI Europa | Rue de l'Hôpital 31 - 1000 Brussels | BE - Belgium | Matching Skills and Jobs in the European Postal Sector: Reflections of the European Social Partners | 125 807.82 | 79.99 |
| Project summary | | | | | |

For 2012-2013, the "Training and Skills Development" working group plans to give the Social Partners one year to research and investigate on skills and jobs matching in a way to present experiences and share points of view. The project, more in detail, will examine the impact of the introduction of new technologies in the sector having regard both to new areas of development and to "classical" postal activities. The main findings will be presented at an international technical workshop to be held in Brussels on how skills and jobs are matched in the European postal sector. The project will be linked to the EC funded project carried out by the training working group in 2007 to verify the implementation of the Common Declaration on Training and Skills Development signed by the Social Dialogue Committee in the postal sector in 2006. An external expert will support the working group to get the analysis.

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| CONFESAL | C/ Vallehermoso 15 - 28015 Madrid | ES - Spain | SOCIAL DIALOGUE TO ENHANCE ECONOMIC DEMOCRACY IN THE FRAME OF THE 2020 STRATEGY AND NEW SKILLS FOR NEW JOBS AGENDA | 166 975.64 | 80 |
| Project summary | | | | | |

Within this project economic democracy means employee co-owned companies; better distribution of profits and the re-investment of revenues; the take-over of companies by their employees; employee entrepreneurship; start-ups and spin-offs on the initiative of employees. Economic democracy also provides for the constitution of mutual funds, redirection of ethical investments for pension funds, joint management of the labour market and vocational training structures. The project aim is to investigate the role of social partners in planning and triggering local development in within the context of economic democracy. When talking of local/regional communities we refer to the ensemble of actors, which govern them: local institutions, trade unions and employers' organisations and other mainstream organisations. Social partners become a source of stimulus for the development of local economies, promoting the formation of human capital and fresh equity/credit capital for local businesses. In line with the EU policy outlook, in the present economic situation of soaring unemployment, it is of overwhelming importance not to disperse skilled workers. The project looks at practices according to which, in the last years, social dialogue has focused its action on a double fold aim: on the one hand, to invest on human capital, on the other, to feed local businesses with fresh financial resources. This project wants to refer at those practices in which social partners have shown awareness of such dynamics and have joined their efforts to offer companies and employees new perspectives. The project and its partners strive to shed light on such kind of best practices and experiences developed in Italy, Spain, France, UK and, involving more actors, in order to increase awareness and spread know-how on potential of social dialogue and economic democracy in the promotion of a more sustainable economy, even in a time of economic crisis.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|---|----------------------------------|--------------|------------------------------|--------------------|----------------------|
| European Federation of Building and Woodworkers | Koningsstraat 45 - 1000 Brussels | BE - Belgium | Jointly preventing wood dust | 125 893.23 | 79.78 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--------------------------|---------|---------|---------------|--------------------|----------------------|
|--------------------------|---------|---------|---------------|--------------------|----------------------|

This action of the European Social Partner organisations of the wood sector, EFBWW and CEI-Bois, is aiming at additional translations and further dissemination of an existing brochure ("Less Dust") for better prevention against wood dust in the workplace. It is part of the current working programme of the European social dialogue wood. The action is a follow-up activity to a project which was conducted by the European Social Partners between May 2009 and April 2010 (VS/2009/0145). At that time, the brochure which was published in English, Italian, German, French and Spanish received extremely good feed-back. Therefore, this action aims to provide other language versions to the actors at sectoral and workplace level.

The action will encourage social partners to jointly improve their prevention activities related to preventing wood dust exposure and will therefore contribute to Europe's occupational safety and health strategy 2007 – 2012, namely the better application of EU-legislation. Against this background, the action will further support worker participation at workplace level, namely via the good practice examples in the brochure.

It is intended to put special emphasis on new member states and candidate countries. The brochure is considered as valuable not only to foster prevention activities, but also to encourage joint social partner activities at company and sector level and is therefore supporting social dialogue at national respectively company level. The latter aspect, as well as the dissemination of the brochure shall be supported/initiated by one day seminars in some of the participating countries. These seminars will gather firstly the social partners (from social partner organisations and from company level), but also other stakeholders such as prevention institutions, labour inspectorates and producers of wood-processing machinery. The latter aspect will allow for initiating communication between "producer" and "user".



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--|-------------------------------------|--------------|---|--------------------|----------------------|
| Eberhard Karls Universität Tübingen, Institut für Politikwissenschaft, Professur für Politische Wirtschaftslehre und Vergleichende Politikfeldanalyse (in Kooperation mit ACLI - Selbsthilfewerk für interkulturelle Arbeit e.V., Stuttgart) | Melanchthonstr. 36 - 72074 Tübingen | DE - Germany | Linking Europe in Transition - Vernetztes Europa im Übergang und Wandel (L-E-T) | 241 493.54 | 79.82 |
| Project summary | | | | | |

Angesichts der Finanz- und Wirtschaftskrise steht Europa vor enormen beschäftigungspolitischen, sozialen und wirtschaftlichen Herausforderungen, die unmittelbare Auswirkungen auf die Arbeitsbeziehungen der Mitgliedstaaten haben. Von der Finanz- und Wirtschaftskrise sind die einzelnen europäischen Länder und ihre Regionen in unterschiedlichem Ausmaß betroffen. Die krisenbedingte Arbeitslosigkeit betrifft vor allem junge Arbeitnehmer und Migranten.

In vielen europäischen Ländern wurde zunächst auf die Finanz- und Wirtschaftskrise u.a. mit Maßnahmen zum Beschäftigungserhalt reagiert. Die Maßnahmen fallen in den europäischen Ländern sehr unterschiedlich aus. Die unterschiedliche Performanz lässt sich u.a. durch die Verschiedenheit der Wohlfahrtssysteme und die unterschiedlichen Ausgestaltungen der Industriellen Beziehungen der Länder erklären. Die Finanz- und Wirtschaftskrise zeigte, dass die Arbeitsbeziehungen der europäischen Länder zur Krisenbewältigung von hoher Bedeutung sind. Um das Beschäftigungsziel der Strategie Europa 2020 mit einer Beschäftigungsquote von 75 Prozent der Altersgruppe der 20- bis 64-Jährigen zu erreichen, bedarf es starker nationaler und regionaler Beteiligung, insbesondere der Sozialpartner.

Vor diesem Hintergrund beabsichtigt das Projekt L-E-T zu einer Verbesserung des Kenntnisstandes der Arbeitsbeziehungen in Europa durch eine Betrachtung ausgewählter Regionen beizutragen. Dazu sollen innovative Ansätze in den Arbeitsbeziehungen aufgespürt, die Sensibilität für spezifische beschäftigungspolitische Fragestellungen erhöht und der Austausch unter den Partnern hierüber gefördert, handlungsrelevantes Wissen zu den Arbeitsbeziehungen auf regionaler Ebene erarbeitet und die Ergebnisse veröffentlicht werden. Durch das Aufzeigen beschäftigungspolitischer Möglichkeiten und innovativer regionaler Ansätze des Sozialen Dialog in den Regionen soll zudem ein Beitrag zur Umsetzung und Verwirklichung der Ziele der EU-2020-Strategie geleistet werden.



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|---|---------------------------------|---------------|---|--------------------|----------------------|
| TRADE UNION FEDERATION OF THE EMPLOYEES IN THE MINISTRY OF INTERIOR | 42 Ivan Vazov Str. - 1000 Sofia | BG - Bulgaria | Social Dialogue:the most important tool for socially responsible reforms in Security Sector | 116 386.58 | 79.87 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--------------------------|---------|---------|---------------|--------------------|----------------------|
|--------------------------|---------|---------|---------------|--------------------|----------------------|

At the moment in the EU a lot of efforts for reforms in Security sector are ongoing. Most of them aim to optimize the Security Sector's work, which regarding the Governments means reducing the number of employees and leads to protests among whole Europe organized by Police Trade Unions. The most of Governments' decisions are taken without Trade Unions participation and agreement about the reforms and restructuring and this policy and Governments' actions are the main reason for the protests. The social dialogue now has a new context and meaning, especially for employed in Security Sector, because now the issues are not about the achieving new privileges or benefits, but keeping the number of employees and reducing the unemployment. Workers in Security Sectors do not have same rights with workers in other sectors and that's why the social dialogue and competences of Trade Unions which represent them is so important. The project envisages giving a new definition of "socially responsible reforms in Security Sector" and developing new models for conducting social dialogue with broaden a new range of possible tools for protests and defending employees' rights. The main idea of the present project is to develop skills for conducting a social dialogue in a new more effective way regarding the new context of the situation of Security Sector, project partners to share their experience and good practices including their challenges and successes. It will be realized in 3 phases: 1) preparation of analyze about reforms and social dialogue and participation of the partners in it; 2)work meeting and traning aiming development of skills and competences for conducting a social dialogue in the new context. All events will raise the expertise of participants and to enforce the social dialogue at national and European level; 3) follow up activities - preparation of book with good practices, development of action plans and conducting Summary Conference

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--------------------------------------|--|-------------|--|--------------------|----------------------|
| UNIVERSITE JEAN MONNET Saint-Etienne | 10 rue Tréfilerie - CS 82301 - 42023 SAINT-ETIENNE cedex 2 | FR - France | Les sécurités des travailleurs en temps de crise | 184 836.62 | 75.98 |
| Project summary | | | | | |

Le projet a pour but d'engager une réflexion au niveau européen en impliquant des experts du droit du travail et de la protection sociale et des partenaires sociaux sur les changements en cours liés à la crise que traverse l'UE depuis 2008. Une précédente recherche, soutenue par la Commission européenne (VP/2010/001/0402), avait permis de dégager des tendances communes d'évolutions des droits du travail nationaux, ébranlés, sous des formes diverses, par la mise en cause des protections traditionnelles des salariés, notamment contre le licenciement, et par une décentralisation de plus en plus poussée de la négociation collective. Face à la crise des sécurités des travailleurs, et alors que la flexicurité reste l'axe majeur d'orientation de la politique sociale européenne, comment définir et assurer, au niveau européen, de nouvelles sécurités dont devraient pouvoir bénéficier les travailleurs?

L'objectif du projet est d'engager une réflexion, à partir des expériences nationales, sur la définition de ce que pourraient être les principes européens directeurs des nouvelles protections sociales des travailleurs dans une Europe en crise. Pour suivre les évolutions en cours des législations nationales et européennes, deux thématiques ont été identifiées, apparaissant particulièrement pertinentes au regard de la situation économique et sociale de l'Union européenne. Il s'agit, d'une part, de la protection sociale des nouvelles formes de travail et d'organisation du travail et, d'autre part, du rôle que les droits sociaux fondamentaux peuvent être appelés à jouer en temps de crise. C'est autour de ces deux thématiques générales que doit émerger une réflexion commune sur le contenu à donner, en temps de crise, à une protection sociale ou à ces nouvelles sécurités des travailleurs, et sur le rôle majeur que les partenaires sociaux devraient être amenés à jouer dans la définition et la mise en oeuvre de ces principes communs.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--------------------------|--|------------|---|--------------------|----------------------|
| Université de Séville | C/San Fernando nº4. - 41004 Séville | ES - Spain | Les relations professionnelles dans le contexte du développement de la sous-traitance | 120 788.66 | 79.74 |
| Project summary | | | | | |

Dans les systèmes productifs actuels, le recours à la sous-traitance s'est considérablement développé, atteignant quelquefois même le « core business » de l'entreprise. Que le phénomène de la sous-traitance soit sous-tendu par des nécessités de spécialisation et d'amélioration de la qualité ou conjointement par des stratégies de recherche de flexibilité et de réduction des coûts, il tend en pratique à installer, à des degrés divers, des relations triangulaires d'emploi, faisant intervenir l'entreprise sous-traitante et le donneur d'ordre, et à limiter singulièrement les marges de négociation des salaires et des conditions de travail, participant ainsi aux processus de précarisation de l'emploi. Au départ d'une approche qualitative, fondée sur des études de cas, plus spécialement dans le secteur des fabrications métalliques, le projet s'intéresse aux réponses émergentes et innovantes qu'apportent les interlocuteurs sociaux dans le champ des relations collectives de travail face à cette fragmentation de l'entreprise organisée en réseau.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--------------------------|--------------------------------------|--------------|---|--------------------|----------------------|
| UNI Europa | 31, Rue de l'Hôpital - 1000 Brussels | BE - Belgium | Financial support for sectoral dialogue in commerce 2012 - 2013 | 147 870.67 | 79.8 |
| Project summary | | | | | |

UNI Europa Commerce (trade unions) and EuroCommerce (employers) are the representative social partners in the commerce sector. The social dialogue committee has been formally implemented in 1998. Every year, the SSDC in the commerce sector holds a certain number of meetings, generally 1 plenary sessions and 4 working group meetings on specific issues. Representatives of sectoral social partners from EU countries attend these meetings. The priorities for 2012 and 2013 will be: follow-up of EU policies with and impact on the sector, H & S at workplace, strengthening the impact of the social dialogue, adaptation to change, training and skills, the global financial crisis and its impact on the labour market in commerce.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--------------------------|---|-------------|---|--------------------|----------------------|
| Confrontations Europe | 227 boulevard Saint-Germain - 75007 Paris | FR - France | Axer le dialogue social et les relations industrielles sur l'emploi, la compétitivité et l'impératif industriel | 226 604.66 | 53.9 |
| Project summary | | | | | |

Les Entretiens Economiques Européens (EEE) 2012 prolongent les EEE 2011 "Dialogue social et relations industrielles pour résoudre l'équation compétitivité/solidarité - Vers une économie sociale de marché pour l'Europe ?

