

⑤ January – March / 2014

NEWSLETTER



Period V – the initiation of the social dialogue training program, the project's partners meeting, social dialogue models, theoretical aspects of social dialogue in concrete situations, extension of project activities, key speakers questions and answers – IMPROVING SOCIAL DIALOGUE IN THE ROMANIAN PENITENTIARY SYSTEM

TRAINING PROGRAM, social dialogue can be learned?

The project Itinerariul Dialog ID had foreseen training programs for improving social dialogue in the penitentiary system.

The topics established for debate were: social dialogue, decent work, communication and negotiation, the training program representing a step in achieving the mission, namely promoting the social dialogue and the agenda for the decent work in the penitentiary system.

Based on a rigorous coordination between organization, creativity and experience, the program assumed its critical role of active learning methodologies, focusing on the exchange of experience, case

studies, role plays, simulations, games and experiential learning.

In order to complete the active learning methodology, it was also developed an e-learning component, aiming to provide flexibility to the trainees.

The training program aimed two groups of participants: the first one included members without extensive union experience and the second one included SNLP branches presidents or union members with previous experience.

The training program addressed to the first group was initiated on 15th of January 2014 and the second one will start on 8th of April 2014.

ACTIVITATI PERIOADA V/2014

14.01	Social dialogue road map
15.01	Social dialogue training program (G1)
03.02	Social dialogue training program (G1)
26.02	Social dialogue training program (G1)
27.02	Social dialogue road map
25.03	Social dialogue road map
26.03	Social dialogue training program (G1)
27.03	Project's partners meeting
31.03	Focus group (Jilava penitentiary)



TESTIMONIALS

Frans CARBO

Abvakabo FNV, Netherlands

"Previous performance is not a guarantee for future results. But... it can be a good indicator::

- *Keep in touch with active members and not only*
- *Define clearly the politics and establish the negotiations' objectives*
- *Identify the common interests with the administration*
- *Create win-win situations*
- *Keep knowing your negotiation's partner*
- *Create an atmosphere based on trust and human contact*
- *Organize consultations with the members*
- *Avoid rushing, including in pressing situations*
- *Consult and ask for the members' consent when concluding any agreement*
- *Be transparent to members in the negotiation processes*

If the social dialogue has not the expected effects, the next step is:"



NETHERLANDS

social DIALOGUE or COLLECTIVE action?

Within the activities developed in the period V, there were invited representatives of the unions from Norway and Netherlands.

Mr. Frans CARBO represented Abvakabo FNV (Federatie Nederlandse Vakbeweging), the biggest federation of the public services in Netherlands. He was involved also in the activities developed through the social dialogue training program, as well in the activities aiming to prepare the social dialogue common agenda.

Abvakabo FNV is a union organization formed with a group of active members, aiming the union representation in every penitentiary from the country. The members of the group have the role of informing each other on relevant issues concerning the development of the prison system, as well supporting the executive organ in the negotiations with the administration.



Case study – Netherlands

In 2013, the Government from Netherlands decided that the first measure that should be taken following the austerity measures regarding the restrictions of the budget deficits under the European Union limit of 3% of PIB, it was to close 26 of the 59 penitentiaries and other custodial institutions from the country. 3.700 employees from 11.750 were to be dismissed.

In this case, the social dialogue was not the best option. **But the collective action remained the last resort.**

So after the protest actions from many prisons and also a general strike organized by Abvakabo FNV, the Ministry of Justice and the Parliament decided to reduce the number of penitentiaries to be closed, from 26 to 19. Instead of 3.700 employees, 2.600 were dismissed.

Further the collective actions, it was initiated a long process of social dialogue with the State Secretary, responsible of the relations with the penitentiary system representatives, being agreed a Social Collective Agreement.

Main results :

- The redundant employees were assisted in finding a new job
- The redundant employees were able to find a new job during a period of 18 months
- Assuming the responsibility of the employee to ensure the redundant employees' wage
- Empowering both the employer and the employee for designing and implementing a plan "from work to work"



QUESTIONNAIRES leaders and trainees

During the period V, it was given a special attention in designing and developing the questionnaires and also the evaluation research of the activities, both by the participants from the periodical meetings and also among other key partners.

Results

The purpose of the survey, applied to the union leaders was to collect the opinions regarding the development of SNLP's strategy of involving the members and the development of the internal communication's capacity through a fast and efficient

system of consultation and collection of opinions and suggestions. There were analyzed the following: the brand identity, the brand positioning, the channels and the sociology aspects.

Concerning **the directions of action** that SNLP had and will have in the period 2012 – 2016, according to their importance, the most appreciated were: the organization's development, the social dialogue, the defense of union members' rights, the legislation's modification and working conditions.

Regarding the services, **advantages and benefits** that SNLP offers to its members, were the following: the legal defense in terms of legal consultancy and the rights' defense.

