1. Basic Information

1.1 Désirée Number: HU0104-01

Twinning Number: HU/IB/2001/SO/01

1.2 Title: Strengthening autonomous social dialogue

1.3 Sector: Employment and Social Affairs

1.4 Location: Hungary

2. Objectives

2.1. Overall Objective(s):

The objective of the project is to facilitate the establishment of a functioning social dialogue system through complementing the existing tripartite social dialogue structures (the formal discussions held between the government and social partners) with more independent, bipartite channels of social dialogue in order to address sector specific issues by those most concerned, and in the most appropriate way (from consultation to negotiation). The Sectoral Committees, planned to be set up in all sectors where social partners jointly so request, will provide the social partners not only with the opportunity to exert influence on domestic issues but will also help their preparation for taking part in similar sectoral structures at European level.

2.2. Project purpose:

- Establishment of institutionalised co-operation between the employees’ and employers’ organisations of the given sector in the framework of Sectoral Committees enhancing bipartite consultation at sectoral level
- Reinforcing social partners bargaining activity at sectoral level
- Building a closer interaction with the relevant Sectoral Dialogue Committees at European level.
- Enhance the administrative capacity of the government on social dialogue in order to assist development of the social dialogue
- Ensure a better linkage between tripartite consultations and autonomous sectoral social dialogue
- Ensure a better linkage between sectoral social dialogue and social dialogue at enterprise level.

2.3. Accession Partnership and NPAA priority

The short-term priorities (for 2000) of the Accession Partnership include the development of social dialogue in the following wording:

“Support social partners’ capacity building efforts to develop and implement the acquis, notably through bipartite social dialogue”

NPAA covers the priorities of the social dialogue in its chapter 5.2 Social and Employment Affairs.

2.4. Contribution to National Development Plan:
Through the emerging Sectorial Committees the social partners can take part both designing and implementing the NDP. The negotiation about the involvement of the social partners at national level have already been started, soon there will be an agreement formulated.

2.5. Cross Border Impact : not applicable

3. Description

3.1. Background and justification:

After the beginning of the transition, social partners found themselves in a new economic and social environment. In this new situation, they had to acquire new roles for which they had been unprepared. In the period since then, the national – consultation and negotiation forums did come into being but there is still little co-operation between the social partners at sectoral level. The weaknesses of bipartite co-operation manifest itself in two areas: i) sectoral/branch collective bargaining, and ii) sectoral/branch consultation. The small number and the limited coverage of sectoral collective agreements has been a long lasting shortcoming of Hungarian social dialogue. It contributes to the coming into being and maintenance of an unregulated market and to unacceptable market advantages arising from such a situation.

The other usual element of bipartite co-operation, the direct consultation between employer organisations and trade unions at sectoral level, does not simply exist in the current Hungarian social dialogue. This independent, complementary form of social dialogue is to be introduced both i) for national purposes and also ii) with a view to the EU membership. As regard the domestic aspect, it is of vital importance that sectoral social partners jointly discuss challenges peculiar to their industry and develop possible solutions. Social partners at sectoral level should also discuss the implementation of policies decided at cross-sectoral level, especially when they correspond to Community policies (employment, macroeconomic issues, social protection, social dialogue etc.), a process which requires a permanent and strong linkage with social dialogue developments at national level. Through the sectoral dialogue, social partners could address various issues, such as training etc., flexible forms of employment, working conditions, and, more importantly, the implementation of the relevant acquis. On the other hand, the preparation for EU membership also supposes that Hungarian social partners will be able to participate effectively in the various Sectoral Dialogue Committees of the European Union, when opportunity arises. They will only be able to live up fully to their new roles and responsibilities in the European Social Dialogue if they are involved in similar exercises.

The project aims at establishing Sectoral Committees, their numbers are depending on need and the capacity of social partners and the whose role will be to be consulted on sectoral developments with social implications, and to develop and promote the social dialogue (both consultation and bargaining) at sectoral level. This mission is similar to that of the European Sectoral Committees. Sectoral Committees are to be established upon the joint request of the relevant social partners, thus their future number is estimated around 20. The project will also contribute to improve a better relationship between sectoral dialogue and social dialogue at national level on one side, and between sectoral social dialogue and social dialogue at enterprise level on the other side, thus ensuring that the intermediary level between these two extremes, the sectoral level, will fully play its role of transmission and adaptation. To this end the Sectoral Committees planned to play an active role to facilitate settled and peaceful industrial relations by offering various assistants (e.g. introduction the code of conduct, labour-management programs, training, etc.) to micro level social partners.

