

## IMPROVED STANDARDS IN VOCATIONAL FURTHER TRAINING

February 2014



Dear colleagues,

at the end of our EC-funded project BICO in March 2014 we inform with this newsletter about the main results of our transnational Social partnership initiative. Despite different needs and pre-conditions within the involved countries, branches and companies we have achieved some essential improvements in vocational further training management.

### Together we have implemented:

- Promoting European exchange of information and experiences.
- Support for companies: Workers' and employers' representatives from enterprises have been trained as experts in company-based further training management and applied this newly acquired know-how in practice.
- Cooperation in Social Dialogue: Social partners have developed sectoral and company-based training agreements with compulsory standards for the implementation of further training activities.

BICO-cooperation has mobilised additional activities on sectoral and in-company levels. Our partners will continue these approaches with own and sustainable activities.

In view of this goals we wish all actors the best possible success. We thank all partners for their active, cooperative and successful work in the BICO cooperation.

**BICO-Coordinator-Team**

### VOICES FROM SOCIAL PARTNERS

*"The project BICO to a great extent gives us enthusiasm and good ideas for active involvement of social partners in metal sector in a constant, continuing and useful process of promotion of new skills and creation of conditions for competitiveness and better jobs in the industry."*

*Vasil Yanachkov, President of Trade Union "Metalicy" Bulgaria)*

## PROGRESS IN BRANCHES AND COMPANIES

### VOICES FROM SOCIAL PARTNERS

*"The parties included in the sectoral social dialogue exchange information and cooperate actively to solve the social and economic issues related to the prosperity of the enterprises and the people working in them and to the sustainable development of the sector. The vocational training, qualification and the continuous training of the staff is the key element for achieving these goals."*

*Politimi Paunova, Bulgarian association of metallurgical industry (BAMI)*

## COUNTRY INFORMATION

### BULGARIA

Collective agreements with sector specific regulations for vocational further training in wood/furniture and metal industry

*See page 2*

### LITHUANIA

For the first time: collective agreement for employees in the state wood sector

Improved standards of workplace agreements

*See page 3*

### ROMANIA

Continuous bipartite cooperation for vocational further training in the machinery building industry

*See page 4*

## MORE INFORMATION UNDER:

[www.bico-project.eu](http://www.bico-project.eu)



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**TRAINING AGREEMENTS FOR NEW SKILLS AND COMPETITIVE WORK**

**WOOD / FURNITURE**

From Branch Collective Labour Agreement in the Wood and Furniture, in force until 30 September 2014

**Art. 29.** Employers from the 2 sectors are obliged, in relation with their duties under Art. 228a of the Labour Code:

1. To create Qualification committees, with participation of Workers representatives;
2. To work on Annual Programs for sustaining and raising personnel Qualification and re-Qualification.
3. To assure up to 5 (five) days supplement annual leave for maintaining or acquiring of new vocational knowledge and skills and/or key competences. The used special leave shall be reported by providing needed documentation.
4. To include in the Internal payment regulations criteria for stimulating qualification with real range of payment increase.

**F SOGSDP POSITION**

Our immanent position is that the qualified employment assures:

- increased competitiveness of the companies;
- increased security of the jobs;
- better Labour conditions;
- better salaries.

**UPCOMING TASKS**

Implementation and monitoring of the collective agreement

Adoption of the regulations and standards of the sectoral collective agreement in company-based agreements



*"We are convinced that with the common participation of Trade Unions and Employers we will contribute to: raising the level of these sectors, increasing companies competitiveness, not trough low Labour costs, but trough increasing the qualification and skills of the employees, and quality products, created by their updated knowledge and skills."*

Petar Abrashev (President of F SOGSDP)

**METAL / MACHINERY BUILDING**

**BCLA in force 2013 -2014**

**Agreements for Training in the Sector:**

**Art.8.** For sustainable development and competitiveness, the parties agreed on:

- **p.1.** Employers have to assure organizational and financial conditions for Qualification and Training of employees according to the aims and company's development programs.
- **p.2.** Employees are obliged to sustain and develop their theoretical and practical qualifications in accordance with Employer's regulations and Job requirements.
- **p.3.** Trade Unions have to participate actively with suggestions and initiatives in the process of development of HRD programs and efficiency assessment of Qualification and Training measures.
- **p.6.** TU representatives have to participate actively in the work of the Sector Consultation Committee and in implementation of the Sector Competence models.

**Art.44.p.5.** Parties agreed to establish preconditions for motivated participation of employees in different forms of Training to raise their qualification, knowledge and skills, for assessment of their competences and implementation of Competence models.

**VOICES FROM SOCIAL PARTNERS**

**Trade Union "Metalicy":**

In the collective agreements of all companies in the metallurgy there are sections, which regulate the participation of employers, unions and workers in the process of education, training and retraining of the workforce.

The trade unions participate actively via proposals and initiatives in the elaboration of the programs for human resource development and in the assessment of the effects of the various forms of education and training.

Trade Union representatives participate actively in the work of the Sector consultative committee "Metallurgy" and in the application of the different models for assessment of the competences and skills.



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**PROMOTING CONTINUOUS FURTHER TRAINING  
BEST PRACTICES FROM BRANCHES AND COMPANIES**

**SOCIAL PARTNERS SIGN A COLLECTIVE AGREEMENT  
FOR EMPLOYEES IN THE STATE FOREST SECTOR**

For the first time workers in the state forestry sector have a collective agreement with unified tariff rules of wage and labor standards. This agreement includes also basic rules for further training.