NEWS on the project's development

The second call of proposals for the project's extension – tripartite social dialogue and decent work

Further the Innovation Norway call, the SNLP project Itinerariul Dialog ID, was confirmed at the beginning of the current year for the first project extension, which will be materialized with supplementary budget for involving into the project the representative union organizations from the penitentiary systems from Portugal and France. The contract was not sent yet.

The third call of proposals for the project's extension – tripartite social dialogue and decent work

In the same period, a new call of project proposals was launched. The amount available for Romania is higher than 200.000 euro. Thus, SNLP is going to submit a proposal for a new extension. The deadline for submissions is 15th of April 2014. The new proposal will include themes like dissemination sessions and employees' engagement (8 regional sessions and a special one for the unions from the public sector in Bucharest), and also a session that will develop during 2 days, between the management of the prison system (NAP top management and units' directors) and union leaders SNLP / PUBLISIND.



SOCIAL DIALOGUE road MAP, meetings

The objective of this working package is to develop a common agenda and a set of rules regarding social dialogue in the prison system, which shall contain the implementation process and recommendations to be disseminated mainly in the final conference within the project and also to be sent to interested persons.

The working group was represented to most meetings by 4 union representatives, 4 administration representatives and one representative of the Ministry of Justice. Also, at several meetings, representatives of the transnational partners were invited to participate.



2014, 14th of January: the first official meeting, a continuation of the initial meeting, regarding the prioritization of the themes to be approached, identifying the followings: budget and staff, units' endowment with equipments, vacancies – supplements, units / staff reconsideration, decent work conditions, salaries and employees' benefits, formalization of social dialogue (elaboration of legal acts, the special statute, guide / objectives and evaluation), professional training plan.

2014, 27th of February: Alongside the guest from Netherlands Mr. Frans Carbo, the group identified the subjects to be approached within the theme "Budget and staff", as well the roles of the information, consultation and negotiation in its framework.

2014, 25th of March: A comprehensive analyze of the theme "Budget and staff", ranked more points in the different categories: budget planning, human resources strategies and monitoring of agreements' implementation.

All the sessions within the meetings regarding the establishment of a social dialogue common agenda, will materialize into a document that will expose the planned and implemented process, a set of rules, a presentation of the strategy, its advantages and disadvantages, the existing and required resources, a critical revision concerning the acquisitions and possible reductions, the themes approached and learned, the sessions' curriculum and reports and relevant methodologies.



project PARTNERSHIP, 2014 27th of March

Meeting. Opinions. Discussions. Debates. Proposals. Plans.

The meeting is initiated by a short overview of the activities and the results achieved in order to accomplish the objectives.

The event SNLP-EPSU organized in September 2013 had a positive impact for Innovation Norway regarding the development of the project's activities. Also, the representatives of the unions from Portugal and France showed extremely interested in strengthening the relations with SNLP, as well in the possibility of a future collaboration through the project.

Mr. Tiago Leitao considers that Itinerariul Dialog ID is a project with a high degree of complexity, which according to the definition of a project, developed over a determined period, **AIMS** to introduce the innovative element in the common activities.

The president of SNLP recalls the fact that the main objective of the project is the establishment of a set of rules on social dialogue, which will be concretely produced by agreements that will be signed. But, in parallel, there were and there will be achieved many goals, one of the most important being the reunion at the same table both with the union and the administration.

Thus, the project will produce results on several levels, results that will be very visible. And all of these results will be centralized into a final product.



FOCUS GROUP,

Bucharest Jilava penitentiary

The focus group organized within the project Itinerariul Dialog ID at the Bucharest Jilava penitentiary, was coordinated by Mr. Tiago Leitao and Mr. Adrian Neagoe.

The group was heterogeneous, formed by 12 persons, women and men, different ages, employed in various directions and with different statutes regarding their membership (older and newer).

There were analyzed their **views** on several issued regarding the concept of "union": its values, members' advantages, the union's image, social dialogue, members' engagement in syndical activities, as well their perception of the communication within the organization. **The activity represented a good opportunity for the members in establishing a future strategy of their involvement in the union's activities.**

CALENDAR PERIOADA VI/2014

2.04	Training program (G1)
3.04	Social dialogue training program (G2-intro)
9.04	FINAL training program (G1)
14.04	Training program (G2)
6.05	Focus group, NAP
8.05	Social dialogue road map meeting
9.05	Training program (G2)
12.05	Focus grup, NAP
27.05	Training program (G2)
28.05	Social dialogue road map meeting
29.05	Study visit Giurgiu penitentiary
30.05	Study visit Jilava penitentiary
31.05-05.06	Study visit Norway
17.06	Social dialogue road map meeting
19.06	Training program (G2)
20.06	Social dialogue road map meeting
23.06	FINAL training program (G2)
24.06-28.06	Study visit Portugal

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