

DETAILED WORK PROGRAMME

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IREER – Industrial Relations for EU Excellence in Research Sectors

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1. Introduction

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!”

1 *EUROCADRES* is associated to the ETUC – European Trade Union Confederation and as an European social partner acknowledged by the EU Commission takes part in the European social dialogue.

2 In the text the abbreviation P&MS will be used for professional and managerial staff.

(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".

With most of the project partners listed below a preparatory meeting was held in Vienna in January 2010 (on their own costs) in order to discuss the procedures of the project application as well as the content of the project activities, its objectives and the involvement of the partners. After this very fruitful meeting the project ideas were spread within *EUROCADRES* with the result that organisations also outside of *EUROCADRES* stated their interest to join the project. Eventually 17 project partners signed letters of commitment. In order to reach a broad acceptance of the project objectives and its results *EUROCADRES* considers it as very important to involve the 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 nine member organizations of *EUROCADRES* and one observer organisation from Croatia 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
- ÉSZT - 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 P&MS / 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 five research institutes 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 / Germany
- Joanneum Research Forschungsgesellschaft mbH / Austria

Finally, *EUROCADRES* succeeded in involving in the activities one employer from Italy and one employer organisation from Austria:

- 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 for the whole of the industrial relations and value for successful follow up activities. *EUROCADRES* highly welcomes and values their engagement in the project.

2. Objectives of the project and link to the budget heading

The project should help to exchange among European parties actively involved in industrial relations information and experiences about different national contractual regulations for employment in the private and public research sector. The foremost objective is to learn about common aspects of those different national arrangements and to be able to develop common European policy guidelines for a European strategy which can be applied in the social dialogue on national and European level.

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

This project objectives are linked to the sub-programme II "industrial relations". The project objectives will constitute a new and challenging input to national industrial relations since the issue of transnational and European standards for contractual regulations for employment are not discussed at all or very controversially especially on national level. *EUROCADES* assumes responsibility as a European social partner for starting the discussion on this issue with its national member organisations in order to improve conditions for mobility for employees in Europe. *EUROCADRES* is convinced that new and challenging issues introduced to the social partners will foster a lively debate among the parties involved in the industrial relations which will in consequence strengthen the exchange among

the parties and will further develop the industrial relations itself on national and European level.

In a future perspective the project will support the priorities of the former Lisbon Strategy and the new EU 2020 Strategy since both define as one of their priorities the development of a European area of research and innovation - a key factor for a prosperous and sustainable way ahead. Beyond all question the project is addressing the overall issue of mobility and aims at developing new initiatives and incentives for mobility of employees. As added value of contractual regulations which should increase mobility will likewise improve quality of work because this project will focus on best practices of various contractual regulations which tackle working conditions in general.

3. Expected results

By reaching the aforementioned objectives the beneficiaries of the project will

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

The final product of the project will be a brochure of about 20 pages available in four different languages (EN, FR, DE and PL). 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.

4. Beneficiaries / Target Groups

Direct beneficiaries are representatives of national trade union organizations representing P&MS and works council members of research institutes: nine *EUROCADRES*´ member organizations, one observer organisation from Croatia, five works council representatives of research institutes declared their active participation in the project activities as well as two employer representatives. They will directly and immediately benefit from the transnational exchange of information. Through the joint development of the socio-economic matrix they will gain in-depth knowledge on contractual regulations for employees in the research sector across Europe.

Further, direct beneficiaries are all *EUROCADRES* member organizations which will be invited to the final European conference. The final outcomes of the project activities will be presented and they will

have the possibility to gain knowledge on the concept of harmonized contractual regulations on European level and how to reach that harmonization with help of European policy guidelines.

Indirect beneficiaries are all the employees in the research sectors seeking work experience in another EU country who will profit of Europe-wide harmonized standards of contractual regulations.

5. Methodology

The project will last for 12 months from 1 September 2011 until 31 August 2012. It will consist of **four types of activities**: core group meetings, research activities, a workshop and a European conference in order to reach the objectives and achieve the results.

What	When	Where
Core group meeting	8 September 2011	Brussels
Research activities (1 st phase)	1 September 2011 - 13 May 2012	Brussels
Core group meeting	2 April 2012	Vienna
Workshop	14+15 May 2012	Berlin
Research activities (2 nd phase)	16 May 2012 – 15 June 2012	Brussels
Core group meeting	15 June 2012	Brussels
European conference	2+3 July 2012	Brussels

Core group meetings

The core group consists of 19 members:

- 3 representatives from *EUROCADRES*
- 1 representative from GPA-djp / Austria
- 1 representative from ESZT / Hungary
- 1 representative from OSPVV / Czech Republic
- 1 representative from CFDT Cadres / France
- 1 representative from LBC-NVK / Belgium
- 1 representative from FSLCPR / Romania
- 1 representative from NSZ / Croatia
- 1 representative from Ver.di / Germany
- 1 representative from CGIL Roma Lazio / Italy
- 1 representative of the works council of AIT Seibersdorf / Austria
- 1 representative of the works council of ESRF / France
- 1 representative of the works council of GSI / Germany

- 1 representative of the works council of the WZB / Germany
- 1 representative of the works council of Joanneum Research Forschungsgesellschaft mbH/ Austria
- 1 representative from employer organisation ENEA / Italy
- 1 representative from employer organisation Forschung Austria / Austria

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 2011 in Brussels.