Measures –have already been taken to eliminate the deficiencies of sectoral dialogue, the basis of which is the program set forth in NPAA 5.2 Social and Employment Affairs.

3.2. Linked activities:
In 1993, PHARE had already financed a program headed Employment and Social Dialogue (PN:HU 9204/03/01) to strengthen social dialogue and social partners in Hungary to a value of ECU 1 million. Basically, the project focused on the reinforcement of national level consultation and negotiation.- Its basic - approach was to assert tripartite arrangements. The project was also instrumental in the establishment of the Labour Mediation and Arbitration Service-, in 1996.

3.3. Results:

- At least 20 Sectoral Committees (S-C) are established to promote the dialogue between the social partners at that level.
- The institutional development provides twofold impetus: i) for consultation on developments at sectoral level and ii) for sectoral collective bargaining.
- Supporting secretariat is established for each Sectoral Committee.
- The members of the SCs are trained on consultation and negotiation skills, with a special view to bipartite nature of the SCs and with a special view to collective agreements
- The S-ICs are in established contacts with the similar sectoral structures in the Member States (where they exist) and thus could learn from their practices. The members of SCs, and more in general, the social partners are better prepared to take their place and play their role in the sectoral dialogue at European level.
- The Government’s administrative capacity on social dialogue has been increased; in particular, an institutional frame has been created for sectoral social dialogue, with permanent assistance of the authorities; a system of data-collection and analysis has been set up by the Ministry of Economics, with the aim to collect, register, analyse, monitor collective agreements at all levels, whose results (reports, analyses etc.) will be disseminated to social partners.

These results will be obtained under the assumption that Social partners at national level are involved in the policy matters that are relevant to sectoral social partners for collective bargaining and collective agreements. They will be sustained on condition that the government ensures that adequate administrative and financial resources will be devoted to ensure the continued operation of the system after the project will be terminated.

3.4. Activities:

Project activities include the preparation and implementation of a twinning arrangement and a supply contract, as detailed in the following.

3.4.1. Twinning:

A pre-accession adviser (PAA) will be assigned to the Ministry of Economic Affairs for 18 months who will assist the implementation of the project.

In the framework of the twinning project the following activities will be undertaken:

1. To launch the project, a mapping study will be prepared to explore the current features of the sectoral dialogue, and to reveal the factors, which have hindered so far the development of sectoral structures. The study will also outline the future place of Sectoral Committees in social dialogue, the principles of sectoral structure, the possible powers of SCs, the possible legislative steps, etc., and thus will constitute the basis of the action plan related to setting up the - Sectoral Committees. The studies will be carried out by designated experts who are familiar with the improvement of the branches. The studies are planned to focus on the assessment of the circumstances related to the implementation of the project including the description of the status of labour relations and some conclusions in this regard. The survey
will be carried out before the arrival of the PAA, without relying exclusively on his/her expertise and will be financed from Hungarian national sources. However, the final phase of this activity would be assisted by the PAA in order to get acquainted with the branch related problems.

2. Based on the findings and proposals of the research, an **opening conference** will be organised with the participation of highly respected foreign and Hungarian experts. Participants will be delegated by the employers’ and employees’ organisations taking into consideration the future structure of - Sectoral Committees. The conference will aim at discussing the basic features of SCs, and to gain the possible broadest commitment of social partners for the establishment of SCs and thus to mobilise them. The conference will also direct the general attention to sectoral dialogue, both to consultation and negotiation and its central place to ensure the linkage and co-ordination between national level policy making and management and industrial policies at enterprise level.

3. With the participation of the social partners, an **action plan** will be drafted on the establishment of - Sectoral Committees. The action plan will include a schedule for setting up the committees, the - way of designating committee members and the establishment of the conditions of operation of the office.

4. With the help of the PAA and short term experts **training curriculas, guidelines, manuals and publicity materials** will be developed

5. **Training courses**, seminars and workshops will be held for the members of Sectoral Committees in the order to enhance their consultation and negotiation skills, taking into account that they will be involved in bipartite (and not tripartite) co-operation. Training should also put an emphasis on highlighting the importance and characteristics of collective agreements.

6. In order to have an assessment of the different possible means the government could use and requires to strengthen its administrative capacity on social dialogue, expertise of EU specialists will be provided to government officials working on social dialogue, and a seminar carried out with local and foreign experts, government and social partners on these issues.