Dans le contexte de la crise durable et de chômage massif, les EEE 2012 souhaitent répondre aux préoccupations sociales qui se développent en Europe. Ils chercheront à articuler les efforts pour bâtir la croissance, en mettant au coeur l'impératif industriel avec des systèmes productifs plus innovants, et les exigences que cela suppose en terme de politiques de l'emploi au niveau européen : des formations massives et la gestion des transitions professionnelles sur les marchés du travail européens pour aller vers des emplois mieux formés et plus qualifiés.

Au coeur de la méthode : le renouvellement du dialogue social dans les entreprises et dans les secteurs et de nouvelles relations industrielles sur les territoires pour traiter tout à la fois des restructurations et des reconversions industrielles et des réformes des marchés du travail.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--|--|--------------|---|--------------------|----------------------|
| The European Federation of Education Employers | Rue des Deux Eglises, 26 (c/o CEEP) - 1000 Bruxelles | BE - Belgium | "Self evaluation of schools & teachers as instruments for identifying future professional needs"- Peer learning experiences | 79 869.52 | 79.97 |
| Project summary | | | | | |

In 2010 and 2011, the European Social Partners in Education worked jointly in their Working Group on Quality in Education, focusing on "The culture of evaluation". With this proposed project, the European social partners in education would like to continue the work of this working group taking into account the results of prior meetings.

Our project consists of the following project activities and outcomes:

1. A short literature review on self -evaluation in the EU in general and more specifically focusing on the three countries where a peer-learning visit takes place. This review should complement the findings from the visits but at the same time give a general introduction to the principle of (self)valuation and its possible positive effects on the quality of education.
2. Three Peer learning visits to three different countries, hosted by EFEE and ETUCE members (Cyprus, the Netherlands and Sweden) followed by national reports on the findings.
3. A conference to share the findings of the three peer learning visits, to discuss project results with all members of EFEE, ETUCE and other important stakeholders (DG EAC, DG EMPL and other organisations). All this with a view to continue the work of our ESSDE Working Group and to contribute to the social dialogue process in the education sector. During this conference we will ask contributions from other experts in the field of (self) evaluation and officials of the above-mentioned DGs to our project findings.
4. A final report with the findings of the peer learning visits, the literature review and the conclusions of the conference.
5. A briefing at the Plenary Meeting of the ESSDE Committee informing all national affiliations of EFEE and ETUCE on the project results. Dissemination of the final report.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|-----------------------------|---|-------------|--|--------------------|----------------------|
| CODIFOR AFPI INTERNATIONALE | 56 avenue de Wagram - 75854 cedex 17 PARIS | FR - France | Développer l'emploi industriel et orienter la formation à travers une démarche paritaire d'anticipation des besoins en compétences | 170 262.41 | 79.91 |
| Project summary | | | | | |

Ce projet s'inscrit dans le cadre des partenariats stratégiques entre branches professionnelles de l'industrie en Europe montés depuis quelques années à l'initiative de CODIFOR, organisme issu de l'Union des Industries et Métiers de la Métallurgie française (UIMM), et les organisations syndicales françaises en vue de promouvoir l'implication des partenaires sociaux des pays partenaires dans les politiques d'emploi et l'orientation et la gouvernance de la formation professionnelle. Il a vocation à travailler, sur la base d'échanges de bonnes pratiques, sur des modèles de dispositifs paritaires d'analyse prospective des emplois et des compétences, susceptibles d'être mis en œuvre dans les pays partenaires au présent projet : Bulgarie, Hongrie, Espagne, France. Seront également associés au projet les partenaires sociaux de quelques pays du pourtour méditerranéen qui constituent un espace naturel de partenariat économique et social pour l'ensemble des pays européens, comme affirmé par la politique volontariste de voisinage de l'UE à cet égard.

La présente proposition s'inscrit dans le cadre de la Stratégie Europe 2020 de l'UE, notamment en ce qu'elle valorise un fort soutien aux politiques d'emploi et de formation tout au long de la vie ainsi qu'au renforcement des politiques industrielles pour le développement d'activités axées sur l'avenir, avec l'ensemble des partenaires industriels et commerciaux des entreprises européennes. Les organisations professionnelles et syndicales partenaires s'engagent, par la mise en œuvre de ce projet- prolongement de leur démarche européenne en matière de dialogue social - à contribuer à ces politiques, aux côtés de l'ensemble des acteurs impliqués - pouvoirs publics, monde éducatif - aux fins de favoriser une insertion durable des jeunes, des salariés et des demandeurs d'emploi dans les entreprises industrielles et permettre aux entreprises de maintenir des niveaux de compétitivité et d'emploi dans une perspective de long terme.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|---|---|------------|--|--------------------|----------------------|
| UNION GENERAL DE TRABAJADORES DE MADRID | Avenida de America 25 - 28002 MADRID | ES - Spain | COLLECTIVE BARGAINING AND IMMIGRATION. A TRADE UNION PERSPECTIVE | 84 368.97 | 74.93 |
| Project summary | | | | | |

COUNTRIES INVOLVED IN THIS PROJECT HAVE A LOT OF WORKERS NON-UNION CITIZENS, AND IN THE CASE OF THE CAPITAL REGION, MADRID, ROME AND ATHENS EXCEED 10% OF THE ACTIVE POPULATION.

CULTURAL AND RELIGIOUS DIFFERENCES OF THESE PEOPLE GENERATE, IN SOME CASES, PROBLEMS FOR FULL INTEGRATION IN THE WORLD OF WORK.

MOREOVER, THE LAW RULE THAT ALL WORKERS HAVE THE SAME RIGHTS AND OBLIGATIONS.

THIS PROJECT WILL TRY TO FIND THE OPTIMUM FORM SUCH DIFFERENCES ARE REFLECTED IN THE COLLECTIVE BARGAINING TO GET GREATER AND BETTER INCLUSION OF IMMIGRANT WORKERS IN THE LABOUR MARKET.

THE UGT THINKS THAT IT WOULD BE THE GREAT HELP REALIZES AN INVESTIGATION ON THE EXISTING SITUATION IN OTHER COUNTRIES OF THE UE:LEARN THE LEVEL OF KNOWLEDGE AND ATTITUDES OF THE SIGNING PARTIES OF COLLECTIVE AGREEMENTS ON CULTURAL AND RELIGIOUS DIVERSITY;UNDERSTAND THE ADVANTAGES AND DISADVANTAGES OF INCLUDING ELEMENTS RELATED TO CULTURAL AND RELIGIOUS DIVERSITY IN COLLECTIVE BARGAINING;BASED ON THE DOCUMENTS COLLECTED, DRAFT A CATALOGUE OF MEASURES TO ASSIST DIVERSITY WHICH WILL BE USED AS THE BASIS FOR A TRADE UNION PROPOSAL, THAT WILL SERVE AS A GUIDE FOR BARGAINING PLATFORMS,SO THAT DIVERSITY IS NOT PERCEIVED AS A LABOUR PROBLEM.THE CARRYING A STUDY OF THE CURRENT SITUATION AS FOR CULTURAL AND RELIGIOUS DIVERSITY, IN EACH OF THE REGIONS OF THE PROJECT'S PARTNERS.THE MAIN ACTIVITY WILL BE THE EUROPEAN CONFERENCE IN MADRID IN THAT THEY WILL BE PRESENT COMPANIONS OF THE PROJECT, TECHNICAL PERSONNEL AND EXPERTS IN THE MATTER, AS WELL AS, SOCIAL REPRESENTATIVES OF SPAIN AND EUROPE WHERE IT WILL BE ANALYZED AND THEY WILL DEBATE THE REALIZED STUDIES,AND PRODUCTION OF OFFERS TO INCLUDING IN THE COLLECTIVE BARGAINING

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--|---|--------------|---|--------------------|----------------------|
| European Centre of Employers and Enterprises providing Public Services | Rue des Deux Eglises 26 bte 5 - 1000 Bruxelles | BE - Belgium | Fostering youth employment in public services | 164 129.72 | 80 |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--------------------------|---------|---------|---------------|--------------------|----------------------|
| Project summary | | | | | |

“Focussing on youth and employment is the top priority for the coming year” for the cross-industry social dialogue work programme for the .

Based on the work programme, This project proposal is closely linked to the implementation of the new work programme. It aims to collect essential information and implement actions and key activities with a specific focus on Public Services.

This project will tackle the full spectrum of youth unemployment; taking into account people with high skills as well as people with lower skills or without recognised education. The commonalities will be the public services providers focus. This project will bring an added-value to the question of youth employment by (1) looking into this issue specifically within public services, (2) addressing the different issues of political interest mentioned above and last but not most importantly, (3) the project aims to prepare and contribute to the cross-industry social dialogue and more specifically the first action of the social partner work programme for 2012 – 2014.

To better match future needs two key questions will be raised:

1- How to better foster employment via a better matching of skills up to current and future needs?

2- Political and financial incentives to employ young people

From the views of participants in the seminar and the conference what policies should help to reduce youth employment in public services? What were (or should be) the roles of social partners on this topic?...

This project will be managed in four essential steps:

(1) Collection of background information

(2) Seminar on youth employment in public services

(3) Presentation of the outcome, final conference

(4) Report of the project

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|----------------------------|--------------------------------|---------------|--|--------------------|----------------------|
| Consorzio Unione Artigiani | Via Orefici, 4 - 15048 Valenza | Not specified | A European study to identify and share the best practices of the industrial relations of Craft enterprises sectors : representation beyond administration, the possible leadership of SME (INWORK) | 114 505.97 | 80 |
| Project summary | | | | | |

The project will aim to improve expertise in industrial relations and to promote the exchange of information among parties actively involved in industrial relations. In particular, the project will deal with industrial relations of Craft enterprises sector and their employees. In particular, the project will aim to realize a study at two different levels. Top-down: to understand the impact of Craft enterprises in the economy. Bottom-up: to identify the best practices of leadership in the representation of craftsmen. Then, an international conference will be organized in Alessandria to present the results of the project. The project has been elaborated according to the experience of all the partners involved. The partnership is heterogeneous involving organisations linked to industrial relations as: Research centres and institutes, Non-profit making organisations and Craft Unions in order to represent all the target groups and stakeholders and coming from 6 countries of which 4 are new MS: Italy, Cyprus, Greece, Slovakia Hungary and Bulgaria.

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

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

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|-----------------------------------|------------------------------------|------------|---|--------------------|----------------------|
| Confederacion Espanola de Policia | Plaza Carabanchel 5 - 28025 Madrid | ES - Spain | The role of active ageing in police officers' professional life | 102 320.30 | 79.98 |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--------------------------|---------|---------|---------------|--------------------|----------------------|
| Project summary | | | | | |

2012 is the European Year for Active Ageing and Solidarity between Generations. Europe is facing a demographic challenge. This project will be focused on professional aspect of active ageing. This project is to show that older people are not a burden of society and they are able to work efficiently, but the government and employers need to give them opportunities of professional development. This project is an answer for the necessity of implementing active ageing strategies in EU member states. Only efficient and worker- friendly mechanisms can make people interested to work longer. Proper industrial relations are important factor allowing employees, employers, and government to face necessary changes in effective way. The mechanisms of social dialogue, information , consultation, and participation of employees in a key decisions related to active ageing policies implemented in EU member states are essential to reach acceptable, effective system of age management. Both demographic and economic changes taking place in European society need to be taken into account by all the participants of social dialogue. Good industrial relations will persuade employees to remain on a labour market longer. Therefore the ways of improving industrial relations in public safety sector need to be discussed during meetings. The main events foreseen in the project are 3 international meetings. Delegations from trade unions will review and compare situation of their countries in relation to active ageing policies and practice. During the workshops meeting participants will be trained on diferent aspects of active ageing and will try to find the common solutions for the problems of demographic ageing taking into consideration police worker's specific situation and rights.. The result of the meetings will be the common European trade unions' the common strategy of facing demographic changes in appropriate way including the ways of implementing effective active - ageing in the police.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|----------------------------|----------------------------|------------|---|--------------------|----------------------|
| Unione Italiana del Lavoro | Via Lucullo 6 - 00187 Rome | IT - Italy | T.Y.E.C - Tackling Youth Employment Challenge:measures and strategies for European Social Dialogue Actors | 143 226.20 | 79.65 |
| Project summary | | | | | |

The TYEC Project focuses on a number of key themes relevant to EU priorities in the field of youth employment and active labour market policy. Encouraged by several Communications of UE Institutions, drawn on the lessons of the crisis, to adopt labour market reforms to tackle the segmentation of the youth labour market and establish an integrated unemployment benefit scheme, Partners will be involved to continue the work of aiming to identify the most effective policy for promoting youth employment in EU. In particular, TYEC, considering the Joint Employment Report adopted by the Council on 17 Feb.2012, will aim to exchange measures to tackle the high youth unemployment. TYEC will aim to realize a comparative Study at three different levels with the general objective to influence public and private stakeholders. 1)to analyse and compare national and EU policies referred to youth employment 2)to identify the best strategies to support young people's integration into the labour market considering measures as self-employment and entrepreneurship 3)to understand the impact of economical crisis in the youth labour market and in different social EU local contexts. TYEC has been elaborated according to the experience of all the partners involved. The partnership is heterogeneous involving organisations to represent all the target groups and stakeholders from 5 EU Countries. They will improve visibility and impact of the EU social dialogue around youth employment making concrete recommendations to public and private stakeholders and sharing strategies during the seminars, conferences which will be organized in each partner State. Partners will adopt a precise timetable and clear objectives for the whole 12 months process. The core ideas of TYEC will be promoted at EU, national and local level; Partners will be empowered to be stronger and more autonomous in developing and implementing the Social Dialogue process while taking into account their specific national contexts.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--|-------------------------------------|------------|--|--------------------|----------------------|
| Federazione Italiana Lavoratori Commercio Alberghi Mense e Servizi | Via Leopoldo Serra, 31 - 00153 Rome | IT - Italy | SAFE HOST: Supporting European Social Partners to combat sexual exploitation of children in Travel and Tourism | 136 051.37 | 79.9 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--------------------------|---------|---------|---------------|--------------------|----------------------|
|--------------------------|---------|---------|---------------|--------------------|----------------------|

The project aims to prepare European social dialogue in the tourism sector by strengthening exchanges and synergies among social partners and supporting their opportunities and capabilities to play a role in the implementation of the Directive 2011/92/EU and the fight against sexual exploitation of children in travel and tourism.

