

DRAFT
SUMMARY OF WORK PROGRAMME
(Budget heading: 04.03.03.01; Call for proposals: VP/2011/001)

The EU Council conclusions on “European researchers' mobility and careers” dated from 9 March 2010 says that a “genuine European Knowledge Area, underpinned by a world-class knowledge infrastructure, in which all actors (students, teachers, researchers, education and research institutions and enterprises) benefit from the free circulation of people, knowledge and technology (the fifth freedom)” needs to be created. Further, it states that “a fresh impetus is needed to design and implement concrete actions to be taken by the European Union and the Member States in those areas already identified as requiring urgent action for promoting mobility, better working conditions, and improved careers of researchers”. The EU Commission’s Green Paper on “The European Research Area: New Perspectives (2007) also indicates that the mobility (cross-industry mobility, cross-company mobility as well as cross-border mobility) of employees in the research sector is perhaps more important than in any other profession.

*EUROCADRES*₁ – The Council of European Professional and Managerial Staff - and its member organizations are in favour of this approach since their individual members are professional and managerial staff (P&MS)₂ also employed in the research sector. Thus, *EUROCADRES* would like to take some concrete actions to support mobility of employees in the research sector. The project focuses on the working conditions within the research and innovation sectors, public and private, academic and industrial, fundamental and applied. Given a broad variety of individual contracts and collective agreements at different levels, based on national developments, cultures and legislations, it will be an enormous challenge for trade unions and their workplace representatives to take a European initiative. The initiative of the project should enable trade unions and works council representatives in research institutes to promote the advantage of European mobility by gathering professional experience throughout Europe within a contractual framework which will support the career and save rights and thus make for employees European mobility a real added value for their professional and private life.

EUROCADRES has worked on the issue on contractual regulations to ease mobility before. The first initiative was taken by its affiliated organizations from Austria GPA-djp (Trade union of employees in the private sector – print, journalism, paper) in 2008/2009 in the EU funded project “Dobro došli” (welcome). In the frame of this project *EUROCADRES* was a project partner and realized the necessity to continue to work on the issue on contractual regulations for European mobility and to engage its member organizations to take measures to develop collective agreements in a European spirit. As stated in the final brochure of the project “Dobro došli – Collective agreements fit for Europe!” (2009): “Given the large diversity of collective agreement systems in Europe and in order to reach a compatible and harmonized system in Europe, trade unions may help one another by seeking to harmonize job contents and pay levels, with clear wordings and by enlarging the coverage of agreements to sectoral level”. In order to reach a broad acceptance among the stakeholders of the project objectives and its results.

EUROCADRES considers it as very important to involve different actors of the industrial relations. *EUROCADRES* succeeded to engage in the project besides its own trade union member organisations also employee representatives from companies from the research sectors as well as employers.

The project will be conducted in close cooperation with 10 member organizations of *EUROCADRES* which declared their strong interest and political support as well as active participation in all the activities of the project:

- GPA-djp – Trade Union of Employees in the Private Sector – Print, Journalism, Paper / Austria
- Coordination Council for Professional and Managerial Staff within NSZZ Solidarność – Independent and Self-Governing Trade Union "Solidarnosc" / Poland

- ĘSZT - Confederation of Unions of Professionals / Hungary
- OSPVV - Trade Union of Science and Research Workers / Czech Republic
- CFDT CADRES – French Democratic Confederation of Labour P&MS / France
- LBC-NVK - White Colour Council - National Union for Professional and Managerial Staff/ Belgium
- FSLCPR - The Union's Federation of Research and Development Employees Romania / Romania
- NSZ – Independent Union of Research and Higher Education Employees of Croatia / Croatia
- ver.di – United Service Union / Germany
- CGIL Roma Lazio - Italian General Labour Confederation Region of Rome and Lazio / Italy

Further, works council representatives of following 5 research institutes from different European countries also declared their active participation in the project activities:

- AIT Seibersdorf – Austrian Institute of Technology / Austria
- ESRF - European Synchrotron Radiation Facility / France
- GSI - Helmholtz Center for Heavy Ion Research GmbH / Germany
- WZB - Social Science Research Center mbH / Germany
- Joanneum Research Forschungsgesellschaft mbH / Austria

Finally, *EUROCADRES* succeeded to involve one employer from Italy and one employer organisation

from Austria to involve in the activities:

- ENEA - Italian National Agency for New Technologies, Energy and Sustainable Economic Development / Italy
- Forschung Austria / Austria

The involvement of employers and employer organisations is insofar of high importance since their

input, comments and suggestions will give the project's final outcomes higher credibility and value for

successful follow up activities.

