



# DECENT PROJECT

Developing  
Employees  
Capacity through  
European and  
National level  
Training  
2012/104571





## *The project idea*

The project idea is to increase the capacity of workers in the field of social dialogue and decent work agenda through specific trainings, which include **legal education** about worker's rights, social dialogue structures and EU and ILO agreements and recommendations; and **practical studies** like negotiation techniques, organising methodology and communication paying special attention to young workers.





# *Problems*

Low level of consciousness of social partners about meaning of social dialogue in terms of public development, low level of qualification on leading social dialogue amongst participants, absence of networking amongst social partners on national and transnational level, low level of wider promotion of social dialogue and decent work.



## *Purpose and justification*

- The tripartite system of the Hungarian social dialogue was replaced with a multipartite system, which includes civil entities and churches as well, but has the government only as an observer. So there is an urgent need for improving employee's capacity in taking part in the existing regional, branch and company level social dialogue systems, which remained the only real possibility of interest representation.
  - Shop stewards/TU officers are the front line representatives of trade unions, so they are the most capable of effectively represent the employees in negotiations, strengthen the basis of trade unions and recruit new members. A collection of summarised "know how" could highly improve they efficiency.
  - In Hungary the guidelines of decent work are not well known and respected. After and in the middle of the economic and financial crises workers are more worried about having a job, than whether the job is decent or not
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## *Strategic objectives*

- strengthening the role and improvement of the quality of the social dialogue amongst social partners
- increase the involvement of shop stewards / TU officers in the social dialogue system
- strengthen the basis of trade unions through capacity-building
- improve the level of knowledge on decent work and its advantages
- work out a TU handbook for the shop stewards / TU officers
- build up a network between Hungarian and Norwegian trade union organisations



# *Components*

## **1. Preparation of the project**

- Study visit to Norway to get familiar with the Norwegian system and social dialogue structures.

## **2. Set up a team of TU experts to build up training materials and tool kits**

- Selection of experts in both countries, meeting of experts (personally and via electronic platforms), work out training materials for the courses.

## **3. Organisation of national level trainings for shop stewards / TU officers**

- Trainings courses in Hungary using the materials and tool kits about how to encourage participation of workers in the social dialogue structures (recruitment and organising) and how to operate successfully within this structures (legal framework, negotiation techniques, collective bargaining methodology) and promote decent work at the workplaces (quality jobs, equal pay, gender equality etc.).



# *Components*

## **4. Media campaign**

- Poster campaign to promote the importance of working life and private life balance, rights at work and social values, which are parts of the decent work agenda.

## **5. Preparation of a handbook**

- Handbook for shop stewards /TU officers including the training materials of the courses and the experiences of the study visits.

## **6. Study visit to Hungary**

- Norwegian delegation to Hungary to exchange best practices - partnership building and multicultural interaction

## **7. Closing conference**

- Conference about the results of the training seminars and study visits – dissemination. Presentation of the Handbook.
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# *Outcomes*

- **Improved social dialogue and tripartite dialogue structures and practices**

1. Trainings about the social dialogue structures and how to take part in them. Number of participants: 100 pers.
2. Handbook of TU "know how" including social dialogue structures

- **Enhanced understanding of the benefits of decent work**

1. Postercampaign about decent work agenda
2. Trainings about the decent work agenda. Number of participants at the trainings: 100 pers.
3. Handbook of TU "know how" including the decent work agenda





## *Added value of the project*

- The project's effects and results will contribute to greater level of understanding of social dialogue as a crucial ingredient of development of society, economy and decent work.
- Establishment and maintenance of a new TU training system using the handbook created during the project.
- Higher recognition of social dialogue and decent work criteria as a tool for improvement of social and economic position of individuals.

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Thank you for your attention.

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