7. By the end of 2002/beginning of 2003 the offices of the Sectoral Committees will be set up. Setting up of the Committees will start in the most advanced industries and the experience will be used as a model for the others. In the first phase of the project most probably 7 Sectoral Committees would be set up in the following sectors: textile, chemical, leather, bakery, electrical, machinery, metallurgy. In the second phase it will be extended to at least 13 more sectors, that is to create in total 20 sectoral committees with this project. The exact time schedule and the sequencing of the concrete sectors will be fixed together with the twinning partner during the elaboration of the twinning covenant.

8. The project will end with a **closing conference** in which the implementers of the program, domestic and foreign experts and representatives of the established committees will participate. The objective of the conference will be to evaluate the implementation of the project, to motivate participants and to establish and reinforce international relations. Representatives having substantial influence in the various dialogue forums of the EU will also be invited to the event.

Tasks of the PAA:

The task of the –long-term twinning expert will be to **advise the social partners and the government in the process of designing the Sectoral Committees and their linkages with other**
levels (European, national, enterprise). His/her professional view will be sought on issues, such as the possible role, powers, composition, legal regulation, etc, of the Sectoral Committees, their incorporation into the entire system of social dialogue especially with regard to national- and enterprise- levels social dialogue. In the implementation period his/her task will be to support operative activities related to the setting up and training of SCs, ensuring the relevant know-how and involvement in training and organisational activities.

Furthermore, the PAA will:

- be responsible for overall supervision of the project implementation
- assist in selecting the right short term experts
- keep permanent contact with the national project leader
- be in liaison with the responsible unit in the Commission
- provide professional support in developing the related areas and
- will organise the preparation of the required studies.

Profile of the PAA:

In selecting the twinning expert, an expectation is that he/she should have experience in administering sectoral - dialogue and in organising the activities of – bipartite Sectoral Committees. It is also necessary that he/she should have managerial experience, he/she should know his/her way in international circles and be a good organiser. High-level command of the English language is a condition. Experience in the field of training/education, and in social dialogue in Hungary or East Central Europe is an advantage.

Tasks not directly covered will be taken over by short term experts within the limit of the budget.

3.4.2 Equipment

To implement the project, some IT investment is required including the equipment of the secretariats of the - Sectoral Committees to be set up with office equipment, computers, and some small equipment and the building up of the network required for establishing direct communication - among – Sectoral Committees, and other structures of social dialogue. For this a supply tender will be announced. The technical specifications will be prepared by the time the Twinning Covenant starts and revised with the assistance of the twinning expert.

4. Institutional Framework

As the project aims at strengthening autonomous social dialogue at sectoral level, the key actors will be the social partners. The government will act mainly as a catalyst: providing technical assistance, managing the institution building, assisting the training activities, and, when SCs are established, will provide permanent administrative support. Social partners will directly participate in the design and implementation of the project by delegating their representatives. The National Labour Council will be entitled to decide on the procedures of delegation.

The performance of the technical and administrative tasks of implementation is the task and assignment of the Social Relations Department of the Ministry of Economic Affairs. Regarding the increased workload and the new tasks arising from the implementation of the project there will be new staff employed in particular to deal with the co-ordination of the emerging Sectoral Committees in line with the growing number of bodies. Through this new function the branch level social partners will have the accessibility to the necessary macro level information, notably the secretariat(s) will be in charge of disseminating it. The Ministry of Economic Affairs undertakes to continue the registration of collective agreements and to carry out analyses and
monitoring of collective agreements on annual bases. To increase the awareness of collective agreements and to provide better condition for bargaining seminars will be organised where experience in EU countries and at EU level could be presented and discussed between experts, government officials and social partners from Hungary and EU countries. The list of the participating institutions, employers’ and employees’ organisations is presented below. The Ministry will reconcile matters with the other participating organisations and will be responsible for co-ordination. Other relevant organisations might be invited as appropriate to take part in the programme.