One of the sustainability challenges for the tourism industry is related to the use of tourism facilities, networks and channels for the purpose of sexual exploitation of children. Even though the largest portion of the child sex trade caters to local clients, the incidence of tourists travelling to developing countries to purchase sexual services with local children is a very visible part of the problem of child sexual exploitation. All countries are concerned: the Western world accounts for the greatest demand for child sex, whereas South-East Asia, Latin America, Africa and Eastern Europe (including EU countries) are the main destination countries.

The project will help social partners exchange information on how tourists engage in sexual activities with children and share an appropriate and innovative strategy for promoting a child-safe tourism development throughout Europe.

Employers' and employees' representatives at national and EU level will network with NGOs active in child protection and responsible tourism promotion: a toolbox – formed of high-quality training and awareness resources for the whole tourism supply chain – will be realized and then disseminated and implemented Europe-wide with the support of the European Social Partners involved in the project. Safe Host is built on "Tourism 2020 – Towards a sustainable tourism industry development" project, that was carried out in 2011 to map the social partners in the tourism industry in the EU and candidate countries, investigate their representativeness and evaluate the state of social dialogue at national level. Through this project, we will focus on a more specific topic.



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Università degli Studi "G.D'Annunzio di Chieti-Pescara - Dipartimento di Scienze giuridiche e sociali | Via dei Vestini 31 - 66013 CHIETI | IT - Italy | International industrial relations: increasing and disseminating expertise. Focus on the Mediterranean countries. | 239 564.92 | 79.99 |
| Project summary | | | | | |

The aim of the project proposed by the University of Pescara, in a strong transnational partnership – made up of European universities, European social partners organizations, agencies specialized in industrial relations – is to offer entrepreneurs, managers, and trade union representatives of the countries involved in the project (Italy, Spain, France, Turkey) but also to young post-graduate students, a training opportunity for acquiring knowledge and expertise in the regulatory, contractual, and relational systems in Europe, at the international level, and in the single countries of interest.

This Project, of an extremely innovative and experimental nature, aims to create a path of analysis and study structured into two transnational seminars.



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--|---------------------------------|---------------|---|--------------------|----------------------|
| Chamber of Commerce and Industry Slovenia - Metal Processing Association | Dimiceva 13 - SI-1504 Ljubljana | SI - Slovenia | Skills and Knowledge Management in the Metal and Electro Industry (Know ME) | 237 285.01 | 80 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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Objectives

- Anticipation, preparation & management of change in the metal and electro industry (MEI) focusing on skill & job needs
- Improving companies skills & knowledge management in an ageing society

Aim of project is to analyse needs & requirements for better & future-oriented skills & knowledge management MEI in Slovenia, Latvia, Slovakia & Lithuania. Together with our university partner FHM/Bielefeld (Germany) we will develop tools and methods to support companies (especially SME) in improving their skills and knowledge management and adapting training programmes & HR strategies to future skill & job needs. The project will include training measures, information & dissemination activities for companies and shall address how social partners can contribute to better management of skills & knowledge and provide input for the European debate.

Expected Outcomes

- Increased awareness of the need for effective skills & knowledge management among SME in MEI and tools & methods available
- Better management of skills & knowledge in SME in participating new member states, oriented to future skill & job needs
- Improved working conditions, better employability & productivity of workers in this sector, thus securing existing jobs
- Improved capacity of social partners to support companies in anticipating, preparing for and managing industrial & demographical change
- Stronger cooperation of social partners on national & EU level
- Quality input on management of change for EU debate

Expected deliverables: survey with 500 participants (overall survey report in English, 4 national survey reports for SI, LV, LT & SK), 24 in-depth interviews with SME (overall interview report, 4 nat. interview reports), Train the Trainers seminar with each 4 trained persons from SI, SK, LV & LT, guide book on skills & knowledge management in nat. languages (SI, SK, LV, LT & Eng), 4 workshops on skills & knowledge management in SI, SK, LV & LT, dissemination & networking (conference, round



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| UNI Europa | Rue de l'Hôpital 31 - 1000 Brussels | BE - Belgium | Promoting dialogue and fostering cooperation between employers and employee organisations; building social partnerships in the ICT sector | 98 872.00 | 80 |
| Project summary | | | | | |

UNI Europa and PIN-SME want to maintain the positive momentum created by the first initiative "Defining a common approach for employers' and employee organisations to address future challenges in the ICT sector" (VS/2010/0729) and foster relations between the ICT employers and trade unions in Europe. The follow up project will give an added value to the existing dialogue between PIN SME and UNI Europa by opening it up to other stakeholders in the sector interested in social dialogue, thus bridging the gap between the first project and a future formal social dialogue in ICT. A steering committee, with a similar representation of employers and trade unions will meet during a planning meeting in Brussels. A public tender procedure will be organised to contract an external expert who should carry out a study to map employers' organisations and trade unions in the European ICT sector interested in a future social dialogue, and to draft an action plan for establishing an ICT social dialogue platform. The project's main event will be organised in Italy, to address the ICT specific topics and to exchange experiences from national social dialogues in the sector. Third parties identified in the mapping exercise will be invited to the event in order to share their experience of national labour in the ICT sector and to give feedback on the study findings. The main event will be preceded by two shorter meetings held the day before the main event, where the employer and employee associations of the steering committee meet separately with their respective Italian members. The final study with the results of the mapping and the action plan for establishing a platform for social dialogue in the ICT sector will be presented during the main event. A follow up meeting of the steering committee will be held in Brussels to evaluate the discussions during the main event and to agree on the conclusions from the project.



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| CONSEIL EUROPEEN DES JEUNES AGRICULTEURS | Rue Belliard 23 A - 1040 Brussels | BE - Belgium | 'Enhancing Youth Employment in Agriculture for a more Sustainable Europe' | 73 212.03 | 78.99 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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CEJA's objective is to organise a round table debate focusing on possible EU-level recommendations to facilitate the access and employment of young people in the agricultural sector. To this end, CEJA has carried out a survey among European young farmers based in France, Ireland, Poland, Finland, Spain, Italy, Portugal, United Kingdom, Belgium, Slovakia, Czech Republic, Sweden, Germany, Austria and the Netherlands to identify the challenges that young people face when entering the sector. These were identified on the basis of a questionnaire (Annex III) compiled by CEJA and the Agri-Tech University of Gembloux. Professor Lebailly (CV Annex II) analysed the results and determined general and common EU trends. Based on this analysis (Annex I), the action will consist of:

- A round table debate between European young farmers and experts, with a moderator, in order to draw possible recommendations on how to tackle the current barriers to entry of the sector, and share best practices
- A day of farm visits to demonstrate best practices to leaders of young farmer organisations from across the EU, who in turn will take these back to their home country

The round table will be composed of three panel discussions:

- 1) Vocational Education and Training (VET) in agriculture – identifying the future needs in VET
- 2) Access to the profession – identifying solutions and best practices to ease this access
- 3) Access to public support to facilitate the installation of young people in agriculture, such as access to land and credit – identifying the best practice solutions to ease access to public support

The objective of this round table is to develop recommendations to facilitate access to the agri-sector. Recommendations will target the improvement of skills in the agricultural sector, solutions for young people to gain easier access to the farming profession, and easier access to public funds for them. This round table will therefore answer the objectives of Europe 2020.



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Institute d'Economie Agricole | Tsar Boriss III " 125, Batiment 1 - 1113 SOFIA | BG - Bulgaria | Un dialogue social efficient pour des partenaires sociaux acteurs du changement dans l'ESE | 96 561.68 | 80 |
| Project summary | | | | | |

Les relations industrielles dans les NEM (Nouveaux Etats Membres), par tradition, sont fortement régulées par l'Etat.

Les partenaires sociaux des nouveaux Etats membres et les pays candidats font face aux défis des restructurations du secteur agricole, de l'accès difficile aux instruments financiers, à l'autonomie. Deux facteurs majeurs déterminant le développement du dialogue social sectoriel dans les nouveaux Etats membres et les pays candidats:

- Internes – la capacité financière et les ressources humains;
- Externes – le cadre législatif, la situation économique, la capacité d'influencer la politique nationale.

Le fonctionnement du dialogue social sectoriel était le thème principal de la discussion de la réunion du « Liaison group » de 12 décembre 2011. Le renforcement du dialogue social sectoriel dans les NEM fait aussi partie de l'agenda du « Committee consultative » du Dialogue social dans l'agriculture.

Notre projet vise à permettre aux partenaires sociaux des pays de l'Europe du Sud Est (ESE) participant au projet, de prendre pleinement leur place au niveau du dialogue social européen et de devenir et/ou d'accroître leur capacité à agir positivement sur les conditions du déroulement du dialogue social national. Les pays de l'ESE participant à l'action sont : Bulgarie, ARY Macédoine, la Turquie. La réussite de ce projet est conditionnée à l'apport et au transfert d'expériences de 4 pays partenaires (Allemagne, Belgique -au moyen de leur soutien-, France, Italie), de l'organisation européenne des employeurs dans l'agriculture : GEOPA/COPA et de l'organisation européenne des employés : EFFAT. Plus particulièrement, l'objectif essentiel de notre projet est une amélioration de la capacité des partenaires sociaux de mettre en oeuvre les Accords Européens et notamment l'Accord qui porte sur la formation et la qualification, signé par GEOPA/COPA et EFFAT, en 2002. Une évaluation des qualifications dans l'agriculture va permettre de mieux identifier les besoins



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Istituto di Ricerche Economiche e Sociali Lucia Morosini | via Pedrotti 5 - 10152 Torino | IT - Italy | Industrial relations in the automotive and credit sector when managing restructuring processes | 131 513.00 | 80 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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The Proposed Action is focused on industrial relations that, in the context of restructuring processes, allow the participation of several stakeholders, including workers. The Action is based on 3 main steps: one initial preparatory phase (development of a desk based study), a follow-up phase (organization of 3 workshops; development of 2 case-study; editing of a comprehensive report), and one concluding phase (final meeting and dissemination of the results). In particular, the 3 workshops will be fundamental to exchange opinions and strategies to define best practises to minimize costs for workers and local communities during restructuring processes. These workshops will involve trade unions and researchers to guarantee a wide and balanced range of point of views both in the credit and in the automotive sector. Moreover 2 case studies will be conducted. The first one will involve Unicredit group in Turin, Milan (Italy) and Poznań (Poland) with the purpose to analyze empirical experiences related with restructuring processes in the credit sector. The second one will involve Fiom Tyco in Collegno (Piedmont). This case study will be focused on restructuring strategies used by this multinational company (Tyco) operating in the automotive service. According to employment organizations this case can be considered as a positive example to manage restructuring processes. When reaching the concluding phase, the parties involved in this Action should have been able to define tools for a management strategy aimed at minimizing the negative impacts on the individuals involved in restructuring processes and to incentive the companies to promote alternative approaches. The outcome of the Action will be published on the web pages of each partner to explain the characteristics of the project, the results and the possible measures identified.



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|---|--|--------------|---|--------------------|----------------------|
| Confederation of Hungarian Employers and Industrialists | Kossuth Lajos tér 6-8. - 1055 Budapest | HU - Hungary | Supporting youth employment in Central and Eastern Europe - CEE YOUTH | 217 330.46 | 80 |
| Project summary | | | | | |

One of Europe's most pressing problems is youth unemployment. At the present time more than 5 million young people in the EU are unemployed. Even before the financial crisis many countries had high levels of youth unemployment. This is evidence of a structural problem. Young people have been hit particularly hard by the crisis. The effects of the long duration of the crisis are exacerbating an already difficult situation for many. There is evidence that there are mismatches in the labour market: due to inadequate skills, limited geographic mobility and divergences between employee wage demands and employer wage capacities, many vacancies remain unfilled. The project CEE YOUTH aims to reach as many young people and companies as possible. For that reason the project partners have chosen the most appropriate actions:

- raise awareness, knowledge and understanding among employers, employees and their representatives on the advantages of employing young people;
- assist the social partners of CEE with the implementation of their specific objective of "promoting more and better apprenticeships and traineeship contracts" as part of the Framework Agreement through establishing a partnership for increasingly inclusive labour markets composed of social partner organisations, national employment services and other related public authorities;
- provide employees, employers and their representatives at all levels with Best Practices to locate obstacles to the gainful employment of youth and to create solutions to overcome them;
- encourage employers to offer more work experience, internships and apprenticeship opportunities to young people and help inspire young people to take up these opportunities.



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| UNI Europa | 31, rue de l'Hôpital - 1000 Brussels | BE - Belgium | Implementation of the Framework of Action on Gender Equality | 46 937.13 | 73.98 |
| Project summary | | | | | |

The Audiovisual Social Dialogue Committee has been working on a Framework of Action (FoA) on Gender Equality since 2010. The FoA was adopted on 27 October 2011. This project aims to disseminate the FoA widely to the memberships of the European social partners and to promote its implementation. The project will start in November 2012 with a planning meeting of the secretariats of the European social partners. The secretariats will steer the project and prepare and implement the activities. The secretariats will work together with the Working Group on Gender Equality of the Audiovisual Social Dialogue Committee to draft a 3-4 page leaflet on the FoA and have it translated into several key languages. The leaflet will be disseminated to affiliates of the European social partners as well as other stakeholders in the sector. We will organise a seminar in Brussels in November 2013, which will bring together affiliates of the European social partners and will focus on exchanges of information and sharing of best practises on the implementation of the FoA in different countries. The secretariats will meet at the end of the project to evaluate the progress. The secretariats will also report to the Audiovisual Social Dialogue Committee on the results of the project.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| European Trade Union Committee for Education - Comité Syndical Européen pour l'Education | Bd. du Roi Albert II, number 5, 9th floor - 1210 Brussels | BE - Belgium | The development of the teaching profession in times of the economic crisis as a key task for social partners in education. | 162 656.22 | 80 |
| Project summary | | | | | |

Social Partners in education have been concerned about the increasing bottlenecks in the education systems in many European countries as a result of demographic changes and reduced financial investment. The European Commission's very recent report on education in Europe 2012 warns of the risks of further shortages of specialised teachers. At the same time, the EC has rightly identified education as one of the key sectors for economic recovery and growth. There is a need for the European social partners in education to support the entry of more specialised teachers into the labour market.

