

“Informed and Experienced for Sustainable Agriculture”

Enhancing the information and consultation capacity of the social partners in sector of Agriculture for active participation in working life for sustainable Agriculture
VS/2012/003/0305

Steering Committee Project Meeting
11 September 2012, Sofia



This project is realized with the financial support of the European Union

Why this project and what about?

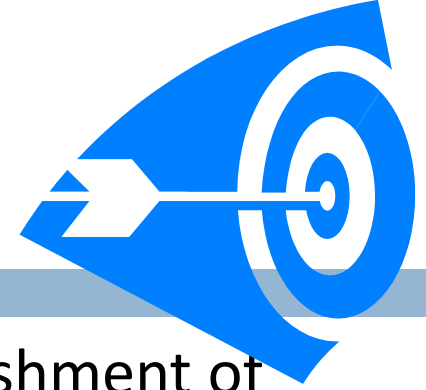
- Information and Consultation of the employees – part of the European Social Model and of the EChFR
- Enrichment of the fundamental rights at the workplace in the light of citizens' social rights
- Implementation of this right as a mechanism and procedures of involvement in the management
- Interaction between I&C process and Trade unions at the level of enterprise and the process of Collective Bargaining....

Why this project and what about?



- What is the state of play of the systems of I&C in the sector of Agriculture in the new member states and candidate countries?
- How could be positively used the transnational experience in the partnership to develop the employee involvement for advancing and anticipating changes in the sector and thus to contribute to the industrial democracy?
- What are the innovative solutions for the management of employee involvement?

The Project aims



- To promote activities for preparing establishment of transnational structures and mechanisms for I&C&participation of employee in Agriculture
- To encourage information&good practices exchange for establishment national structures and mechanisms for I&C&involvement in Agriculture
- To promote transnational measures in favor of new MS and CCountries to contribute to employee involvement
- To promote innovative actions for management of employee involvement in order to assist the process of anticipating changes, prevention&settlement of disputes in the context of restructuring, mergers, takeovers etc. of companies at EU scale.

The Partnership

- European Federation of food, agriculture and tourism trade unions
- AGROSTAR
- AGROSINDIKAT, Trade Union of the workers in the agro-industrial complex in Republic of Macedonia
- FGA CFDT- Federation generale agroalimentaire
- IG BAU - Industriegewerkschaft Bauen - Agrar – Umwelt
- ALPA - Associazione Lavoratori Produttori Agroalimentari
- AZPB - Bulgarian Association of Agricultural Producers
- Regional Council of the Agricultural Cooperatives - VT
- FNSZ

Duration of activities

- Start - 01/09/2012
- End - 30/08/2013
- Months – 12
- Three main phases of the project lifecycle
- Budget – Euro164 507.99
 - ▣ 20% co-financing



Who does the project approach?

- Employee representatives and Trade unions' activists – involved in the Social dialogue in the sector. Special focus on branches:
 - ▣ Irrigation Systems
 - ▣ Agricultural undertakings in Agrarian Academy
 - ▣ Agricultural cooperatives and small farmers' organizations
- Employers' organizations representatives from different branches of the sector, involved in the SD process and concerned on developing modern industrial relations and social/corporative behavior
- Employee representatives and trade union activists and employers' organizations representatives working at grass root level. People of rural areas. Media representatives.
- Other stakeholders concerned on the Social dialogue quality.



Expected results

- Study/research on the process of I&C at workplace and attitude and behavior in Agriculture
- 3 National Guides/Recommendations on the I&C process and employee involvement in Agriculture in the 3 pilot partners-countries
- Transnational Brochure on I&C in Agriculture
- Informed and trained 60 people - TU activists and employers' representatives on mechanisms of I&C procedures

The Steering Committee meeting today

- To introduce the partnership and the project concept and to establish the project Steering Committee
- To work on the division of tasks, time schedule, communication procedure amongst partnership
- To get agreement on:
 - ▣ Methodology of work
 - ▣ Communication Strategy
 - ▣ Dissemination Strategy
 - ▣ Evaluation Strategy

Mapping the main activities

- A Study of implementation of I&C rights in the sector of agriculture – with the support of External experts
 - ▣ Of the basis of Questionnaires, Interviews, knowledge gathered during the workshops
 - ▣ Good practice examples are provided by partners from Italy, France, Germany
 - ▣ Recommendations to the Social partners and Action Plans
- National workshops in pilot countries – National Focus groups – National Guidelines/Recommendations for improving the I&C process
- Transnational Brochure on I&C process in agriculture information among the partners
- Transnational Conference on Active participation and corporate responsibility for sustainable Agriculture and better/qualitative employment
- Ref.: GANT Diagram

Timetable for action events

Start date	End date	Venue	Type of event
10/09/2012	12/09/2012	Sofia	Steering Committee Meeting PM1
29/10/2012	30/10/2012	Bucharest	Workshop 1 WS RO
01/11/2012	03/11/2012	Sofia	Workshop 2 WS BG
05/11/2012	07/11/2012	Skopje	Workshop 3 WS MK Steering Committee Meeting PM2
03/07/2013	04/07/2013	Sofia	Transnational Conference
05/07/2013	05/07/2013	Sofia	Steering Committee Meeting PM3

Implementation of the action -

Methodology

- Data gathering and survey of the implementation of I&C rights in the countries of the project partners will be used as an information material
- Face-to-face meetings and distance work among the partnership and network created by key players concerned at both levels –national and European
- Envisaged external experts, engaged in all phases and concerned to the related topics will support and guide the process of framing optional solutions and proposals for improving the legislative framework

Implementation of the action - Communication

- **English** is the project language, but other partners' languages will be used for the internal communication in the partnership.
- During the formal meetings interpretation into 3-5 languages will be used.
- The translation from the partners' language to English and vice versa of the written materials will be made in the country of edition and sent to the coordinator.
- Communication will be at distance via internet, emails, telephone and face-to-face during the formal meetings and conferences.

Implementation of the action –

Dissemination of project idea&results

- Publications in Partners' internet sites and magazines
- Information leaflet on the project in Bg, Ro, Mc, En – 500 copies
- National Guides/Recomendations in Bg/En, Ro/En, Mc/En – **x150 copies?**
- Transnational Brochure in En, Bg, It, Ro, Ge, Mk – **200 copies?**
- Media campaign – 2 Press-conferences along SCM2 and Transnational Conference
- Conferences, committees, consultations etc. will spread the ideas of the project, will make pressure on the public and decision makers

Implementation of the action -

Monitoring and evaluation

- Strategy of Evaluation – to assure the smooth run of the project according to the schedule and in compliance with the EFFAT policy
- Steering Committee – 3 working meetings
- Communicate the project progress, results and impact on the SSDC meetings and other formal partner's meetings
- Contribution to the collection of information, publications and dissemination, participation in main events
- Corrective measures should be taken if needed



Questions