Thus, the concrete **objectives** of the project are

- identify common patterns and elements within the contractual diversity
- identify the most important elements of contracts which are worth starting a process of harmonizing through social dialogue at European level
- exchange experiences in collective agreements in research at national level
- develop a socio-economic matrix to compare and assess various and different contractual elements
- use this socio-economic matrix to identify best practices and lines of development of agreements and contracts

By reaching the aforementioned objectives following **results** can be expected:

- a socio-economic matrix to compare and assess various and different contractual elements,
- best practices between contractual agreements from different countries,
- a set of policy guidelines for a European strategy

The **final product** of the project will be a brochure available in four different languages. The brochure

will be an analysis report containing the research findings and a scheme of policy guidelines for a European strategy. This brochure will be addressed to legal and economic experts and trade union officers dealing with the issue of collective agreements and individual contracts.

Further, some additional material and alternative forms of presentation should be developed to attract a wider group of beneficiaries who are not a legal or economic experts but who are effected by contractual regulations enhancing or restricting mobility. Thus, a short video clip with the political objectives of the project and scenes of the European conference will be made to serve as eye catcher accompanied by supporting material for the presentation area like posters

and leaflets. The project will last for 12 months from **1 September 2011 until 30 August 2012** (*official period*) (*with option for extension until end of December 2012*)

Core group meetings

The core group consists of representatives of the project partners (one person per partner organisation) There will be **three core group meetings** held during the project.

- The objective of the **first** meeting will be to reach an agreement on the content, methodology and results of the project. Furthermore, the timetable will be set and the tasks for the different partners will be divided. This meeting will take place on 8 September in Brussels.
- The **second** core group meeting, which will take place (before the workshop) in Vienna, will discuss and evaluate the first draft of the socio-economic matrix that was developed during the research activities. Further, the workshop will be prepared which will be held between March and April 2012 in Berlin / Germany.
- The **third** and final core group meeting will be held (before the final conference) in Brussels. The outcomes of the workshop will be evaluated and the final European conference will be prepared.

Research activities

First phase: At the beginning of the project we will be conducting a research on various contractual agreements (collective agreements on company and sector level, individual work agreements, etc.) and legal regulations across Europe with the focus on the countries of origin of our partner organizations (Austria, Germany, Hungary, Czech Republic, Poland, France, Belgium, Croatia, Romania and Italy). This range of countries will assure a wide scale of information from different countries in the EU. By means of examining the similarities and differences of the various contractual agreements and legal regulations, we will identify best practices, common elements and try to distil a framework out of these. By evaluating the findings of all these elements, we are also going to develop a socio-economic matrix. In this matrix, the best elements of all the agreements are put together and will serve as structure with the key elements for the planned policy guidelines and the overall declaration and should be made suitable for any European approach. Further, to assure a normative approach it is necessary to conduct individual interviews with trade union representatives involved in collective bargaining, national legal experts and works council representatives of research institutes involved in negotiating collective and individual agreements on company level in order to gain information about the actual application of legal regulations and agreements and what this implies for the individual with the focus on enhancement or obstruction of mobility.

Second phase: After the workshop the socio-economic matrix and the policy guidelines for a European strategy will be adapted according to the outcomes of and the input from the workshop in order to reach a broader acknowledgement of the matrix through external input with the aim to create an as generally applicable matrix as possible.

The research will be conducted by *EUROCADRES*' internal staff. The person is expert on European labour law and economy.

Workshop

The workshop will take place in Berlin / Germany between March and April 2012. Besides the participants of the core group approx. 20 more trade union officers and representatives coming from *EUROCADRES* member organizations will be invited (in total 30 participants). The research results and the socio-economic matrix will be presented. The objective of the workshop is to validate the matrix and to collect further comments and opinions in order to improve the final product. Also, we plan to present some draft policy guidelines for a European strategy which will be also validated and reflected upon by the participants. The outcome of the workshop will feed the final European conference.

European conference

This final activity of the project will be held in Brussels end of November 2012 (*after approval*) – the European conference. Here, the finalized socio-economic matrix and the policy guidelines for

a European strategy will be presented to an audience of about 80-90 trade union representatives from *EUROCADRES* member organizations as well as employer organisations on European and national level. The objective of the conference is to find a common understanding on the harmonization of contractual agreements for employees in the research sector with the aim to facilitate mobility in the future.