Education social partners' representatives from 5 countries shall meet regularly in advisory group meetings to organise the project activities: an online survey with the help of an external expert, case studies in two EU countries, a working seminar with 50 participants and a final conference with 70 participants from national teacher unions, education employers and other relevant European stakeholders. The project aims to raise public awareness about the consequences of the dramatic shortage of qualified teachers for the labour market and the economy. It shall identify existing national policies and initiatives to improve the attractiveness of the teaching profession. Here, the project connects with an earlier ETUCE project on recruitment and retention of teachers in Europe. The conference participants will get the chance to draw conclusions from the results obtained and discuss possible joint actions. In the context of EU priorities related to the exit from the economic crisis, this project supports the Europe 2020 Strategy with its flagship initiatives for smart, sustainable and inclusive growth COM(2010) 2020 both in education and employment and the Renewed Social Agenda, COM(2008)412.

The project outcome in English, French, German and Spanish will be made available to the ETUCE's and EFEE's member organisations, social partners and other national and European stakeholders.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| EUROPEAN COMMUNITY SHIPOWNERS'ASSOCIATIONS | Rue Ducale 67 bus 2 - 1000 Brussels | BE - Belgium | UPDATE OF THE PROJECT ON THE MAPPING OF CAREER PATHS IN THE MARITIME INDUSTRIES | 131 897.22 | 73.83 |
| Project summary | | | | | |

The update of the project on the Mapping of Career Paths in the Maritime Industries (hereafter referred to as "Career Mapping update") aims at updating national reports from the first project, entitled "The Mapping Of Career Paths In The Maritime Industries", and complete it with reports from Belgium, France, Norway and Romania, which were not covered under the first project.

The first project contained a detailed analysis of seafarers career paths at sea and ashore in ten countries and provided expert analysis of the differences and the similarities of the career experiences of seafarers in each of these ten countries. It also pinpointed some of the difficulties seafarers faced in pursuing their career progression, either at sea or when they wish to come ashore.

The Career Mapping update should focus less on academic analysis, as was the case with the first project, but more on the identification of legal, financial, professional or other barriers to mobility at sea and within the maritime clusters ashore, as well as on proposing solutions to overcome these problems.

In doing so, youngsters should be able to have a better view on potential career opportunities in the maritime sector (this is in line with the "youth on the move" target from the Europe 2020 Strategy) and actual seafarers should be able to anticipate better on preparing themselves for jobs ashore after their seafaring career, which should enhance labour mobility in the maritime sector (this is in line with the "Agenda for new skills and jobs target" from the Europe 2020 Strategy).

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| IDWE External Prevention Service for Safety and Health at Work | Interleuvenlaan 58 - B-3001 Heverlee | BE - Belgium | Good practices in agriculture: social partners participation in the prevention of musculoskeletal disorders 2 | 125 077.01 | 80 |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Project summary | | | | | |

The recent data of the European Survey of Working Conditions still reveals that agriculture has more workers suffering from back pain and neck/shoulder problems than workers from other sectors (Eurofound, 2010). At the end of 2008, a project was started with support of the European Commission on collecting good practices to reduce musculoskeletal disorders for six agricultural tasks with cooperation of the social partners (VP/2008/001/0560). The results were presented in brochures, a website and a final round-up seminar. Both social partner organisations agree that the work should be continued for other agricultural tasks across Europe and with further emphasis on dissemination of the results at European and national level. So, the goal of this proposal is to further implement the European social partners' agreement on prevention of musculoskeletal disorders (MSD) by collecting more good practices to reduce MSD, according to the methodology of the previous project, and to disseminate the results through the involvement of the European and national social partners.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| TRGOVINSKA ZBORNICA SLOVENIJE (SLOVENIAN CHAMBER OF COMMERCE) | DIMIČEVA ULICA 13 - 1000 LJUBLJANA | SI - Slovenia | TRASDEM: Empowerment of social dialogue in trade sector as a contribution to the overarching EU employment and social policy challenges | 113 578.50 | 80 |
| Project summary | | | | | |

TRASDEM is an initiative of institutions representing employers which is supported by trade unions. Aim is to empower social dialogue in Slovenian, Italian, Spanish and Portuguese trade sector as we have to combat employment and social policy challenges to reach goals set on European level (like Europe 2020, EES) to boost sustainable economy growth. Bilateral social dialogue will have a transnational dimension. Results will be disseminated to national tripartite social dialogue bodies and to European institutions and bodies. Topics where will seek progress in social dialogue are: flexicurity, modernisation of the labour market, quality of work, anticipation, preparation & management of change & restructuring, mobility & migration, youth employment, active ageing, active inclusion & decent work. Attention will be given also to promotion of equal participation of women & men in the decision-making bodies of trade unions & employer's organisations and to synergies between sectoral committees and inter-professional level.

Initiative seeks for new arguments, options, approaches, methods which can support measures to exit from the economic crisis and to modernise related systems.

Activities will be organised on transnational, national and sectoral level with participation of employers, employees, sectoral, national institutions and bodies' representatives. Main expected results are: e-publication in 5 languages, articles and sub-website, 4 national surveys, findings and recommendations, 12 national round tables, international workshop, study visit, international closing conference, strengthened capacities of social partners and strengthened international cooperation. Surveys will contain also impact assessment of the employment and social dimensions of EU initiatives. Promotion of European strategies and policies implementation will frame the action.

Model of social dialogue, results and outcomes will be available to other sectors and countries.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| European Trade Union Committee for Education - Comité Syndical Européen pour l'Education | Bd. du Roi Albert II, number 5, 9th floor - 1210 Brussels | BE - Belgium | Teacher trade unions in solidarity for healthy and safe workplaces in the economic crisis | 162 044.24 | 80 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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Teachers' well-being & safety are the prerequisites for quality education, as reflected in ETUCE's work and in the joint programme of the European Sectoral Social Dialogue Committee for Education. Contributing to the success of the EU's H&S strategy and in light of the EU-OSHA Campaign Work Together for Risk Prevention, the European Framework Agreements in this field and the Directive 89/391/EEC, this project aims to continue the work that ETUCE has achieved.

In the context of EU priorities related to the exit from the economic crisis, this project supports the Europe 2020 Strategy with its flagship initiatives for smart, sustainable and inclusive growth COM(2010) 2020 and the Renewed Social Agenda, COM(2008)412.

Teacher union representatives from 6 EU countries shall meet regularly in advisory group meetings to plan and organise the project activities: an online survey and interviews in Spain, Italy, Portugal, Greece, France, Poland, the UK & Sweden, two Peer Learning Activities (30 participants) for North-Eastern and South-Western European countries and a final conference with 70 participants from national teacher unions and other European stakeholders in education. Seeking to promote healthy & safe working conditions, this initiative shall identify teacher union strategies and good practices on the prevention of psychosocial hazards and the reconciliation of work & family life in times of rising pressure in the crisis. With a view to promote transnational solidarity and a pro-active approach in national social dialogue structures, the participants of the conference will have the opportunity to discuss practical recommendations for European teacher unions to promote healthy & safe working conditions in times of the crisis.

The project outcome from the activities and the recommendations in English, French, German and Spanish will be disseminated to the ETUCE's 135 member organisations, social partners and other education stakeholders at national and European level

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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| EVA Europäische Akademie für umweltorientierten Verkehr gGmbH | Boyenstraße 46 - 10115 Berlin | DE - Germany | Social aspects and the protection of staff in case of change of railway operator (The current situation) | 365 652.35 | 79.45 |
| Project summary | | | | | |

The social partners of the European railway sector wish to assess the current situation in Europe about the status of creating a social level playing field in competitive tendering of public rail passenger transport and the status of protection of staff in case of change of operator. The social partners see the need of integrated social aspects in tendering procedures to ensure a level playing field on a national level between incumbents and new entrants.

In particular, in order to assess the current situation in Europe about the status of protection of staff in case of competitive tendering and in case of change of operator, the objective of the project is to obtain a broad overview of the situation in the EU member states regarding the protection of staff in case of competitive tendering and in case of change of operator. In addition the project wants to examine, whether it is possible to make a common evaluation between CER and ETF of the issue and achieve common conclusions.

The project will integrate different activities in three phases. During the preparatory phase, a Steering Committee will be established, which will select an external expert. In this phase, the external expert will prepare background information about the situation within the EU (preparatory report) and draft interview guidelines. A Kick-off meeting will introduce the topic and inform about the status quo in Europe. A Steering Committee meeting will plan the next steps.

During the second phase, two workshops will be organised, interviews with stakeholders will be conducted and Steering Committee Meetings will not only accompany the project progress but will also discuss the possibility of a common reading of CER and ETF on the status quo of social issues in the case of change of operator.

The follow-up phase will organise a public final conference presenting the results of the project and will produce the final report.

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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| ASSOCIAZIONE LAVOARTORI E PRODUTTORI AGROALIMENTARI | VIA BENEDETTO MUSOLINO 21 - 00153 ROMA | IT - Italy | L'attrattività des métiers de l'agriculture : un secteur d'inclusion sociale et des besoins de redynamisation de l'emploi | 127 322.94 | 80 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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Depuis 2000, et à fin 2009, l'emploi, dans le secteur agricole a perdu 25%, soit l'équivalent de 3,7 millions d'emplois à temps plein. C'est dans les nouveaux Etats membres (NEM) depuis 2004 que la baisse est la plus forte. Dans le même temps, la structure des exploitations s'est profondément modifiée : le secteur agricole assiste à une chute du nombre d'exploitations agricoles, visant principalement les petites exploitations et modifiant la taille moyenne à la hausse. Ces changements structurels profonds ont induit de nouvelles problématiques, et suscité de nouvelles solutions, dont la plupart d'entre elles ont concerné l'emploi salarié. C'est ainsi que le nombre de salariés croît, faisant apparaître des pratiques extrêmement diverses, et notamment :

- La constitution de noyaux durs qui se concrétisent par de l'emploi à durée indéterminée

- Un recours récurrent à l'emploi temporaire, sous forme de contrats de travail saisonniers, et faisant appel à une main d'oeuvre migrante, très souvent

Pourtant les partenaires sociaux, à l'échelle européenne et aussi nationale, agissent ensemble, depuis 50 ans aujourd'hui, pour apporter des réponses qui permettent de structurer le secteur dans un ensemble moderne et durable. Dans le cadre de la stratégie « Europe 2020, il est fortement question de l'inclusion sociale. A ce propos, depuis plusieurs années, des expériences « pilotes » se développent dans plusieurs Etats membres. A ce titre, l'agriculture sociale est de plus en plus au centre de la pensée et de l'initiative dans l'Union européenne et, en particulier, en Italie. Il s'agit d'un modèle novateur qui met l'accent sur les principes de la multifonctionnalité. La diversité des expériences nationales représente une chance de pérennisation d'un concept. Nous souhaitons que ce concept soit intégré dans les réflexions de ce projet qui vise, notamment, à développer l'inclusion sociale.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Terre asbl | rue de Milmort, 690 - 4040 Herstal | BE - Belgium | RE: D.I.A.L.O.G.U.E.S | 136 850.75 | 79.42 |
| Project summary | | | | | |

1.Familiarisation de chaque partenaire avec le champ couvert par les relations industrielles. Contribution capitale des 3 experts-partenaires. Mise sur pied par chaque partenaire d'une enquête et de groupes de travail locaux (nationaux ou régionaux) destinés à mieux cerner les besoins d'autres entreprises sociales présentes sur le terrain et de mieux comprendre l'état des relations industrielles dans leur pays/région.

2. Identification des forces et des faiblesses (freins) des relations industrielles à partir des bonnes pratiques et expériences apportées par les partenaires.

3. Identification et analyse des modèles de coopération entre les différentes parties prenantes des relations industrielles et du dialogue social conventionnel. But : apporter des solutions ou des recommandations. À ce stade, les experts-partenaires soutiendront l'analyse des groupes d'entreprise : IDEES, un chercheur universitaire spécialiste des questions liées aux relations industrielles et syndicales, SAW-B et ENSIE.

4. Rédaction de recommandations pour les Entreprises Sociales, le Politique dans les états membres impliqués, les acteurs de la concertation sociale et les instances européennes. Objectif : élaborer des mesures communes afin de renforcer la visibilité, la reconnaissance et l'efficacité des relations industrielles dans le cadre des entreprises sociales.

5. Dissémination, par les réseaux européens partenaires du projet, des résultats des différents travaux auprès de leurs entreprises membres, des parties prenantes politiques et des acteurs du dialogue social.

6. Création ou renforcement de réseaux stables pour canaliser et organiser le progrès constant de ces initiatives entrepreneuriales innovantes. Cela se fera en partenariat avec les organisations syndicales et les réseaux d'entrepreneurs sociaux.

