



„Collective bargaining in multinational firms”

Project Promoter: NSZZ „Solidarność” National Commission

Project Partner: Norwegian Confederation of Trade Unions (LO-Norway)

Planned duration: 01.01.2013 – 31.07.2014

Total budget: EUR 371 794

Grant: EUR 331 669

FUND FOR DECENT WORK AND TRIPARTITE DIALOGUE



General objective:

Development and dissemination of methods supporting
collective bargaining in private sector

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Activities:

A1: Project Management and Monitoring

Project team:

- Project Manager (NSZZ „S”) (1/2)
- Project Assistant (NSZZ „S”) (1/2)
- Specialist for logistics (NSZZ „S”) (1/3)
- Financial Assistant (NSZZ „S”) (1/2)
- Partner Coordinator (LO-Norway) (1/8)

Steering Committee: meets 3 times in the project (Board representatives responsible for the project from the Promoter's and Partner's organisations + Project Manager)

A2: Research – diagnosis of collective bargaining
in private sector in Poland

Duration 7 months (01.2013 – 07.2013)

Subcontracted by the Promoter (EUR 50900)

Phases include:

- Preparing of the research tool
- Testing of the tool and interim report
- Research
- Analysing the data and developing the final report
- Translation and printing of the report

A3: Study Visits (2)

Study Visit 1 :

- in Poland (5 days) (03.2013)
- participants: experts from Norway in collective bargaining, who will be later helping to develop the guide to be used by Polish leaders of autonomous dialogue.
- Aim: to get better understanding of the Polish reality.

Study Visit 2:

- in Norway (3 days) (04.2013)
- participants: experts from Poland who will be later helping to develop the guide.
- Aim: to know better the Norwegian practical examples of tools and mechanisms used in collective bargaining.

A4: Guide „Bargaining in multinational companies”

Duration:

1. Preparatory phase = participation in the study visit in Poland (5 days in 03.2013)
2. Development of the guide: 3 months (05.2013 -07.2013)
 - subcontracted by the Project Partner (EUR 36540)
3. Translation & Printing: 07.2013 (Project Promoter)



A5: Training course for the leaders of autonomous dialogue

Total budget: EUR 106451

Duration: 08.2013 – 06.2014

Phases include:

1. Development of the program and teaching materials: 08 -10.2013
 - Forming the experts' group : 08.2013
 - 1st meeting of the group: 08.2013 Poland, 5 days
 - 2nd meeting of the group: 10.2013 Norway, 3 days
2. Translation and printing of the materials: 11.2013
3. Recruitment and workshop for trainers (14): 11.2013 – 01.2014
4. Courses for the leaders of AD: 02.2014 – 05.2014
5. 3rd meeting of the experts' group: 06.2013 Poland, 2 days

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A6: Final Conference

- 07.2014, Poland, 1 day
- 100 participants
- Budget EUR 21760

A7: Publicity of the Project

- Special e-newsletters by NSZZ „S” : 9 editions
- Articles in newspapers: 3 in Poland, 3 in Norway
- Regular project news on the Promoter's web side

Outcome: Improved social dialogue and dialogue structures and practises

Outcome indicators

1. Increased level of knowledge and awareness of methods which support collective bargaining in private sector:
baseline: 0 target: 212
2. Increased awareness of methods to strengthen the cooperation between workers' representatives in multinational corporations: baseline: 0 target: 212
3. Positive recommendation for the training by the representatives of branches of NSZZ „S” to be further used for education of members: baseline: 0 target: 84

Outputs & indicators:

1.

Real picture of the quality of collective bargaining in the private sector based on a survey in at least 80 companies:

Indicators:	target values
➤ No. of companies covered by the survey:	80
➤ No. of leaders of AD covered by the survey:	800
➤ A report developed:	1

Outputs & indicators

2.

Two- module training program on collective bargaining developed, basing on the previously prepared guidebook „Bargaining in multinational companies” and tested on the group of leaders of AD:

Indicators:	target values
➤ Guidebook :	1
➤ Two-module training program:	1
➤ No. of AD leaders in the test trainings:	112

Project results /products – summary

1. Guidebook „Bargaining in multinational companies”
2. Research report on the quality of collective bargaining in private sector in Poland
3. 80 companies, 800 AD leaders covered with this research
4. 2-module training program on collective bargaining for the AD leaders
5. 14 TU trainers prepared to conduct such training
6. 112 AD leaders trained with the use of this program