Key arrangements are (extract from CLA):

**NEW**

**29.** Provide paid leave to employees who work in the State forest enterprises, access to higher education or professional training, depending on the positions occupied in the SFE.

**32.** Provide 0.1% of the company's annual payroll for educational leave for education and training of workers employed in forest enterprises.

*(Sectoral Collective agreement No1. Signed 10 of October 2013)*



**„NEMUNAS“**

**What we have done?** In our enterprise we started to apply the knowledge, received during the BICO Project. We started to analyse the situation, identify training needs. We started the process of strengthening the bilateral partnership information and bargaining. Continuous training plan for the II-half of 2013 (20 people) was composed and is already underway.

**Our planning for future:** 2014 year further education plan (for 53 employees), is ready the budget for further vocational training funding is planned.

**„BALTIK VAIRAS“**

**What we have done?** The company prioritized training topics and target groups, prepared needs analysis, vocational training needs plans and training budget, learning methods, draft learning contracts. **This summer we started bargaining the new collective bargaining agreement, we involved some points for continuing education in the project.**

**What we have achieved?** From 1st of September 2013 the training of production masters was launched. The conditions to learn on the workplace were arranged, as well as involvement of external partners. According to a tailor-made training program another metalworking company (Salda) masters together participate in the same training. 15 employees participate in the training; training process will take 1.5 years. **Another group training according the same program will be launched from September next year.** Training is financed from the company's funds. The training of 15 people costs 72 000 thousand (21 000 euros).

**„ŠILUTĖS BALDAI“**

**What we have done?**

We prepared the report for continuing education and professional development in enterprise for the year 2013. The report was discussed and considered with the social partners - trade unions.

**„GRIGISKES“**

**What we have done?**

Regular bilateral meetings were held according to the prepared schedule.

**What we have achieved?**

During the meetings and negotiations training plan has been prepared. We did the skills needs analysis. The training consists of several parts; coming into a company new employee is trained according probationary procedure. 116 new employees we recruited over the last year. Later, after clarifying the training needs for the new year, we prepare the training plan which shall be considered and reviewed in cooperation with the trade union organization.

**Our planning for future**

We plan to continue to further the implementation of continuing education in company. We will prepare mutual learning model, employee assessment, counselling, succession planning, training, team development and support, improving the organization's culture.

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**AGAINST ALL ODDS – STRENGTHENING BIPARTITE COOPERATION**

**IMPROVEMENTS IN COMPANIES**



Meeting between management and workers' representatives sharing information

about knowledge obtained in the Sofia seminar, identification of general training, improvement process of training, setting up training teams to identify specific training needs for technical department, improvement training procedures, establish responsibilities and deadlines, prepare a training program for the technical department, choice of location and duration, budget setting, conducting training program, course evaluation.



Meeting between management and workers' representatives, sharing information on knowledge obtained in the seminar in Sofia, adapting general training needs, planning, establishing of team work, tasks, deadlines, responsibilities, identifying employees who participate in the program from production sector, conducting training program, evaluation.



**COURSE ON ABILITIES:** initial course SYNERGI for OHS responsibilities, environment and protection against fire the risk at work place assessor course , course on preventing and combating pollution in inland, accreditation of course FROS 10 blasting and painting coordinator

**IMPROVEMENT COURSES:** operating IT course for Word and Excel, AutoCAD initiation, initiation TRIBON, initiation FORAN

**QUALIFICATION COURSES:** Locksmith, welder, welder autogenous, control crane operator with ground orders, maneuvers SKV platform

**COOPERATION IN COMPANIES**

Romania participated in BICO project in 2013 with three companies from machinery buildings industry: Altur Slatina, Mecanica Marsa and Vard Tulcea. Even if initially only these three companies were involved, after two months of implementation other two companies expressed their intention to be involved in implementation: Electroputere Craiova and SMR Bals.

Before BICO project, all five companies had already a chapter related training in the collective labor agreement and a training plan at company level. **Mecanica Marsa signed a bipartite regulation at company level on vocational training.**

**The cooperation at bipartite level is very effective and efficient. The training experts were very involved in the project activities and in Sofia training, having a concrete contribution and also absorbing all the new information. The need to change experience is very high.**

Each of company conducted qualification courses for workers, according to the annual training plan, but also having in view the new information obtained during BICO implementation.



**COOPERATION IN BRANCH**

In the **National Council held in Tulcea in June 2013** by FSCM, the seminar participants and the BICO national coordinator presented the main results from training seminar to other colleagues which didn't attend the seminar and to HR of several enterprises. The BICO leaflets were spread during monthly events at federation level, in 40 companies.

**In September - October 2013, the branch representatives at bipartite level, the training responsables from companies and the national coordinator realised a conducting material with steps on CVT in machinery buildings companies.**

See under: <http://fscm.yolasite.com/noutati.php>

The advantage of having a collective agreement at branch level, with a chapter dedicated to CVT is very high. Unfortunately, the social dialog law from 2011 make almost impossible the conclusion of such an agreement.

**We have a contract at group level units in machinery buildings, valid until the end of 2014, after which the social partners want to negotiate a new one. At groups of unities in machinery buildings level, the partners concluded the collective agreement, with chapter 8 dedicated to vocational training of members.**

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