7. Promotion de l'égalité des chances et de l'amélioration de la qualité de vie des travailleurs, ainsi que du droit fondamental à vivre avec dignité dans la coresponsabilité

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|------------------------------|----------------------------------|------------|--|--------------------|----------------------|
| FONDAZIONE GIACOMO BRODOLINI | VIA BARBERINI n. 50 - 00187 Rome | IT - Italy | Decentralized collective bargaining in France, Germany and Italy: industrial relations and SMEs interactions for economic growth | 133 923.28 | 80 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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The project is aimed to improve expertise in the field of industrial relations, and in particular on the actual situation and future developments of decentralized collective bargaining in three EU Member States, namely Germany, France and Italy. These countries will be compared in terms of the usual measures of labor organization only in order to strengthen matters for industrial relations institutions. This means that the comparison that the study intends to carry out in this proposal will have a specific focus aimed at strengthening industrial relations: it regards decentralized collective bargaining in relations to SMEs and economic growth in Germany, France and Italy.

This aim will be achieved through desk analysis conducted by partners in the research, and mutual learning activities, involving also national and international stakeholders in the field of industrial relations. Desk analysis will help defining main legal provisions on decentralized bargaining in France, Italy and Germany with a special attention on SMEs. This phase will support the definition of the case studies to be analyzed, e.g. the decentralized collective bargaining agreements related to the National Collective Bargaining Agreements in the three involved countries. Case studies will be mainly analyzed through a mutual learning approach, consisting in the organization of two national cluster meetings among stakeholders per country, and two international stakeholders' cluster meetings in France and Germany. These meetings will explore concrete pathways for shedding a light on the main blurred aspects of decentralized collective bargaining, namely: wage settings; working hours; paritarian institutions. The main outputs of the study will be disseminated both at national level (in the countries covered by the action) and at the EU level, mainly through a final transnational conference to be held in Rome, and through the project website.

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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| University of Primorska, Science and Research Centre of Koper | Garibaldijeva 1 - 6000 Koper | SI - Slovenia | Organised Labour and Migrant Workers – in search of supportive practices: A Comparative Analysis of Trade Union Responses to Migrant Labour in Slovenia, Austria, Italy, Croatia, Serbia and the Former Yugoslav Republic of Macedonia | 111 590.98 | 80 |
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| Project summary | | | | | |
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The proposed project is a 6-countries (3 member states – Slovenia, Austria, Italy and 3 candidate counties – Croatia, Serbia, FYR of Macedonia) collective initiative to address the issue of the situation of migrant workers in participating countries and the role of trade unions in organizing migrant workers and protecting their rights. Previous assumptions about the 'unorganisability' of migrants have given way to the view that if unions adjust their organising campaigns to the needs of migrant workers, such campaigns can be quite successful.

Given the fact that such campaigns are more developed in some of the participating countries (in Italy, Austria and recently in Slovenia that are, at the same time, destination countries for many migrant workers from Croatia, Serbia and FYROM) the proposed project aims at identifying the trade unions that apply specific tools and models for effective protection of migrant workers' rights.

By networking the (selected) trade unions in participating countries could benefit from the exchange of information and experiences in order to adopt and apply best practices in forms of organization, representation and advocacy of migrant workers, who are, consequently, the final beneficiaries of this action.

Methodologically, the action plan is divided into two basic approaches, conducted by all partners: secondary research (mapping the field) on the working and living conditions of migrant workers combined with original research (interviews with migrant workers, trade union's representatives, NGO activists), in order to prepare a precise and target oriented action (guidelines and recommendations, focal points of information and support).

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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Federacja Związków Zawodowych Metalowcy | ul. Długa 29 - 00-238 Warszawa | PL - Poland | Safety and Productivity: Industrial Relations for Improved Quality of Work | 86 330.51 | 79.97 |
|---|--------------------------------|-------------|--|-----------|-------|

| Project summary | | | | | |
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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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This project will address economic problems experienced by metal industry in Europe by lobbying higher health and safety standards in works to improve both workers' well-being and productivity. In times of not only economic but also demographic world crisis, there is no place for tensions between industrial stakeholders but for finding solutions that are good for everyone. Adequate health and productivity management is one key to mitigate big losses. For workers and society those are losses in lives and people's activity. For employers and economy those are also financial losses in production processes. Safety and productivity management allows employers to cut costs of early retirement and insurance pay-outs, as well as recruit and train new staff. Older but more experienced workers are assets for employers as they are more precise and they monitor work of younger workers. However, their health requires special protection.

This project will contribute to promoting the link between health and safety at work with high productivity within the framework of European industrial relations. It will be achieved by means of international exchange meetings and dissemination of final publication which will include situation analysis and recommendations for European stakeholders. During the meetings experts will present the EU legislation on health and safety standards and address the issue of productivity in works. The working seminar will also include a short training in negotiation techniques that will prepare workers' representatives to dialogue with the employers. By national meetings, the scope will be extended on a larger number of addressees and involve local stakeholders. Importantly, the action will contribute to transferring the EU acquis to FYR Macedonia, a Candidate Country with metal mining and processing oriented industry.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Verband angestellter Akademiker und leitender Angestellter der chemischen Industrie e.V. | Mohrenstraße 11 - 17 - 50670 Köln | DE - Germany | Verbesserung der Voraussetzungen zur Gleichstellung von Frauen bei der Erwerbsbeteiligung in der europäischen chemischen Industrie - Best Practices und Strategien zur Vereinbarkeit von Berufsleben, Kindererziehung und der Pflege Älterer | 237 419.72 | 79.94 |
| Project summary | | | | | |

Das vorgeschlagene Projekt, gemeinsam entwickelt und eingereicht vom Antragsteller VAA und den europäischen Sozialpartnern der Chemie industriALL Europe, ECEG und FECCIA will eine nachhaltige Verbesserung der Voraussetzungen zur Gleichstellung von Frauen bei der Erwerbsbeteiligung in der europäischen chemischen Industrie erreichen. Im Mittelpunkt stehen dabei die Entwicklung von Strategien und die Evaluierung von Best Practices hinsichtlich der Vereinbarkeit von Qualifizierung, Beruf und Karriere mit der Erziehung von Kindern und der zunehmenden Notwendigkeit der Pflege Älterer und anderer Pflegebedürftigen im häuslichen Umfeld.

Dieses Vorhaben ist eine direkte Konsequenz aus den Ergebnissen der Projekte VP/2009/001/0286 und VP/2011/001/0187, die vom VAA zusammen mit FECCIA, ECEG und EMCEF (der Vorgängerorganisation von industriALL Europe) 2009/10, bzw. 2011/12 mit finanzieller Unterstützung der DG EMPL erfolgreich durchgeführt wurden.

Hier hat sich gezeigt, dass Frauen ein hohes ungenutztes Erwerbspotential darstellen, das nicht zuletzt die negativen Folgen des demografischen Wandels abmildern kann. Untersuchungen zeigen, dass das größte Hindernis zur Steigerung der Erwerbsbeteiligung von Frauen die doppelte Belastung von Beruf und Kindererziehung ist. Durch steigende Lebenszeit und Lebensarbeitszeit werden in Zukunft vermehrt Pflegeaufgaben dazu kommen – ein Aspekt, der in diesem Zusammenhang nicht in aller Konsequenz in Betracht gezogen wurde.

Vor diesem Hintergrund haben die Chemiespitzenverbände beschlossen, folgende auf den bisherigen Erkenntnissen aufbauende Maßnahmen umzusetzen:

- Erstellung einer Studie, die eine vergleichende Übersicht existierender gesetzlicher Regelungen und anderer Initiativen auf nationaler Ebene in einer Auswahl relevanter Staaten der EU 27 aufzeigt
- Erstellung von Good und Best Practice Beispielen aus der chemischen Industrie
- Entwicklung der E-Plattform „Work&Care“ mit regelmäßig aktualisierten Ergebnissen

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Fédération européenne des syndicats de l'alimentation, de l'agriculture du tourisme et connexe | Rue du Fossé aux Loups, 38, boîte 3 - 1000 Bruxelles | BE - Belgium | Implication pleine et entière des partenaires sociaux dans la PAC après 2013 : une démarche proactive pour le développement de l'emploi | 334 554.23 | 80 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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Trois facteurs de production sont essentiels dans le mécanisme de concentration des exploitations agricoles : le capital, le travail et la terre. Plus encore, c'est le rapport du coût entre ces trois facteurs qui influence l'évolution des structures agricoles. Un équilibre différent, avec une augmentation du prix du capital pourrait rendre le travail plus attractif par rapport au capital. Les emplois perdus dans l'agriculture peuvent aujourd'hui difficilement être « absorbés » par d'autres secteurs. Dans le contexte actuel de chômage croissant, la diminution du nombre d'exploitations agricoles et la réduction du plein-emploi agricole pose donc avec acuité le problème de l'emploi, dans un contexte de qualifications professionnelles qui évolue. L'augmentation de taille des exploitations peut certes mener à l'embauche de salariés agricoles, mais ces emplois sont souvent saisonniers, donc précaires, et faire apparaître des questions complexes en matière de santé/sécurité au travail, de formation, et de développement de nouveaux opérateurs sur le marché de l'emploi, à l'instar des sociétés de prestations de services, parmi lesquelles certaines appliquent des règles peu scrupuleuses du droit du travail. Ces éléments d'analyse sont présents dans nos réflexions relatives à la PAC après 2013, et intégrés dans notre positionnement en faveur d'un développement de l'emploi, au sens très large.

Notre démarche veut ainsi prendre en compte les points suivants :

- Précarité de l'emploi, risques élevés, pratiques illégales, pénurie de main d'œuvre qualifiée ;
- Taux d'activité des classes d'âges plus élevées ;
- Cohérence de la PAC avec les politiques et la stratégie « Europe 2020" ;
- Quelle est la situation et quels sont les problèmes de l'emploi salarié ? ;
- Quels sont les problèmes de l'emploi salarié qui devront être traités à l'avenir, dans le cadre du dialogue social ? ;
- Actualisation des données relatives au travail illégal et évaluation des actions menées depuis 5 ans ;
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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Universitat de Barcelona | Gran Via de les Corts Catalanes, 585 - 08007 Barcelona | ES - Spain | LinkAge: Labour Market Integration of Vulnerable Age Groups through Social Dialogue | 190 164.35 | 80 |
| Project summary | | | | | |

Many challenges are presented by demographic structures and the effects of recession, restructuring, and globalisation. Today's labour market is characterised by an ageing population coupled with rising youth unemployment. All too often, both younger and older age groups (under 25s and over 55s) fall into the category of 'vulnerable workers'.

LinkAge is an action research project developed to examine age in terms of enabling and constraining activities advanced by trade unions and employers' representatives in Europe. Adopting a 'rights-based' rather than 'needs-based' approach, LinkAge will provide research to identify actions aimed at representation, engagement and active inclusion in relation to 'active ageing' and youth employment, specifically framed within the context of recent economic changes, developments in industrial relations and social dialogue.

Assuming a qualitative methodology and a multidimensional approach, the project shall promote social dialogue in terms of discourse and exchange of practice for investigating the current reality in tandem with the breadth of alternative strategies. This will facilitate creation of informed policy recommendations for improvement of working conditions for vulnerable age collectives, which will be based on common features of integration and equality.

LinkAge will highlight good practice examples on labour market integration of vulnerable age groups from the study's six countries and at the European comparative level. In addition to the knowledge gained from the LinkAge research, a key added value of the project is contributed by the participation of two primary national trade unions, Solidarnosc (Poland), and IRES-CGIL (Italy), working alongside selected research institutions from Spain, the UK, Belgium, Austria and Italy.

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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|---|---|--------------|--|--------------------|----------------------|
| CONFEDERATION EUROPEENNE DES SYNDICATS INDEPENDANTS | 1-5 Avenue de la Joyeuse Entrée - 1040 Brussels | BE - Belgium | Secteur Public en Europe: un employeur de choix dans l'Intérêt Général - Les enjeux du recrutement et du maintien dans l'emploi. | 166 778.30 | 80 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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En déposant ce projet, la CESI vise à

- Informer, via un colloque, quelques 140 acteurs concernés

- Rédiger les actes du colloque en différentes langues et les adresser à une centaine de directeurs de ressources humaines de grandes administrations d'au moins cinq Etats Membres (DE, FR, UK, ES, IT)

L'Union européenne fait face à un déclin démographique. Par ailleurs, la baisse du taux de natalité conjuguée à l'augmentation de l'espérance de vie entraîne le vieillissement de la population et notamment de la population active en Europe. La forte progression du rapport inactifs âgés / actifs pose de nombreux défis.

Le premier est l'augmentation des besoins des personnes âgées en services sociaux et en soins de santé. Le deuxième défi est la nécessité d'accroître la productivité en raison des pressions budgétaires créées par une population vieillissante et accentuée par la survenue et la durée de la crise.

Si le secteur public doit répondre à l'évolution des demandes d'une société vieillissante, il doit faire face, en interne, au vieillissement de ses propres effectifs, lequel est plus rapide que le reste de la société et que le marché du travail au sens large

Les pouvoirs publics doivent gérer le départ à la retraite d'un grand nombre de personnes expérimentées sur une période assez courte. Ces départs en grand nombre sont l'occasion pour les administrations de recruter des employés avec de nouvelles compétences. Ils constituent également un défi du fait de la perte de capacités essentielles et de la nécessité de différer le départ à la retraite de certains personnels-clés. Cette perte de compétences est particulièrement ressentie aux niveaux de direction.

