

# Decent work as a key to company's success

Project in Partnership of ZPPL Lewiatan with NHO  
LUBLIN - OSLO



ZWIĄZEK PRYWATNYCH  
PRACODAWCÓW LUBELSZCZYZNY  
LEWIATAN



## **Project Promoter:**

### **The Union of Private Employers of Lublin Area 'Lewiatan', (Związek Prywatnych Pracodawców Lubelszczyzny „Lewiatan”)**

- One of 59 Unions of Private Employers federated within PKPP Lewiatan - the most powerful organisation representing private sector in Poland, striving for more friendly conditions to run a business,
- Has about 78 members – private employers from various lines of business,
- Established in December 2001.



**Project Partner:**

**Confederation of Norwegian Enterprise (Næringslivets Hovedorganisasjon - NHO)**

- The largest business organisation in Norway,
- Represents the manufacturing and service industry, and the knowledge- and technology based enterprises,
- Has more than 20 000 member companies with over 510 000 employees,
- Established in 1900.

## **Objective:**

**Promotion and support of the idea of decent work and tripartiate dialogue through raising awareness of its importance.**

## **Target groups:**

**First:** Employers, board members and managers

**Secondary:** Employees, Public Authorities

**Project duration:** 24 months

## **Activities:**

- 1. Study visit in NHO, Norway**
- 2. Research on decent work and tripartiate dialogue** among companies in Lublin Province
- 3. Information campaign**
- 4. Training for employers,** board members and managers
- 5. On-line consulting** on maintaining work life balance

## **Activities:**

### **1. Study visit in NHO, Norway**

- 3-days visit in NHO, Abelia and a few of their member companies;
- consultations on decent work, tripartite dialogue and corporate social responsibility;
- presentation of good practices in Norwegian companies;
- participants: personnel, the board and members of ZPPL Lewiatan (22 persons)

## Activities:

### **2. Research on decent work and tripartiate dialogue among companies in Lublin Province**

#### **a) Surveys among employers and employees** assessing:

- knowledge on these subjects,
- respondents experiences and attitude towards decent work and tripartite dialogue

**b) Report** - printed and numeric versions distributed among social partners in the region and organisations of employers outside Lublin Province.

## Activities:

### 3. Information campaign

*aim: spread the idea of decent work and tripartite dialogue among social partners*

- Opening and closing conference:** presentation of Norwegian experience (NHO's speaker), speeches of public authorities, employers and employees representatives;
- Information leaflets** on decent work and tripartite dialogue;
- Project Website;**
- Radio and press advertising;**
- TV reportage.**



## **Activities:**

### **4. Training for employers**

*Aim: to broaden knowlegde, improve understanding of the issue and to show the link between maintaining work-life balance in the workplace and the level of engagement of their employees.*

#### **a) seminars**

##### **Topics:**

- \*how to introduce the idea of work-life balance,
- \*human resources management,
- \*time management,
- \*gender equality,
- \*life-long learning

#### **b) individual coaching**

## **Activities:**

### **5. On-line consulting**

- maintaining work-life balance,
- non-discrimination,
- health and safety in the workplace.

## **Project team:**

### **ZPPL Lewiatan**

- **Paulina Wojdak-Działa – Project manager**
- **Paulina Grab – Project promotion specialist**



### **NHO**

- **Henrik Munthe – Partner's project manager**



**Thank you  
for your attention**