**Representative organisations participating in the program**

Employers’ organisations:
- Union of Agrarian Employers
- National Federation of General Consumer Co-operatives
- National Association of the Industrial Corporation
- National Federation of Traders and Caterers
- Hungarian Industrial Association
- National Federation of Agricultural Co-operators and Producers
- Confederation of Hungarian Employers and Industrialists
- National Associations of Entrepreneurs and Employers
- National Association of Strategic and Public Utility Companies

Employee’s organisations:
- Autonomous Trade Unions’ Confederation
- Confederation of Unions of Professionals
- Democratic League of the Independent Trade Unions
- National Confederation of Hungarian Trade Unions
- National Federation of Workers’ Council
- Co-operative Forum of Trade Unions

**5. Detailed Budget**

<table>
<thead>
<tr>
<th></th>
<th>Phare Support</th>
<th>Support</th>
<th>Total Phare (=I+IB)</th>
<th>National Cofinancing*</th>
<th>IFI*</th>
<th>TOTAL</th>
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<tbody>
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<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Twinning</td>
<td>Investment</td>
<td>Institution Building</td>
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<td>Contract 2</td>
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<tr>
<td></td>
<td>250.000</td>
<td>250.000</td>
<td></td>
<td>85.000</td>
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<td>335.000</td>
</tr>
<tr>
<td>Total</td>
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<td>1.750.000</td>
<td>2.000.000</td>
<td>500.000</td>
<td></td>
<td>2.500.000</td>
</tr>
</tbody>
</table>

Government co-financing in relation to the twinning component is allocated to cover the necessary counterpart costs arising from the implementation of the twinning.

The investment component of the project will be jointly co-financed between Phare and Government resources. The Phare amount is binding as a maximum amount available for the project. The ratio between the Phare and the national amount is also binding and has to be applied to the final contract price.

**6. Implementation Arrangements**

**6.1. Implementing Agency**
The Implementing Agency of the project is the Central Finance and Contracting Unit (CFCU). The CFCU will be the Contracting Authority and in that capacity will issue and evaluate tenders, conclude contracts and authorize the treasury to make contractually related payments. The Director General of the CFCU will act as PAO of the project. Her contacts are:

**PAO:** Ms. Judit Rózsa, director  
CFCU, Ministry of Finance  
1051 Budapest, József nádor tér 2-4.  
Phone: (36-1) 327-2520 Fax: (36-1) 327-5972  
E-mail: jrozsa.cfcu@sdi.hu

The Ministry of Economic Affairs, EU and Phare Department, will be responsible for the technical part of the project in terms of design, evaluation follow up and monitoring. The Deputy Director General of the Ministry will act as Senior Programme Officer. His contacts are:

**SPO:** Dr. Barnabás Fáy, deputy director general  
Ministry of Economic Affairs, EU and Phare Department  
Address: 1051 Budapest Vigadó u. 6,  
Phone: 36-1-235-4556 Fax: 36-1-235-4442  
E-mail: barnabas.fay@gmv.gov.hu

6.2. Twinning

The beneficiary institution of the twinning project is the Ministry of Economic Affairs. Contact person:  
Dr. Barnabás Fáy, Deputy Head of Department, European Union and PHARE Department of the Ministry of Economic Affairs, phone: 36 1 235- 45-56  
Béla Benyó, Councillor, Social Relations Department, Ministry of Economic Affairs, Phone: 36-1-332 2723

6.3. Non-standard aspects:

During the implementation of the project the Practical Guide for Phare, ISPA and SAPARD contracts and the Twinning Manual will be strictly followed.

6.4. Contracts

The programme shall be implemented through one twinning arrangement (1.75 million €) and one supply contract (0.335 million €).

### 7. Implementation Schedule

<table>
<thead>
<tr>
<th>Contract</th>
<th>Start of Tendering</th>
<th>Start of Project Activity</th>
<th>Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Twinning</td>
<td>April 2001</td>
<td>December 2001</td>
<td>April 2003</td>
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<tr>
<td>Equipment supply</td>
<td>May 2002</td>
<td>October 2002</td>
<td>April 2003</td>
</tr>
</tbody>
</table>

8. Equal Opportunity
The Ministry of Economic Affairs is the employer, which guarantees equal opportunity for men and women. Men and women may participate in the program, the training and the work of the Committees in accordance with their ratios.

9. Environment

Not applicable.

10. Rates of return

Not applicable.

11. Investment criteria

Not applicable

12. Conditionality and sequencing

- Before the signature of the financing memorandum, the Ministry of Economic Affairs will reach a preliminary agreement with the representatives of the social partners concerning their roles and the distribution of tasks related to project implementation. Further, it will initiate the establishment of an Operative Committee (OC) functioning with the participation of the social partners and maintain its continuous operation. The purpose of the OC is to mobilise social partners to solve tasks of organisation.

- The Government undertakes to ensure proper functioning of the Sectoral Committees in after the completion of this project. The cost of it will be shared between the Government and the social partners based on agreement and the practice in the European Union.

- The government will ensure that sectoral dialogue will not be implemented to substitute but rather complement tripartite consultation mechanisms, and that social dialogue at enterprise level will continue to be promoted.