Pour demeurer durables et compétitifs, les pouvoirs publics se doivent de mener une gestion prévisionnelle des effectifs et des compétences. Deux facteurs se révèlent déterminants dans cette stratégie :

- Le recrutement

- Le maintien/fidélisation des employés publics

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|---|---|------------|--|--------------------|----------------------|
| ECIPA - Confederal Body for the vocational training in craft and Small-and Medium-sized Enterprises | Via Giuseppe Tomassetti, 12 - 00161 Rome | IT - Italy | PROBES:Promote the participation of the Professional Beauticians to the European Sector Social Dialogue of Personal Services | 79 486.85 | 79.89 |
| Project summary | | | | | |

The project PROBES aims at expand the representativeness and at reinforce the activity of the European Sector Social Dialogue for Personal services by promoting the participation of the professional beauticians in it. The representation of beautician sector has different form in different countries. There are some countries where beauticians enterprises are represented jointly by the hairdresser organizations; countries (Italy, France, Spain, Greece, Luxembourg, Cyprus) where the beauticians organizations are already social partner at national level; countries (Ireland,) where beauticians participate in informal way to the Social Dialogue and countries (the new EU members), where beauticians, also being grouped, do not know how to cooperate with other organizations of the sector to participate in the Social Dialogue. The participation of beauticians (218.000 enterprises in the 15 EU employing 650.000, and 11.600 employing 30.000, in others) with large majority of women, among the entrepreneurs and work force, will favor the initiative of the social dialogue, will reinforce the implementation of its outcomes, will contribute to the new strategy of the European Commission regarding the strengthening of representation of the European Sector Social Dialogue. The initiative of the project PROBES is justified by the new challenges of the profession of beauticians in Europe (health and safety provisions, introduction of professional standards, continuous vocational training and provision of new skill needs, to qualify the profession and protect the consumer in the Europe of the 27). This new challenges requires an increased cooperation between the hairdressers and the beauticians because of common matters to deal with in these challenge. This is a common position of Coiffure EU, CEPEC (the European Confederation of professional beauticians) already expressed during the meeting between the Organizations. UNI Europa Hair&Beauty, also share this action and its aims.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Fédération européenne des syndicats de l'alimentation, de l'agriculture du tourisme et connexe | Rue du Fossé aux Loups, 38, boîte 3 - 1000 Bruxelles | BE - Belgium | Le développement des emplois « verts » dans le secteur agricole : contribution à la mise en œuvre de la stratégie « Europe 2020 » | 207 956.78 | 80 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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La filière verte promet un grand nombre d'emplois, dans plusieurs secteurs, dont l'agriculture : le secteur de l'environnement est l'un des moteurs les plus puissants de la relance économique et de l'emploi.

Cette attente fait l'objet d'attentions particulières de plusieurs Etats membres (par exemple en France, avec la création d'observatoires régionaux des emplois verts, avec, pour mission, d'établir un diagnostic des emplois, des métiers et des formations de la filière).

A titre d'exemple concret, le cas de l'Autriche mérite d'être souligné car, aujourd'hui, un emploi sur vingt est déjà un emploi vert (tout secteur confondu), avec l'objectif de faire augmenter cette proportion à 50% d'ici 2020. Cette initiative vise à offrir des perspectives importantes sur le marché du travail, notamment pour les jeunes (via un centre d'excellence « green jobs Austria »).

L'intérêt pour cette question est d'autant plus important pour notre secteur, que ce développement génère une attractivité nouvelle (dont le niveau actuel constitue un réel frein à l'embauche dans notre secteur, jusqu'à présent). En outre, à ces facteurs nouveaux de réussite, s'ajoute un élément essentiel qui milite en faveur d'une amélioration de conditions de santé au travail par une réduction significative de l'exposition aux pesticides, et d'autres travaux négatifs.

Il s'agit donc pour notre secteur d'un ensemble de sujets nouveaux de nature à modifier sensiblement la structure des métiers de notre secteur. L'importance de ce sujet est devenue évidence, et nécessite qu'une véritable démarche stratégique soit développée afin de répondre aux nouveaux défis que pose cette nouvelle filière.

C'est dans ce cadre que nous voulons entamer une réflexion profonde sur le potentiel offert par ces nouveaux développements, afin de définir une ligne politique que nous inscrirons dans le programme de travail des partenaires sociaux, au niveau du comité sectoriel de dialogue social.



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| European Transport Workers' Federation | Galerie Agora rue du Marché aux Herbes 105 - 1000 Brussels | BE - Belgium | Disseminating Training Materials for a Harassment and Bullying-free Workplace in Shipping | 263 280.40 | 79.11 |
| Project summary | | | | | |

This project is conceived as a follow-up to the first joint ETF/ECSA project, carried out in 2004, which aimed at tackling the issue of harassment and bullying at sea by developing the ETF/ECSA Guidelines as well as a training package to be used by EU shipping companies.

If the initial project has been effective in defining the phenomenon 'bullying' and 'harassment' and thus in providing clear guidelines to identify such incidents, it seems however that the tools developed at that time have not been sufficiently disseminated and the phenomenon has not receded (as shown in a survey conducted by Nautilus International in 2010). In order to address the shortcomings of the initial project, notably with regard to dissemination, ETF and ECSA have decided to submit this follow-up initiative.

This project should focus on updating and completing the 2004 ETF/ECSA guidelines through a wide consultation of all the stakeholders concerned, and notably the representatives from unions and shipowners from both current EU countries plus Croatia as acceding country. The Guidelines should also be revised in line with the latest regulatory developments (Directive 2009/13 implementing the ILO Maritime Labour Convention of 2006, the recommendations of the Task Force on Maritime Employment and Competitiveness, the Communication COM(2009) 8 entitled Strategic goals and recommendations for the EU's maritime).

In addition to this updating process, this project should also contribute to a better level of dissemination of the updated Guidelines and training material so as to efficiently and effectively eradicate bullying and harassment practices. It should also contribute to achieve a better understanding of the phenomenon at shipping companies level as well as a better awareness amongst seafarers.



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|---|-------------------------------|--------------|---|--------------------|----------------------|
| European Federation of Public Service Unions - (member of ETUC) | Rue Royale 45 - 1000 Brussels | BE - Belgium | Promoting trade union solutions to help closing the gender pay gap in the public sector | 108 216.65 | 79.95 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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There are three main elements to the project. Firstly, a research project which will focus on getting national data to show the scale of the gender pay gap in EPSU sectors- health care and social services, local and regional government, national administration, public utilities and to review measures taken by EPSU affiliates and other trade unions in an attempt to close the gender pay gap. The background research will help provide statistics and identify the main sources of information to make it easier for EPSU and its affiliates to continue to monitor trends in the future.

The second element will be the the organization of a European Gender and Women's Conference on 24 May in Brussels where this research will be presented by bringing together the male-dominated (national administration, public utilities) and female-dominated (health and social services, local and regional government) EPSU sectors to discuss and disseminate the impact of the crisis/austerity measures on women's pay and measure progress on EPSU's commitment towards closing the gender pay gap by five percentage points. Strategically, it is envisaged through this project to lead up to a debate on how to gender-mainstream activities for the EPSU sectoral social dialogue committees and to bring gender equality in a more structured manner on the agenda of the SSDC together with the employer organizations.

The third element of the project consists of a regional meeting organized in Vienna on 24 October 2013 to evaluate future gender equality activities with the European employers with EPSU leading up to its Congress in 2014. This should also allow to formulate training activities on the gender pay gap for public sector trade unionists to strengthen the capacity of social partners to bridge the gender pay gap, and to improve the understanding of wage inequalities by European social partners.



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|---|---|--------------|---|--------------------|----------------------|
| Association of European Public Postal Operators | Boulevard de la Woluwe 34 - 1200 Brussels | BE - Belgium | Developing a quality postal service in the digital age; Listening sessions - selection of national good practices | 182 375.94 | 80 |
| Project summary | | | | | |

This new project aims at continuing, with a new logic, the process of close monitoring of the postal sector evolution started with the Social Observatory initiative in 2008/2009. In view of the profound transformation that the postal sector is facing, it appears today necessary to have a closer analysis on how this transformation impacts the operators' work processes and the postal sector's environment.

The current project aims at analysing in more depth a few significant initiatives initiated by National Postal Operators (NPOs) and Trade Unions on key topics in order to elaborate some common lessons for all. This requires a selective and thorough approach on each topic. It will take the form of 6 listening sessions on 6 different topics involving a limited number of participants and one selected country (both employers and unions' representatives) each time to enable the exchange of detailed information on each national practice. The first part of the sessions will consist in an analytical testimony on the national initiative while the second part will be a round-table gathering the invited country as well as all the members of the Postal Sector Evolution working group.

More precisely a list of key topics has been established:

- Social regulation
- Universal Service
- Work organization in parcels
- Work organization in retail
- Work organization in sorting
- Innovative utilization of networks and employability

These topics along with the SDC 2012 work programme cover the internal management of change within NPOs but also the broader evolutions at sectoral level with a particular focus in both cases on the role of social partners.

A final conference will enable the sharing of the results of the listening sessions with the social partners of all Member states, the main stakeholders of the sector as well as other experts but also to open the debate.



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| EuroCommerce- The retail, wholesale and international trade representation to the EU | 85, avenue des Nerviens - 1040 Brussels | BE - Belgium | Promoting capacity building and improving social dialogue in the commerce sector for the organisations in new Member States and candidate countries | 244 880.61 | 79.95 |
| Project summary | | | | | |

A better involvement of their respective representatives in Candidate countries at the beginning, then in New Member States has always been part of the priorities of the social partners. They have organized workshops and round tables in almost all these countries between 2000 and 2007 with the financial support of the EU Commission in order to provide the representatives of social partner organisations with relevant information on EU social policies, sectoral social dialogue and to support them in the implementation of the EU social acquis.

As previous projects in this area show, in many cases social partners still lack the financial and human resources capacity to engage in a true social dialogue at sectoral level, their organizations are still weak and they face communication and language barriers. On the other, businesses are not always organized in employers' associations (or are not part of them) and/or are not committed to social dialogue at both national and European level.

The European Social partners in the commerce sector will achieve these objectives by the implementation of the following activities:

*Organizing separate preparatory activities for each side in regional working groups

*Organizing 4 joint workshops on a regional basis on the most relevant topics at both national and European level

*Organize a final seminar on industrial relations, social dialogue and EU social policies in Brussels

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--|--|--------------|--|--------------------|----------------------|
| BUSINESSEUROPE, the Confederation of European Business | Avenue de Cortenbergh, 168 - 1000 Brussels | BE - Belgium | Integrated Programme of the EU Social Dialogue 2013-14 | 557 089.78 | 95 |
| Project summary | | | | | |

The Integrated Programme of the European Social Dialogue was created in 2004 by the four European Social Partners organisations ETUC, BUSINESSEUROPE, CEEP and UEAPME in order to address a number of challenges in the European labour markets. At its origin, the Integrated Programme (IP) was designed to carry out specific actions aimed at "improving the capacity of social partner's member states that joined the EU since 2004 and candidate countries, in view of effective participation in the EU social dialogue".

Since then, the IP has covered more issues ranging from capacity building to restructuring, from climate change to flexicurity and EU SD texts and instruments. During eight years, the different editions encompassed diverse tools (reports, analysis, etc.) and events (seminars, EU conferences, etc.).

In the present proposal, the EU social partners wish to follow closely the priorities decided in their autonomous Work Programme 2012-14. There are three main projects:

IP1 – "A toolkit for gender equality in practice": we will develop a web-based database on gender equality, with support of a subcontractor, building upon the results obtained by the 2005 Framework of Actions, aiming at promoting concrete examples of social partners activities reported at the workplace level.

IP2 – "Education and lifelong learning": we will organise a joint conference on "Skills needs in greening economies", building upon practices identified in our 2009-11 project as well as a number of new ones; and one joint conference on "Active Ageing", building upon the 2012 employers and trade unions separate projects.

IP3 – "A resource centre of the EU social dialogue" will encompass a series of conferences and seminars aiming at: better implementing EU SD instruments; better promoting the results of the EU SD; and addressing specific issues such as the implementation of the "Inclusive labour markets agreement" and the "transition between education and employment".

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| NIEZALEZNY SAMORZADNY ZWIAZEK ZAWODOWY "SOLIDARNOSC" - KOMISJA KRAJOWA (ENG. INDEPENDENT AND SELF-GOVERNING TRADE UNION "SOLIDARNOSC" - NATIONAL COMMISSION) | UL. WALY PIASTOWSKIE 24 80-855 GDANSK, POLAND - 80-855 GDANSK | PL - Poland | Protection of employees against the atypical forms of employment | 106 385.40 | 80 |
| Project summary | | | | | |

It based on 3 Directives: 99/70/EC, 2003/88/EC, 2008/104/EC and "EU Employment Package"18.04.12 for creating conditions for the involvement of national trade unions in preparing actions to implement Package proposals in terms of the atypical forms of employment. Eurostat'11 highlights dysfunctional Polish labour market-the highest number of such contracts and one of the lowest pay in the EU). As a result of the crisis the number of the self-employed increases (2,884,000 -CSO'11) mostly caused by firms encouraging their workers to provide services as self-employed to save firms' costs and make them easy to terminate the contract once the demand for their services is reduced. According to Polish experts number of contracts with no employment protection and pension rights will be growing as economy gets weaker. NSZZ „S” identifies a need to improve relations between capital and labour and its role in creating labour market policy so the project is to identify and analyse the possibility of trade unions to take action in the area of: protection of the self-employed and precarious workers; ways of eliminating pathology and safeguarding them with the possibility of legislative changes; potential of the Labour Fund to develop a national employment policy with the social partners participation. The objective pursued by: 1. collecting materials for expertise; 2. an international workshop; 3. a debate for Polish social partners; 4. the expertise; 5. 3 international seminars; 6. Dissemination of the results. The result of these measures will be a clear diagnosis of the status quo in the four EU Member States which will enable to establish clear ways of active participation of workers' representations in creating national employment policies in the four project countries and also to verify and disseminate the solutions among the Polish employers' organisations and trade union representative organisations in 4 countries.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Federacion de Servicios a la Ciudadania de CCOO | Plaza de Cristino Martos, 4. 6a Planta - 28015 Madrid | ES - Spain | Innovation and change in Public Service Sector | 232 079.10 | 80 |
| Project summary | | | | | |

Public Services throughout Europe face increasing pressure for change in terms of both the limits on public spending caused by today's enormous challenges associated with the financial and economic crisis of 2008 and 2009, and of population ageing increasingly affecting the nature and extent of demand for Public Services. These problems already can be seen in lot of the EU's Member States as well as candidate countries. The idea of innovation in the public sector services is relatively new. The fact is that the public services in many states do not correspond to the social feelings contemporary standards and needs arising from increased aspirations for quality of life. The sphere of public services suffer also from technological underdevelopment. This causes the effect that the public service sector in many Member States operates and develops much less efficiently than it would in front of the needs and expectations of communities and authorities.

