



Norway Grants

Social dialogue in municipal sector and enterprise

22.11.2012, Warsaw



Background

- ❖ European Union recognizes social dialogue as a most important element of social peace policy.
- ❖ The level of social dialogue in Poland does not meet social Partners expectations.
- ❖ The issue is very complex and there is a need to enhance both parties knowledge and skills on social dialogue.
- ❖ Low competences and abilities are the reasons why representatives of Social Partners do not utilize all opportunities given by social dialogue.
- ❖ Social dialogue is especially important in companies which undergo restructuring
The same challenges are found in municipal companies
- ❖ There are needs to enhance knowledge on company economic situation assessment, legal base and functioning of social dialogue, workers participation roles, development of effective negotiation and mediation skills.



Bilateral aspect

- ❖ Exchange of experience with Partner from Scandinavia where social dialogue has been recognized as an important element of social policy may enable to adapt proven good practices to our country.
- ❖ KS is a very relevant partner as it does not only include municipalities as its members, but also 500 municipal companies.



Project objectives

The main Project objective

The main project objective is to enhance social dialogue and competence in municipal companies through creating Komunalni's internet based platform that will contain information and communication tools to facilitate Social Dialogue between employers and employees. The project will stimulate trade unions and employer organizations become competent participants of Social Dialogue.



Project objectives

The specific project objectives are the following:

- ❖ getting acquainted with Norwegian Partner experience and good practices in building and functioning of social dialogue in municipal sector,
- ❖ to level barriers in running effective social dialogue.
- ❖ knowledge enhancement on workers participation in company management.
- ❖ knowledge enhancement on company economic situation especially during restructuring process.
- ❖ knowledge enhancement on prevention of social problems in work environment, especially gender issues and increase women participation in social dialogue bodies on different levels.



Komunalni's internet based social dialogue platform

- tool to organize video conferences, meetings, experience exchange, e- learning courses, legal advices, saving cost and time of participating organizations and people;
- forum for presentation of issues for municipal sector, companies and employees enabling opinion and views exchange on organizational and legal solutions connected with municipal economy and social dialogue; contains a database of organizations, both trade union and employers, in municipal sector;
- tool to promote high quality public services as a element of sustainable social development;
- social dialogue promotion;
- important element of project promotion and dissemination of results;
- lasting sustainable result of the project, still to be used after the project end available for all, trade union and employer organizations from the municipal sectors.



Target groups

The key target groups are municipal company workers, especially trade union members and municipal company employers , especially ZMP members.



Project Partners

Trade Union Federation of Municipal and Local Economy Employees in Poland (FZZPGKiT) - project promoter

- ❖ Represents the interest of the members in contact with national authorities and other stakeholders.
- ❖ Represent the members in social dialogue be-party and tri-party meetings and negotiations.
- ❖ Organize meetings and seminars focusing on quality improvement of work and services through capacity building,
- ❖ Represents the members in European social dialogue organizations (EPSU and EWC).



Project Partners

Norwegian Association of Local and Regional Authorities (KS)

- ❖ A membership organization for all Norwegian local and regional authorities.
- ❖ Representing interests of the members at the national arena, promoting legal and economic framework for local authorities, local democracy and local service delivery.
- ❖ Representing the members in the social dialogue and tripartite negotiations.
- ❖ Representing and coordinating Norwegian local authorities in international organizations as UCLG, CEMR as well as international projects, e.g. EEA and Norway Grants projects.



Project Partners

Association of Polish Cities (ZMP)

- ❖ Supports local governments and protects municipal interests .
- ❖ Assists its members in improving municipal management.
- ❖ Manages public service benchmarking activities.
- ❖ Shares information, best practices and promotes municipal needs.
- ❖ Exchanges experience of local management and stimulates economic and cultural development of all Polish towns and cities.
- ❖ Represents Polish municipalities in CEMR, CLARE, IULA and other international bodies.



Activities

1. Opening Conference - (60 participants, 5 hours)
2. Promoting seminar for Partners
3. Building and management of Internet Komunalni's Social Dialogue Platform
4. Promoting seminars for partner regional structures (8 seminars, 20 participants)
5. Seminar "Social dialogue in company under restructuring" (3 seminars, 21 hours, 25 participants each)
6. Seminar "Worker's participation in Polish law and UE directives" (2 seminars, 21 hours, 25 participants each)
7. Workshop "Negotiations and mediations" (3 workshops, 21 hours, 20 participants each)



Activities

8. Workshop “Assertiveness and communication” (3 workshops, 21 hours, 20 participants each)
9. Workshop “Social relation building in company” (2 workshops 21 hours, 20 participants each)
10. Course "Company economic situation assessment during restructuring” (2 courses, 30 hours, 20 participants each)
11. Course “Effective organization management” (2 courses, 21 hours, 20 participants each)
12. Course “ITC techniques in management and communication” (2 courses, 21 hours, 20 participants each)
13. Regional Conference “Komunalni open to dialogue – social dialogue platform building” (3 conferences, 5 hours, 40 participants each)
14. Study visit in Norway (3 days, 15 participants)
15. Study visit in Poland (3 days, 15 participants)
16. Final Conference (60 participants, 5 hours)



Outcomes and outputs

- ❖ Komunalni's internet based platform that will contain information and communication tools to facilitate Social Dialogue between employers and employees.
- ❖ Regular meetings between employers and trade unions on industrial levels.
- ❖ Higher quality of Komunalni's social dialogue.
- ❖ Plans for follow up after the project end.
- ❖ Final electronic and printed handbook on social dialogue in municipal sector and companies.



Outcomes and outputs

Activity	Number of Participants
Promoting seminars for regional structures	160
Promoting seminar for Partners	15
Thematic seminars	125
Workshops	160
Training courses	120
Study visits	30
Regional conference	120
Conferences	120
Total	850
Participants in thematic seminars, workshops and training courses	435