- The government will ensure that adequate financial and administrative resources are devoted, after the end of the project, to ensure sustainability of projects results.

ANNEXES TO PROJECT FICHE

1. Logical framework matrix in standard format
2. Detailed implementation chart
3. Contracting and disbursement schedule by quarter for full duration of programme (including disbursement period)
4. Detailed cost breakdown
5. List of relevant Laws and Regulations
**Phare log frame**

<table>
<thead>
<tr>
<th>LOGFRAME PLANNING MATRIX FOR</th>
<th>Programme name and number: HU/0104-01</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project</td>
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</tbody>
</table>

**Project**

**Programme name and number:** HU/0104-01

**Contracting period expires:** 11/2003

**Disbursement period expires:** 11/2004

**Total budget:** 2.5 M€

**Phare budget:** 2 M€

### Overall objective
- Establishment of a functioning social dialogue system at sectoral level and its better linkage with national and enterprise level social dialogue

### Objectively verifiable indicators
- Structured social dialogue committees established
- Better contents and scope of collective agreements and also greater number of collective agreements signed at sectoral level
- Better functioning of social dialogue committees along national and enterprise-level mechanisms of social dialogue

### Sources of Verification
- European Commission reports
- Ministry of Economic Affairs records
- Reports on collective agreements
- National Labour Council conclusions

### Project purpose
- Establishment of institutionalised co-operation between the employees' and employers' organisations
- Reinforcing social partners bargaining activity at sectoral level
- The social partners are better prepared to take their place and play their role in the sectoral dialogue at European level.
- Enhance the administrative capacity of the government on social dialogue
- Ensure a better linkage between tripartite consultations and autonomous sectoral social dialogue
- Ensure a better linkage between sectoral social dialogue and social dialogue at enterprise level.

### Objectively verifiable indicators
- Number of Sectoral Committees established
- Increased number of sectoral collective agreements
- Information flow between the relevant Committees of EU and Hungary launched

### Sources of Verification
- European Commission reports
- Ministry of Economic Affairs records
- Reports on collective agreements
- National Labour Council conclusions

### Assumptions
- The new institutionalised system is accepted by all relevant institutions
- Social partners have gained the necessary expertise
- The government ensures that social dialogue at sectoral level will be developed as complement and not substitution to national social dialogue mechanisms.

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**Phare log frame**

<table>
<thead>
<tr>
<th>LOGFRAME PLANNING MATRIX FOR</th>
<th>Programme name and number: HU/0104-01</th>
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<tbody>
<tr>
<td>Project</td>
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---
<table>
<thead>
<tr>
<th>Results</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Number of Sectoral Committees are established to promote the dialogue between the social partners at that level.</td>
<td>- Number of Committees established</td>
<td>PAA reports</td>
<td>Extremely active participation of social partners in particular in the training activities</td>
</tr>
<tr>
<td>- The members of the SCs are trained in consultation and negotiation skills, with a special view to bipartite nature of the SCs.</td>
<td>- Committee members trained</td>
<td>Ministry of Economic Affairs reports</td>
<td>Adequate provision from the national budget available</td>
</tr>
<tr>
<td>- Supporting secretariat is established for each Sectoral Committee.</td>
<td>- Regular meetings between social partners held</td>
<td>Monitoring reports</td>
<td></td>
</tr>
<tr>
<td>- The Sectoral Committees are in established contacts with the similar sectoral structures in the Member States</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Activities</th>
<th>Means</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>advise the social partners and the government in the process of designing the Sectoral Committees</td>
<td>Twinning covenant (one PAA + short term experts)</td>
<td>An appropriate twinning partner will be found</td>
</tr>
<tr>
<td>action plan on establishment of the Sectoral Committees</td>
<td>Purchase of office equipment</td>
<td>Adequate staff for implementing the project is available</td>
</tr>
<tr>
<td>training for the social partners</td>
<td></td>
<td>Effective co-operation with social partners</td>
</tr>
<tr>
<td>development of publicity materials and guidelines</td>
<td></td>
<td></td>
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<tr>
<td>setting up of the secretariats of the Sectoral Committees</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Preconditions</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Official commitment of the government and the social partners to implement the project</td>
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</tbody>
</table>
Annex 2.