Public services contribute directly and indirectly to the development of many economic sectors and create innovative solutions in both the technology, organization and change management. The improvement of functioning the public institutions is very complex. Required the involvement of all the actors operating in this specific sector. More than 50% of Europe's trade union members are found today in the Public Services and the trade unions play an important and influential role in the introduction of change. An active social partners' engagement is an essential part in the effective improvement of the quality of public services.

The action is response to diagnosed problems in public sector in different European countries. The action will last for 12 months, from December 2012 until November 2013, we plan to organize four international meetings devoted to different problems affecting the public service sector in Europe. Altogether 126 people will take part in the action, 18 from each partnership country.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| European Trade Union Confederation | Boulevard du Roi Albert II, n °5 - 1210 Brussels | BE - Belgium | Providing welfare through social dialogue: a renewed role for social partners? | 203 749.61 | 80 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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In the last decades, there have been many innovations in the field of industrial relations and the welfare state. Firstly, welfare programmes have been hit by austerity measures: in many countries, cost containment has resulted in a projected decline of social benefits and services. Secondly, many welfare policy areas have seen a shift from national to sub-national competencies. Thirdly, in recent years there has been an increase in supplementary social benefits and transfers set up by the social partners. The latter have played a growing role in providing social benefits (bilateral initiatives implemented through social dialogue as well as unilateral actions by the employers). In this project we will refer to 'contract welfare' to describe this new reality of supplementary welfare provision based on collective bargaining and/or unilateral action by the employer.

these trends give rise to important questions about the changing role of social partners, and the present and future of the welfare state (in terms of outputs and outcomes). The present project aims to map and assess the increased role of 'contract welfare' in eight EU Member States: Austria, Belgium, Germany, Italy, Poland, Spain, Sweden and the UK); to illustrate the gradual diversification of welfare rights in specific policy fields and in a number of sectors; and to improve our understanding of its main outputs and outcomes. It eventually aims to identify the main consequences of 'contract welfare' for social dialogue (and especially the role of trade unions).

The project therefore foresees:

- some data collection and information gathering, to be done by the national-level project partners (in charge of drafting national reports),
- some dissemination activities where experts and social partners can debate and exchange (workshops and an EU conference),
- as well as new media tools for a wider dissemination of the project findings and publication.



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Fagligt Internationalt Center | Teglværksgade 27, 1. - 2100 Copenhagen Ø | DK - Denmark | Decent work for European youth - active methods and best practices | 174 952.89 | 80 |
| Project summary | | | | | |

The main scope of this project idea is to reinforce the existing networks of active youth and establish a new network of European youth which can have an impact on industrial relations. One of the best practices from the Danish point of view regarding decent working conditions for youth is the cross-sectoral trade union youth unit called the Job Patrol. The Job Patrol was originally placed under the main confederation of trade unions (LO) but has since January 2012 been placed under the two largest unions of the LO, the HK (Commercial and Clerical Trade Union) and the 3F (United Federation of Danish Workers).

The concept of the Job Patrol is older than its youth activists – with over 30 years on its back. Its basic aim is to visit work places that employ youth workers in all parts of Denmark every summer. The youth activists pay visits to thousands of companies and conduct thousands of interviews and the results are published in yearly reports available to the public. Cases of precarious or unsafe work are reported to the local trade unions which are responsible for the follow-up actions towards the employer.

For instance, last year the Job Patrols' 400 youth activists visited more than 10.000 companies and conducted interviews in nearly 2.500 of them. In other words, thousands of young workers were informed of their rights about health and safety, wage, holiday leave and other important issues that the young workers have not necessarily discussed with neither colleagues, parents nor friends. In fact, 42 percent of the young workers have not done so. One third of the young workers did not know if their work place was covered by the collective agreement. 42,8 percent of the company visits which led to an interview needed some sort of industrial action, mainly in the area of working environment. These findings provide with valuable information about young workers' working conditions. Also, youth migrants are particularly unaware of the health and safety provisions.



| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| UNI Europa | 31, rue de l'hôpital - 1000 Brussels | BE - Belgium | Occupational health and safety in the hairdressing sector - Implementing the European framework agreement | 223 249.50 | 94.14 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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Occupational skin diseases are the second most common health problem in Europe. Hairdressing is the most high risk profession for occupational skin diseases. Convinced of the crucial importance of preserving the good health of all persons working in the hairdressing salons and to preventing occupational risks in the sector, UNI Europa Hair & Beauty and the Coiffure EU have taken a number of initiatives to face these challenges. In April 2012, the European social partners reached an agreement on clear guidance for hairdressers to work in a healthy and safe environment throughout their careers. The agreement, which is the result of an autonomous initiative on the part of the workers and employers, builds on existing national best practices in the Member States that are effective in reducing occupational health risks. This agreement is a regulation by social partners for social partners and is tailor-made for small businesses, as hairdressing salons on average have less than three workers. UNI Europa Hair & Beauty and Coiffure EU is now asking the Commission for their agreement to be made legally binding in the EU. Before presenting a legislative proposal to the Council of Ministers, the Commission will have to carry out an assessment of the representative status of the signatory parties, their mandate and the legality of each clause of the agreement in relation to existing Union law. In order to support actively this work and promote the results of Social dialogue Committee and particularly the implementation of the European framework agreement on the protection of occupational health and safety, UNI Europa Hair & Beauty and Coiffure EU decided to launch jointly this important project. The project also aims to support and promote the social dialogue among hairdressers in the countries where no national social partner exists and to increase the capacity of existing organisations which are national social partners and members of UNI Europa Hair & Beauty and Coiffure EU

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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| ZVEZA SVOBODNIH SINDIKATOV SLOVENIJE | Dalmatinova 4 - 1000 Ljubljana | SI - Slovenia | GENDER PAY GAP - FROM EXPERTISE TO ACTION | 84 173.59 | 78.57 |
| Project summary | | | | | |

At first look, at Slovenian national level, the gender pay gap is not so large, but when we examine wages at the level of occupation or activities, the gender pay gap dramatically increases. According to the statistical data in 2009 the average gross monthly earnings of women stood at 97.1 % of men's (lower by 43 EUR). The gender pay gap increased somehow in 2010, when the average monthly gross earnings of women represented 96.5 % of men's (lower by 55 EUR).

In 2010, the difference between men's and women's earnings in percentage was the highest in human health and social work activities, where women had on average 28.8 % lower earnings. The difference was slightly smaller in financial and insurance activities, where on average women had 27.6 % lower earnings than men. When wages are compared according to groups of occupation similar results are obtained. Women professionals earn only 87.2 % of men's earnings, the same applies to service workers and shop and market sales workers where women earn only 79.5 % of men's earnings. In Slovenia women have attained better education than men, and the gender pay gap is the highest when wages of highly educated employees are compared. This data show that women in Slovenia are also facing disadvantages on the labour market, including sex segregation, vertical segregation into different positions in organisational hierarchies, concentration in non-standard jobs where pay is lower and career prospects are weaker.

Detailed study and economic analysis of data collected at company level will give us the insight of measures needed to reduce the gender segregation on the lower levels of the labour market, including the measures which will be implemented into the social dialogue and collective agreements on the level of activities and on company level. The information material produced on this project will help trade union representatives to start a social dialogue on possible measures for minimising the gender pay gap.

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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| European Centre of Employers and Enterprises providing Public Services | Rue des Deux Eglises 26 - 1000 Brussels | BE - Belgium | Matching education with the needs of Public Services on the labour market | 139 625.68 | 80 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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The Europe 2020 Strategy has set an ambitious target of a 75% employment rate to be achieved by 2020. Today shortages of skills and competences have become a serious problem in many economic sectors and an obstacle to growth in some enterprises. In one worldwide survey of CEOs published recently, one in four CEOs said they were unable to pursue a market opportunity or have had to cancel or delay a strategic initiative because of a lack of talent. According to a CEO of a European energy company, "Close to 15 percent of energy-related investments around the world fail or are lost because a suitable workforce is not available".

The Bruges Communiqué called for vocational education and training to better respond to labour market needs. Project partners believe that a better matching of education with market needs comes not only with a better understanding of emerging and evolving needs of skills and competences but also with stronger involvement of the vocational education sector with representatives of enterprises / organisations.

The terms 'competence' and 'key competence' are preferred to 'basic skills', which was considered too restrictive as it was generally taken to refer to basic literacy and numeracy and to what are known variously as 'survival' or 'life' skills. 'Competence' is considered to refer to a combination of skills, knowledge, aptitudes and attitudes, and to include the disposition to learn in addition to know-how.

The project will have the following objectives:

To "map" current and future competences needed in public services enterprises via a specific survey in selected enterprises and a specific seminar;

To create a collection of best practices in establishing bridges between enterprises and the education sector;

To set recommendations regarding better skills and competences in Europe for the attention of both policy-makers - including social partners - and education operators.

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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| European Trade Union Confederation | 5, Boulevard du Roi Albert II - 1210 BRUXELLES | BE - Belgium | Integrated Programme of the EU Social Dialogue 2013-14 | 595 876.98 | 95 |
| Project summary | | | | | |

The Integrated Programme of the European Social Dialogue was created in 2004 by the four European Social Partners organisations ETUC, BUSINESSEUROPE, CEEP and UEAPME in order to address a number of challenges in the European labour markets. At its origin, the Integrated Programme (IP) was designed to carry out specific actions aimed at "improving the capacity of social partner's member states that joined the EU since 2004 and candidate countries, in view of effective participation in the EU social dialogue".

Since then, the IP has covered more issues ranging from capacity building to restructuring, from climate change to flexicurity and EU SD texts and instruments. During eight years, the different editions encompassed diverse tools (reports, analysis, etc.) and events (seminars, EU conferences, etc.).

In the present proposal, the EU social partners wish to follow closely the priorities decided in their autonomous Work Programme 2012-14. There are three main projects:

IP1 – "A toolkit for gender equality in practice": we will develop a web-based database on gender equality, with support of a subcontractor, building upon the results obtained by the 2005 Framework of Actions, aiming at promoting concrete examples of social partners activities reported at the workplace level.

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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| European Trade Union Confederation | Boulevard du Roi Albert II, n°5 - 1210 Brussels | BE - Belgium | Towards a European quality framework for apprenticeship and work-based learning: best practices and trade unions contribution | 150 731.93 | 79.99 |
| Project summary | | | | | |

The ETUC intends to provide a concrete contribution to the policy debate on smooth transition from school to work and in particular to stand up trade unions agenda for enhancing the quality and the image of apprenticeships scheme in Europe.

- A comparative study engaging ETUC member organisations will therefore be realised. As a starting point for reflection, the ETUC will gather trade unions' views about the identified challenges by the EC study "Apprenticeship supply in the Member States of the European union" but also by the work promoted by our counterparts (BUSINESSEUROPE and UEAPME) and explore what challenges are relevant for the unions and most importantly, what are the proposals advanced in order to overcome them, also on the basis of concrete good practices.

Some EU countries (ie France and Italy) have recently undergone a reform of their apprenticeship-type schemes, while others (such the UK) are currently discussing how to improve their current systems. The project would aim at looking at the role played by the social partners, and in particular trade unions in the reforms adopted as well as highlight main contents of such reforms and trade unions' views in the countries where the debate is having place.

The general aim of the project is to identify the characteristics which trade unions share for establishing quality apprenticeship in Europe and to situate the institution of apprenticeship within the wider context of education and training provision for young people as they prepare to enter the labour market.

- In addition to the study, we envisage a Conference at European level to discuss and disseminate the results of the study with a wider public, composed of trade unionists, public authorities, business organizations.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Federacion de Comercio Hosteleria Turismo y Juego - Union General de Trabajadores | Avenida de America, 25 - 28002 Madrid | ES - Spain | DOTEC, Dialogue to overcome the economic crisis | 116 393.53 | 80 |
| Project summary | | | | | |

The system of industrial relations at the European level is different between the countries and, although there is a common background, except for the United Kingdom, it is permanently evolving. The global economic and financial crisis represented a unique test of the capacity of European social dialogue to generate practical solutions to a variety of Europe-wide challenges.

Since the outbreak of the crisis, the social partners have made proposals about how to deal with its effects and how to support the recovery, and have reacted to the policies launched by the European Commission. And finally, the social partners failed to produce a joint declaration, and in this environment their differences prevailed, and pre-existing divergences intensified.

Then it is time to stop, think about the current situation and build step by step small consensus that could be adopted and extended across Europe.

Therefore, DOTEC plans to establish a close cooperation between two national representative trade unions from the worst hit by the economic crisis countries, Spain and Italy. They are to develop conferences, workshops and joint publications in order to arrive to a consensus to improve industrial relations in the field of tourism and catering. This short consortium will provide the perfect environment to decrease the needed time to find solutions to face against the risks of this sector. However, DOTEC never lose the European perspective, because it is important that the small advances achieved through the project are to be subsequently transferred to the rest of Europe. Therefore the participation of the European Sectoral Social Dialogue Committees (SSDC) is foreseen along the whole project.

