

Newsletter



Reinforce Social Dialogue and Collective Bargaining, at sectoral and company levels

SEPTEMBER @ 2017

Our Project Partners:

FESETE

(Portuguese Trade Union Organization)

ACV-CSC METEA

(Belgium Trade Union Organization)

OS-TOK

(Czech Trade Union Organization)

DISK Tekstil

(Turkish Trade Union Organization)

The Project is dedicated to the:

"Reinforcement of the Social Dialogue and Collective Bargaining, at sectoral and company levels, for a continuous improvement of employment and productivity in the textile, clothing, leather and footwear industries"

Main Objective of the Project:

- To promote the participation of sectoral partners of the Textiles, Clothing, Leather and Footwear Industries in Social Dialogue as a way to transform sectoral and company collective bargaining into instruments which increasingly ensure the viability of enterprises and the defense of employment, in the current context of global and national changes.
- Portray this through increasing Information and Awareness levels of trade union organizations, especially in what concerns to the importance of strengthening Social Dialogue, particularly in the framework of sectoral and company collective bargaining and in the sub dimensions, Organisation of Working Time, Health and Safety at Work and Gender Equality. In doing this, attempt to adjust collective agreements to the real needs of companies; to their needs of restructuring and, at the same time, to promote an improved reconciliation of working time with time for family and leisure.

MAIN OUTPUTS

The main output of this action will be a socio-demographic and socio-professional characterization of the employment relations' dimensions which are present in the collective bargaining's of the different countries.

This characterization will focus in dimensions such as:

- Remuneration
- Contractual relationship duration
- Organization of working time
- Training
- Health and safety
- Reconciliation between family and professional life
- Characterization of the evolution of the social dialogue and its contents at the sectoral and company level.

An on-line platform dedicated to the transnational partnership and open to the community, containing:

- Shared good practices
- Relevant information on the theme of Social Dialogue and Collective Bargaining
- Relevant information in monitor employment and social developments

A script for a workshop to be applied in the trade unions. This script will have the objective of:

- Preparing the negotiators for the ongoing changes and new challenges in the collective bargaining
- Preventing that unemployment transforms the sectoral and company level bargaining
- Becoming an instrument which guaranties the visibility of companies associated with more productivity and better working conditions for workers.

A brochure with conclusions on the evolution of social dialogue, its contents, strengths and weaknesses.

Five brochures on the themes of work organization / the most important occupational risks and diseases and it's follow up / reconciliation of work and family life.

A brochure in the theme of Women's participation in the everyday trade unions.

The Platform



The platform was designed in the official language of the project, English, and designed to interact with mobile networks. The Portuguese version was also created with the aim of facilitating interaction at a national level, with a direct link to the FESETE portal, by clicking on the corresponding country's flag.

The partner organizations have added to their websites information about the Project and the theme of social dialogue with a direct link to the platform, thus meeting the objectives established in the Project.



A page was created on the social network: Facebook, dedicated to the Social Dialogue theme, with a direct link from the Platform.

The Platform has an app - software developed for mobile devices with updates and news of the project. Access the application by simply scanning the QR code with an Android device.

The app:
Scan the QR code with your
Android device to access the app



And stay current with news
and events

Activities carried out:

25 January 2016, in Porto - Portugal: The first partnership meeting, composed of FESETE, ACV-CSC, OS-TOK and DISK Tekstil. This meeting had as its objective to discuss the role and responsibilities of each partner in the Project, issues related to Project coordination, implementation and evaluation. The financial responsibilities of the Project were also presented.



October 3, 2016 a WORKSHOP in Prague, Czech Republic, in which FESETE, ACV-CSC, OS-TOK, DISK Tekstil and ATOK (Czech Textiles and Clothing Industries Association) participated. This workshop allowed the partnership to have contact with the Czech reality regarding the molds in which Social Dialogue and Sectoral Collective Negotiation are organized.



January 24, 2017 in Brussels, Belgium: A WORKSHOP, in which FESETE, ACV-CSC, OS-TOK and DISK Tekstil were present. This workshop allowed the partnership to have contact with the Czech reality regarding the molds in which Dialogue and Collective Bargaining are organized. Here too the discussion of the strengths and weaknesses of the sectors took place.

June 13, 2017 in Aveiro, Portugal: A WORKSHOP organized by FESETE for the teams of national Negotiators with the aim of publicizing the project and conducting a Collective Negotiation Assessment between 2008 and 2015.



14 July 2017 the WORKSHOP was held in Porto, Portugal. Initially planned for Istanbul, Turkey, but due to the political instability in Turkey, it took place in Portugal. This initiative was attended by: FESETE, ACV-CSC, OS-TOK, DISK Tekstil and in the image of what happened in previous workshops, this event allowed the partnership to gain contact with the molds in which the Social Dialogue and Sectoral Collective Bargaining take place.

Document Editing

All documents produced during the project were translated into the official languages of the partners (Portuguese, French, Czech and Turkish) to promote the project's dissemination at a national level within the partnership and in English to ensure its accessibility by the community and other European countries.

Within the scope of the expected results, the following documents were prepared and edited:

• PROJECT POSTER - SOCIAL DIALOGUE



• ASSESSMENT OF INDUSTRIAL RELATIONS AND THEIR CONFORMITY WITH THE PRACTICES AT SECTORAL AND COMPANY LEVEL



• WORKSHOP GUIDE



• CONCLUSIONS ON THE EVOLUTION, CONTENT, STRONG POINTS AND WEAK POINTS OF THE SOCIAL DIALOGUE - SWOT ANALYSIS



The following Brochures were also prepared and edited:

- PARTICIPATION OF WOMEN IN THE JOB MARKET AND IN UNIONS



- ORGANISATION OF WORK TIME



- MAIN OCCUPATIONAL RISKS AND DISEASES AND THEIR MITIGATION



- PROMOTING RECONCILIATION BETWEEN WORK AND FAMILY LIFE



International Seminar

Strengthen Social Dialogue and Collective Bargaining at sector and company level

September 21, 2017 - Avenida da Boavista, nº 583, Porto - Portugal

The International Seminar "Reinforcing Social Dialogue and Collective Bargaining at the Sector and Company Level" was held on 21 September in Porto. This International Seminar was aimed to present the main results of the Project, the Social Dialogue and the characterization of collective bargaining in each of the partnership countries (Portugal, Belgium, Czech Republic and Turkey), as well as the information material produced during the project, important instruments of orientation, and intervention of the trade union activity for the Trade Unions that represent the Partnership in the near future.

This Seminar was attended by the whole partnership of the Project: FESETE (Portugal), promoter of the project; DISK-TEKSTIL (Turkey); ACV-CSC METEA (Belgium); OS-TOK (Czech Republic). The Seminar was also attended by representatives of the Office of the Minister of Labor, Solidarity and Social Security; of the Patronal Association, APICCAPS - Portuguese Association of Footwear, Components, Leather Goods and their Substitutes and the CTCP - Technological Center of Footwear of Portugal. The addressed topics were:

- **Presentation of the Project "Strengthening Social Dialogue and Collective Bargaining at sector and company level" and its results;**
- **Negotiation Audit between 2008 and 2015 - The influence of the financial crisis on the results of Social Dialogue and Negotiation and its impact on employment relations;**
- **Social Dialogue and Negotiation strategies in response to the challenges of the Global Market and decent employment.**

See Program in [PT](#) - See Program in: [CZ](#) [TR](#) [FR](#) [EN](#)

See Presentation - click on the image



Partnership:



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