



EEA Grants Norway Grants

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Sekretariat Metalowców NSZZ
„Solidarność”
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Project title:

**To understand globalization –
to work in more dignified manner**

Project period:

From date 2013-01-01 to 2013-12-31

WHO WE ARE???

Metalworkers' Secretariat of NSZZ „Solidarność” is a branch structure NSZZ „S” with main statutory objectives:

- safeguarding workers' rights,**
- preventing unemployment,**
- providing for development of professional competencies, entering into social dialogue to balance employers' and employees' interests,**
- having impact on social and economic policy, acting for the benefit of disabled people,**
- strengthening and protection of family life; cooperation with international organization aimed at protection of workers' interests;**
- representing workers' interests internationally.**

Metalworkers' Secretariat represents the interests of some 60 000 employees.

Metalworkers' Secretariat of NSZZ „Solidarność” is divided into
8 national sections:

Steelworkers,

Metal Processing Industry,

Automotive Industry,

Electronic Industry,

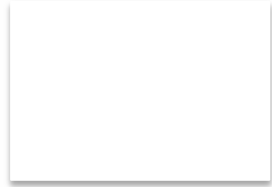
Armament Industry,

Aerospace Industry,

Electro-machine Industry

Shipbuilding Industry.





The aim of the project:

The aim of the project is to disseminate the principles of decent work and to foster awareness of the advantages resulting from the idea of decent work.

The Metalworkers' Secretariat and NSZZ Solidarność in Stalowa Wola concluded preliminary agreements with the Faculty of Social Science and Faculty of Economics of the Catholic University in Lublin, relating to the Scientific Patronage over the research and scientific part of the project.



Areas of scientific research :

a) participation in management

b) prestige of the executed work

a) work content (requirements) versus aspirations of employees

b) social motivation of the executed work

c) vocational training

d) strenuousness of the executed manual labour

e) psychological strenuousness of work

f) organization of rest during working hours

g) methodology of work

Implementation of the project will provide a possibility to transfer knowledge to trade union leaders, employees and employers about globalisation processes in the economic, social, cultural and political aspects.

The results of it will bring about beginning of cooperation between trade unions and scientific circles, with an attempt to turn scientists into expert's base for trade unions.

The project will promote program documents, demands and requests as well as resolutions of international organisations (ILO) and EU structures , relating to social dimension of globalization and “decent work”, principles of decent work and to foster awareness of the advantages resulting from the idea of decent work.

Stages of the project:

- 1. Analysis of the solutions being at present in force in particular areas in companies and methodology of their implementation.**
- 2. Cataloguing and assessment of the most important regulations, requirements and resolutions of the International Labour Organisation and European Parliament, relating to social dimension of the globalisation.**
- 3. Defining directions of changes in these areas proposed by investors or trade unions by means of social dialogue.**
- 4. Preparation of the final report with possible conclusions and demands addressed to trade union confederations in the countries where the companies included in the project are operating (possibly to other organisations).**

Project activities:

Activity:	Time of realisation:
Study visit of trade union members (Sweden)	I quarter of 2013
Trade union workshops in Poland	II quarter of 2013
Designing, execution of scientific research	I quarter of 2013 to III quarter of 2013
First Scientific Conference in Stalowa Wola	I quarter of 2013
Second Scientific Conference in Stalowa Wola	IV quarter of 2013
Dissemination of the idea of "dignified work"	I quarter of 2013 to IV quarter of 2013
Preparation and distribution of publication	III quarter of 2013
Project promotion	I quarter of 2013 to IV quarter of 2013

Project Funding Plan:

Total costs:	Grant requested	Own contribution
61 800 €	54 800 €	7 000 €

Outcomes:

Indicator:	Description:	Baseline:	Target:
Increase of knowledge in the field of women and men equality in the work place and in personal life and the sustainable development	The number of people (including leaders of the trade unions), who will be getting acquainted with the issues of equality of the sexes and the sustainable development	0	30
The increase of society knowledge on the subject of dignified work and social dimension of globalization	The number of people among whom the knowledge in the field of dignified work has increased through participation in open international scientific conferences	0	150
Increase of knowledge on the issue of cooperation with foreign investor in production companies	The number of people (representatives of the trade unions) among whom the knowledge on the issue of cooperation with Chinese investor has increased through participation in the study visit and the workshops	0	8

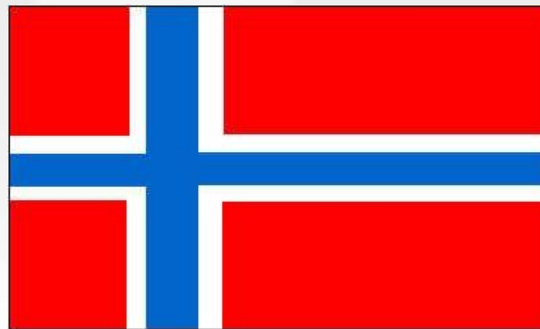
The risk in the project is related to lack of interest in the project activities and effects, on the part of employees.

In order to mitigate that risk, cooperation with a university has been taken up. Thanks to the support of scientific authority, the applicant shall break the barrier and resistance of management, and via the management shall access the interested party (employees) with information about the project. We shall encourage working people to participate, via a widespread promotion and information campaign.

There is a risk that project effects will not be implemented in enterprises

In order to prevent that, we shall invite for cooperation representatives of as many trade unions as possible, in order to have greater influence upon employers, regarding dignity of work, promotion of high quality labour environment, and equal chances for women and men.

***Without the support of the
Norwegian Financial Mechanism,
the implementation of the project and support for
dignified work would not be possible.***



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