Regarding to this, DOTEC has been designed in three consecutive stages, launching the project; exchange of information and transfer of knowledge among the different stakeholders from Spain and Italy under the supervision of the SSDC; and, finally expanding the results to the rest of Europe

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| EUROPEAN TRADE UNION CONFEDERATION | Boulevard du Roi Albert II, 5 - 1210 Brussels | BE - Belgium | BARGAINING FOR EQUALITY | 207 763.54 | 79.96 |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Project summary | | | | | |

An overview of ETUC members' actions to address this discrimination was carried out in 2008 (see 8th of March Survey: <http://www.etuc.org/a/5827>); the main result of this survey was that equal pay continues to be a key issue for nearly all national trade union confederations that replied. A large number of trade unions noted that the actual pay gap is in fact significantly higher than that published by the European Commission, which reinforces the need for trade unions to continue their actions in this area. The ETUC would therefore like to take its actions in terms of collection of data and exchange of good practices a step further, updating the good practices to address the gender pay gap through collective bargaining since 2008 so as to be able to assess progress or lack of progress, focusing in more detail on collective bargaining bodies and negotiating structures at all levels in trade union organisations, both quantitative as qualitative (i.e. in terms of figures and in terms of identifying factors for success or failure). ETUC would also like to assess whether, and if so how, the economic crisis has impacted on trade union strategies regarding collective bargaining and equal pay/gender pay gap. This would enable ETUC to track developments in our member organisations, and develop proposals and guidelines for achieving better results.

ETUC would also like to facilitate an exchange of trade unions' good practices to foster negotiating policies and practices that include gender equality in all its dimensions in collective bargaining and social dialogue. This will contribute to the important debate on how trade unions can improve the implementation of the principle of gender mainstreaming, understanding the positive effects which this may have not only for women but also for men, and the economy and society at large.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Union de Profesionales y Trabajadores Autónomos de España / Professionals and Self-Employed Workers Union of Spain | C/ Ciudad Real, 5 local - 28045 Madrid | ES - Spain | TRADE - EUROPEAN NETWORK FOR THE SUPPORT OF SELF-EMPLOYMENT AND ECONOMICALLY DEPENDENT WORK | 145 923.04 | 80 |
| Project summary | | | | | |

The VP/2012/001 call for proposals, promoted by the DG Employment, Social affairs and inclusion, is addressed to encourage industrial relations and European social dialogue as a tool for achieving the challenges of the employment and social policies established by the Europe 2020 Strategy, adapting such policies to the changes occurred in the reality of the business and labour frameworks. The TRADE project aims to establish a European Network fighting against the precarious situation of many economically dependent self-employed workers in Europe, beginning with the generation of knowledge about this reality and enabling a better understanding of the phenomenon by those social partners that has the possibility to claim for the rights of these workers. One of the main aims of the project will be the development of a map of associations, according to the rules for the trade unions and employers organisations in the different countries and determine the willingness of association of these target groups, promoting their participation in the existing trade unions and employers organisations which can make their structures more flexible to find the right space for this new forms of work. Their participation in the already existing organisations will allow a better participation of this target group in the European Social Dialogue and also an enrichment of it. The scope of the TRADE Project, with a planned duration of 12 months, is to analyse and better understand the complex reality of economically dependent self-employment in different European countries and to define a statistical methodology enabling to collect reliable data in order to quantify the target group and therefore to propose measures that improve the situation of the target group in an harmonized way.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| University of LEUVEN | Oudemarkt, n° 13 - 3000 Leuven | BE - Belgium | New European Industrial Relations (NEIRE): Expectations of Employers on Employee representatives' roles, attitudes and competencies to act as partners in social innovation. | 280 641.60 | 79.85 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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The overall aim of the project is to improve the quality of social dialogue as a tool for innovation, by exploring European employers' experiences and expectations on structures, roles, attitudes and competencies of employee representatives.

1. Comparative study

The research network New European Industrial Relations (NEIRE) will conduct a qualitative and quantitative study in 11 member states (Belgium, Denmark, Estonia, France, Germany, Italy, the Netherlands, Poland, Portugal, Spain and United Kingdom). The qualitative data collection includes in depth interviews with employers in 10 organizations in each participant country. The quantitative data in each country will be collected via online surveys. In each country around 100 surveys filled in by employers will be collected. The private sector will be represented by finance and manufacturing; and the public sector by education. Differences across countries, across sectors and across size of the organizations will be explored. The research aims to create awareness of the importance of social dialogue among employers in the EU through an appreciative approach.

2. Dissemination materials & activities

In order to disseminate the results, printed and online material will be distributed among the social partners in the participant member states. Actions include: (a) a handbook in English; (b) summary of the handbook with good practices in 10 European languages; (c) a short report with main results for each participating country in its own language.

Furthermore, each country will organize a seminar at national level, and a European seminar is organized, for dissemination of results, exploring good practices, and promoting a data driven dialogue between the different partners (employers, employee representatives, policy makers).

(See detailed work program)

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| UNI Europa (UNI MEI) | Rue de l'Hôpital, 31 - 1000 Brussels | BE - Belgium | : Developing a European Interactive Risk Assessment Tool (IRAT) for use in the Live Performance Sector | 79 900.00 | 77.74 |
| Project summary | | | | | |

The Sectoral Social Partners of the Sectoral Social Dialogue Committee on Live Performance are committed to the ambition of developing a European Risk Assessment Tool for the Live performance sector, which they believe has the potential to deliver real added value in the context of touring productions, and thus also in countries where risk assessment tools are not widespread.

From their exchanges on this issue dating back to 2009, it is clear that extra support and resources are needed to achieve this goal. For this reason, they have jointly decided to seek financial support from the European Commission within the framework of the present call. The project will primarily aim to implement the Social Dialogue Committee's work programme measure to develop an IRAT for the sector.

The project will be led by a steering group, composed of a parity of the European sectoral social partners. This steering group will:

- meet to designate and contract the project expert, following a tendering and recruitment procedure;
- Meet with the project expert and set out a calendar of work;
- Have a series of 3 working meetings together with the experts to define the content of the IRAT;
- Liaise regularly with the expert to oversee the development of the tool and interface;
- Adopt the final tool and commend it to the sectoral social dialogue committee;
- Draw up a proposed work plan to ensure maximum dissemination and take-up of the tool.
- Draw up an 'Information Brochure' to be printed and distributed at the end of the project
- Draw up a first list of contacts to whom a first dissemination mailing about the tool will be sent at the end of the project overseen by the project expert.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|------------------------------------|--|--------------|---|--------------------|----------------------|
| European Trade Union Confederation | Boulevard du Roi Albert II 5 - 1210 Brussels | BE - Belgium | Anticipating the transition: engaging young workers today to reach 2050 goals | 156 490.14 | 79.97 |
| Project summary | | | | | |

The general aim of this project is to link the European Commission's "Youth Opportunities Initiative" with the longer term European action on energy and resource efficiency, which is pushing for a transformation of Europe's production and consumption patterns towards sustainability. The 'greening' of the European economy entails changes in the labour market, in terms of types of jobs and skills required. With a large-scale initiative to tackle the scourge of youth unemployment being launched at EU level, this project will engage young workers and environmental policy experts in developing union strategies to ensure that action taken today will contribute to longer term sustainable development.

The project foresees:

- an ETUC questionnaire and report 'Young, Green and Union: addressing sustainable youth employment for Europe' prepared by external consultant on initiatives undertaken by ETUC affiliates on sustainable development and young workers;
- A seminar with approx 20 participants, preliminary results of the study and to identify good practices to be awarded an ETUC 'Young Green Workplace' good practice award
- A European Conference in June 2013: 'Young workers demands on EU climate and energy policies'.
- a follow-up phase, including the preparation of a resolution for the ETUC Executive Committee in autumn 2013 on the main results and findings of this project.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--------------------------|-------------------------------------|--------------|---|--------------------|----------------------|
| UNI Europa | Rue de l'Hôpital 31 - 1000 Brussels | BE - Belgium | Life Long Learning: Follow up of the joint declaration and promotion of the EU sectoral social dialogue | 239 576.00 | 80 |
| Project summary | | | | | |

The project has been developed in cooperation with affiliates to all four European social partners, with the aim to organise a comprehensive project rather than to apply for separate projects with the same two objectives: Following up on the Joint Declaration on Life Long Learning of 2003 as well as encouraging participants from the targeted countries to engage in the European social dialogue. This is viewed as a more efficient use of the resources of our organisation and of EU funding.

The European social partners realise that some organisations from the post 2004 enlargement member states for different reasons are not involved in the European social dialogue for banking. However, we are convinced that their participation would add relevance to the social dialogue in the banking industry and improve opportunities for labour relations in our sector.

Furthermore the project would aim to follow up on the joint declaration on Life Long Learning agreed between the social partners in the banking sector in 2003 in order to support dissemination and utilization of the declaration at national and company level.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--------------------------|-------------------------------------|--------------|--|--------------------|----------------------|
| DIESIS COOP | Square de Meeus, 18 - 1050 Brussels | BE - Belgium | MESMER – Mapping European Social Market Economy: Review on Social Dialogue, Labour Market and Employment | 204 454.36 | 80 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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The Social Business Initiative and its potential developments on the ground of social dialogue and industrial relations is an important subject: the Communication on the Social Business Initiative is one of the twelve priority actions in the Single Market Reform and was presented - together with the Communication on CSR in October 2011 in a package to support entrepreneurship and responsible business. The SBI is strictly also related to the European Union agenda on Social Innovation, the antipoverty and social exclusion agenda and the new regulation on cohesion and structural funds 2014 – 2020.

The aim of the present project is to respond to the primary need to increase knowledge and awareness of social business and social economy in a deeper, more detailed and yet more integrated way. The action therefore intends to map social business and social economy, providing information on their potential as possible grounds for sustainable inclusive, innovative and profitable growth, from which all the community can benefit. A research activity will aim at exploring the diversified reality of social business and social economy under different angles, in order to gain an in depth, multifaceted and yet integrated knowledge. The present project aims at developing a research activity aimed at providing relevant and integrated information to the debate at policy level. The aim is to provide recent and first hand information, as well as a series of good practices of social dialogue, in order to feed the policy debate on future policy measures. The research does not aim at being extensive, but rather at collecting significant information referring to the legislative framework, social dialogue developments and good practices, able to provide useful indications to policy makers. What should also be underline is that this is the first joint project of the umbrella association of social economy in synergy with the European Trade Unions Confederation.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|--|--|--------------|--|--------------------|----------------------|
| Confédération Européenne des Entreprises des Travaux Techniques, Agricoles, Ruraux et Forestiers | Rue de l'hôpital/ Gasthuisstraat 31 b.2 - 1000 Brussels | BE - Belgium | Un dialogue social renforcé au service de la formation professionnelle et de la prévention des risques dans les Entreprises de Services Ruraux | 104 070.00 | 79.96 |
| Project summary | | | | | |

L'action vise à repérer les leviers d'actions qui doivent permettre de poursuivre nos actions d'innovation. Le dialogue social, à l'échelle européenne, mais aussi au niveau national, est, sans nul doute, un levier important, dès lors que notre partenaire, EFFAT, s'inscrit dans la même démarche.

Le dialogue social permet la prise en compte de l'emploi, des relations industrielles et de la formation professionnelle. Mais ce levier doit être appréhendé distinctement au sein des pays vis-à-vis desquels nous présentons notre action.

L'appel à proposition sur lequel nous présentons notre initiative propose un sous-programme « soutien au dialogue social européen ». C'est dans ce cadre que nous nous inscrivons, en développant quatre catégories d'actions:

- Les mesures de préparation au dialogue social européen: ce dispositif doit nous permettre d'identifier et analyser les contextes dans lequel les organisations nationales, les entreprises et les salariés opèrent, ainsi que d'évaluer les freins et les chances de succès lors de la mise en œuvre d'actions concrètes.
- Les mesures destinées à mettre en œuvre les programmes de travail des partenaires sociaux européens : l'EFFAT et la CEETTAR maintiennent une ligne claire sur la série d'actions au travers de la poursuite d'un programme de travail qui met l'accent sur la formation et la qualité des emplois.
- Les mesures destinées à renforcer la capacité des partenaires sociaux à contribuer au dialogue social européen: La qualité du dialogue social européen est dépendante des dialogues sociaux dans les EM. C'est d'autant plus vrai dans notre secteur qu'il n'existe pas encore officiellement de CDS européen qui est un facteur structurant pour l'action des partenaires sociaux.
- Les mesures de mise en œuvre par les partenaires sociaux qui visent à contribuer à la stratégie Europe 2020: notre secteur est créateur net de postes de travail qui demande des compétences sans cesse en évolution.

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
|---|-------------------------------------|------------|---|--------------------|----------------------|
| PUBLIC SERVICES FEDERATION OF THE GENERAL WORKERS' UNION OF SPAIN | Avda. América 25, 3ª - 28001 Madrid | ES - Spain | Social Responsibility in the Public Sector: Responsibility, Trust, Participation, and Cooperation. Project SRPS: RTPAC-PS | 96 290.95 | 75.77 |
| Project summary | | | | | |

| Beneficiary Organisation | Address | Country | Project Title | Granted amount (€) | Co-financing rate(%) |
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The Public Services Federation of the General Worker's Union of Workers of Spain (FSP-UGT) promotes this project together with trade union organizations of two other countries members of the European Public Services Union: the Italian CGIL-FP (Confederazione Generale Lavoro – Funzione Pubblica) and the Portuguese SINTAP (Sindicato dos Trabalhadores da Administracao Publica e de Entidades com Fins Publicos de Portugal). The University of Valencia, in Spain, joins as academic partner.

The project will analyse the influence of the following four types of factors for strengthening and renewing the corporate governance of the Public Sector in three European countries in the current context of crisis:

- 1) The different normative and legal requests existent in the European Union for the development of an approach of responsible corporate governance according to sustainable development of the Public Sector.
- 2) The relations of trust, and its importance as factor for improvement internal cohesion in the economic organisations, in particular in the case of the Public Sector corporations.
- 3) The different shapes in that cooperation has in the different countries included in the project, as well as the implication of the organisations in the processes of anticipation, preparation, and management of change.
- 4) The different forms and existent procedures of participation of the workers of the Public Sector on its governance, as well as the responsibilities that both workers and trade unions can take over in the processes of improvement of the public corporate governance .