The **second** core group meeting, which will take place on the 2 April 2012 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 in Germany, between 14-15 May in Berlin.

The **third** and final core group meeting will be held on 15 June 2012 in Brussels . The outcomes of the workshop will be evaluated and the final European conference will be prepared.

Research activities

First phase: During 1 September 2011 – 13 May 2012 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, 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 on 14-15 May 2012. Besides the participants of the core group selected trade union officers and representatives coming from *EUROCADRES* member organizations will be invited (in total 30 participants). They should have a sufficient background and knowledge on collective bargaining and contractual regulations in the research sectors. 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 on 2-3 July 2012 – 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 90 trade union representatives from *EUROCADRES* member organizations. 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 and to present the proposals to the European employer organisations. It is intended to invite them to a round table during the conference to enable a broader political debate with the key actors of the European social dialogue.

6. Staff involved

Project management/coordination

Name	Function	Tasks
Gerald MUSGER	Vice-President of <i>EUROCADRES</i> (detached from GPA-djp ³ / Austria)	Overall political responsibility of project content, participation in core group meetings, the workshop and the final European conference, monitoring the content of all the project activities, contact to

Name	Function	Tasks
		national member organizations.

Project administration

Name	Function	Tasks
Slavica UZELAC	Project Manager of <i>EUROCADRES</i>	Coordination of and participation in the core group meetings, the workshop and the final European conference, developing the content of all the project activities, supervising and editing of the analysis report, writing of final project report and coordination of the dissemination of project results.

Secretariat

Name	Function	Tasks
Fabienne GANDWERG	Administrative assistant of <i>EUROCADRES</i> (detached from ETUC ⁴)	Administrative organization of the core group meetings, the workshop and the final European conference, coordination of translation and publication of the brochure/report.

Other staff

Name	Function	Tasks
Agnieszka GOLAS	Expert of <i>EUROCADRES</i> on European law and economy	<p>Conducting the research (collecting material and carrying out interviews), analyzing the material, developing a socio-economic matrix and policy guidelines for a European strategy, writing of analysis report/brochure.</p> <p>Developing the content of all the project activities and participation in the core group meetings, the workshops and the final European conference and presentation of research results in all of the events.</p>

7. Partnership

Following nine *EUROCADRES* member organizations and one observer organisation from Croatia declared their political support to the project as well as active involvement in the activities. They will participate in all activities of the project and will provide the expert with information on branch and company based collective agreements and relevant sources and documents for further analysis and evaluation.

³ Member organization of *EUROCADRES*

⁴ *EUROCADRES* as associated member to the ETUC (European Trade Union Confederation) gets permanent administrative support through one ETUC employee who is attached to *EUROCADRES*

- **GPA-djp – Trade Union of Employees in the Private Sector – Print, Journalism, Paper / Austria**

The GPA-djp represents employees, trainees, pupils and students. It also represents journalists and all employees in the graphic industry and the industry for paper and board manufacturing. As a member within the Austrian Trade Union Confederation (ÖGB) the GPA-djp is an important social formation. 15 000 works councils are organized within the GPA-djp. They negotiate approximately 160 collective agreements per year.

- **ÉSZT - Confederation of Unions of Professionals / Hungary**

ÉSZT covers employees in the public services, in particular, employees in higher education and research institutes.

- **OSPVV - Trade Union of Science and Research Workers / Czech Republic**

The OSPVV is a trade union organizing employees especially from the Academy of Sciences of the Czech Republic - mostly scientists and technicians. This Union works on more than 40 scientific institutions dealing with wide research area from medicine and natural sciences up to history and arts. OSPVV is also a member of Czech-Moravian Confederation of Trade Unions.

- **CFDT CADRES – French Democratic Confederation of Labour – Union of Engineers and P&MS / France**

It comprises of more than 1500 trade unions. It groups engineers and professional and managerial staff from each of the different trade unions members. One out of four P&MS is a member of CFDT Cadres.