**STRENGTHENING AUTONOMOUS SOCIAL DIALOGUE**

Project Number HU0104-01

### Detailed Implementation Chart

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Twinning</td>
<td>T T T T T T T I I I I I I I I I</td>
<td>I I I I I I I I I I I I I</td>
<td>I I I I I I I I I I I I I</td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>Supply tender</td>
<td></td>
<td>D D D T T T T T I I I I I I</td>
<td>I I I I I I I I I I I I I</td>
<td>I I I I I I I I I I I I I</td>
<td></td>
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</tbody>
</table>

D: Design  
T: Tendering and contracting  
I: Implementation
### CUMULATIVE CONTRACTING (COMMITMENT) AND DISBURSEMENT SCHEDULE (MEURO)

<table>
<thead>
<tr>
<th>DATE</th>
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<th>2002</th>
<th>2003</th>
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<td></td>
<td>30/06</td>
<td>30/09</td>
<td>31/12</td>
<td>30/03</td>
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<td><strong>Contracting</strong></td>
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<tr>
<td>a. Twinning</td>
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<td>0.0</td>
<td>1.75</td>
<td>1.75</td>
</tr>
<tr>
<td>b. Equipment Supply</td>
<td>0.0</td>
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<tr>
<td><strong>Total contracting (cumulative)</strong></td>
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<td>0.0</td>
<td>1.75</td>
<td>1.75</td>
</tr>
</tbody>
</table>

| **Disbursement** | | | | | | | | | | | | | |
| Twinning | 0.0 | 0.0 | 0.7 | 1.0 | 1.3 | 1.3 | 1.75 | 1.75 | 1.75 | 1.75 | 1.75 | 1.75 | 1.75 |
| Equipment Supply | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.15 | 0.22 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 |
| **Total disbursement (cumulative)** | 0.0 | 0.0 | 0.7 | 1.0 | 1.3 | 1.45 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 |
### Detailed Cost Breakdown*

(Million EURO)

<table>
<thead>
<tr>
<th>Description</th>
<th>Phare Support</th>
<th>Institutional Building</th>
<th>Total Phare (=I+IB)</th>
<th>National Cofinancing*</th>
<th>IFI*</th>
<th>TOTAL</th>
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<tbody>
<tr>
<td>Contract 1: Twinning covenant</td>
<td></td>
<td></td>
<td>1,750.000</td>
<td>1,750.000</td>
<td>415.000</td>
<td>2,165.000</td>
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<td>PAA (18 months)</td>
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<td>Short term experts</td>
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<td></td>
<td>1,280.000</td>
<td>1,280.000</td>
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<tr>
<td>Training</td>
<td></td>
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<td>Contract 2 Supply tender</td>
<td>250.000</td>
<td></td>
<td></td>
<td>85.000</td>
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<td>335.000</td>
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<tr>
<td>Total</td>
<td>250.000</td>
<td>1,750.000</td>
<td>2,000.000</td>
<td>500.000</td>
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<td>2,500.000</td>
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### List of relevant Laws and Regulations

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<tr>
<th>Code</th>
<th>Reference</th>
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<td>Amended by 172B</td>
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<td>375D0062 (OJ L 021 28.01.75 p.17)</td>
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<td>374D0441 /OJ L 243 05.09.74 p.19/ 74/441/EEC</td>
<td>Commission Decision of 25 July 1974 relating to the setting-up of a Joint Committee on Social Problems in Sea Fishing</td>
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<td>Amended by 383D0054 (OJ L 044 16.02.83 p.22)</td>
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<td>387D0445</td>
<td>OJ L240, 22.08.87 p.34/87/445/EEC</td>
<td>Commission Decision of 31 July 1987 amending Decision 74/442/EEC relating to the setting up of a Joint Committee on Social Problems of Agricultural Workers</td>
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<td>380D0991</td>
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<td>385D0013</td>
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<td>391D0407</td>
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<td>Commission Decision of 18 November 1985 setting up a Joint Committee on Road Transport</td>
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<td>Commission Decision of 31 July 1987 setting up a Joint Committee on Maritime Transport</td>
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<td>390D0449</td>
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<td>Commission Decision of 30 July 1990 setting up a Joint Committee on Civil Aviation</td>
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<td>390D0450</td>
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<td>398D0080</td>
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<td>Replaced by 398D0080 (OJ L014 20/1/98, p. 27-28)</td>
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<td>Commission Decision of 27 July 1994 setting up a Joint Committee on Postal Services</td>
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<td><strong>OJ L 225 20.05.98 p. 27:</strong> Commission Decision of 20 May 1998 on the establishment of Sectoral Social Dialogue Committees promoting the Dialogue between the social partners at European level</td>
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