- **LBC-NVK - White Colour Council - National Union for P&MS / Belgium**

As a member organisation of the largest trade union in Belgium, ACV, the LBC-NVK is the Flemish council of professional and managerial staff. They represent over 300 000 employees from 44 joint committees, all from the private sector. They are independent and democratic.

- **FSLCPR - The Union's Federation of Research and Development Employees Romania / Romania**

Is the only representative organization of unions in the Research-Development area active throughout the state of Romania. FSLCPR is made up by over 60 trade unions from various National Institutes and Enterprises involved in research-development activities covering most branches of the national economy.

- **NSZ – Independent Union of Research and Higher Education Employees of Croatia / Croatia**

With its 11000 members is the largest organization of higher education employees in Croatia.

- **ver.di – United Service Union / Germany**

Its approximately 2.1 million members make ver.di one of the largest independent, individual trade union in the world. As a multi-service trade union it looks after people employed in over 1.000 different trades and professions.

- **CGIL Roma Lazio - Italian General Labour Confederation Region of Rome and Lazio / Italy**

The CGIL, which is affiliated to the European Trade Union Confederation (ETUC), aims to defend individual and collective rights, ranging from the welfare system (pensions, health) to the rights in the workplace (Workers' Statute).

Further, works council representatives of following five research institutes also declared their active participation in the project activities. They will take part in all the project activities and will, in the first place, provide information about the application of legal and contractual agreements on company level.

- **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 / Germany**
- **Joanneum Research Forschungsgesellschaft mbH / Austria**

Finally, two representatives of employers confirmed their participation in the project activities. They will provide the expert with information on branch and company based collective agreements. Further, they will contribute with information on employer's experiences and needs.

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

It is a public research institute with approx. 2 500 employees. Its activities are targeted to research, innovation technology and advanced services in the fields of sustainable economic development and energy, especially nuclear energy.

- **Forschung Austria / Austria**

It is an umbrella organisation of eight private Austrian research institutes of non-university and applied research and technological development. They are an acknowledge social partner in Austria competent to negotiate collective agreements for the non-university research sector.

8. Transnational dimension

EUROCADRES, by its nature, is transnational since it represents over five million P&MS in all sectors of business in Europe and has affiliates from all the different European countries. The official partner organisations are coming from nine different countries organizations (Austria, Germany, Hungary, Czech Republic, France, Belgium, Croatia, Romania and Italy). The core group will consist of representatives of trade unions, company works councils and employers coming from these nine European countries. During the workshop and the conference trade union representatives from all over Europe will be invited as well as European employer organisations.

At the end of the project there will be a brochure available in four different language (EN, FR, DE and PL) addressing trade union experts and will be distributed through the channels of *EUROCADRES'* member organizations as well as those of the project partners.

9. Arrangements for evaluation / monitoring of the action

The political bodies of *EUROCADRES* will be responsible for monitoring the project activities. Already in the preparation of the project application the political bodies like the Presidium or the Executive Committee have been involved. The political bodies will be informed and the development of the project will be reported to them on a regular basis – the Presidium meets up to 10 times per year and the Executive Committee up to 5 times.

10. Added value and innovativeness

Because of strong national interests it is difficult to actualize contractual agreements for employees on European level. For this reason innovative approaches are necessary to get the different interests and actors together on a common basis. The project will develop a socio-economic matrix which will focus on similarities and best practices and thus, will allow trade union offices from different European countries to learn from each other and to apply a harmonized matrix for negotiation with the aim to offer their members an easier access to cross-boarder work and living experiences. The added value of the project is to promote harmonized actions of trade union activities in the future and to show that a



European approach is not a threat but an advantage and a win-win situation for trade unions and their members.

11. Multiplier effect

EUROCADRES is a European organization with 40 member organizations all over Europe and manages three European networks – femanet (women's network), StartPro (network of young professionals and graduates) and mobil-net (network of trade union mobility advisers). The results of the project will be multiplied through *EUROCADRES* member organization and these three networks. Further, the partners of the project will also contribute to a multiplier effect by diffusing the results to their members. Having works council representatives of research institutes as partners in the project the project results will reach through direct channels the indirect target group of the project – employees in the research sector.

12. Dissemination of results

The final products of the projects will be a brochure (max. 20 pages) available in four different languages (EN, FR, DE, HU) addressing. The brochure will be available as printed and as electronic version. *EUROCADRES* member organisations will be asked to publish the brochure on their web sites. *EUROCADRES* will distribute the brochure on its annual General Assembly in November 2012.

Further, the development of the project will be reported in the *EUROCADRES* newsletter and on the *EUROCADRES* Executive Committee meetings. The project summary and the agenda of the workshop and the final European conference will be made public on the *EUROCADRES* web site. The project partners will be asked to publish information on the project and its results on their web sites and in any other internal media.

Carlo Parietti - President