

Report on good practices Romania

– situation at companies level -

Before the project BICO - Summary of the main issues / points of departure (eg, lack of know-how, poor organization, lack of cooperation between the social partners, lack of resources, people, motivation, structures)

The companies from Romania participating in the BICO project are: - SC Altur SA, SC Mecanica Marsa SA, SC Vard SA Tulcea ex STX OSV.

Before BICO project, all three companies had already a charter 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. One possible problem could be lack of motivation of employees to participate in training measures.

What was planned in Sofia seminar?

Short description of the main objectives (eg sectoral committee, information of workers, the development and negotiation of an annual training plan in company, planning and implementation of training courses ...)

At the seminar in Sofia, the participants planned to work on:

- Development of social dialogue continuing education related companies**
- Motivation and information if workers**
- Adapting training plans according to new information received in Sofia**
- Implementation of training measures already stipulated and of new ones**

What was accomplished?

Briefing on connection between the current management procedures and continuous training activities (eg, special committees or regular bipartite meetings aso.).

In the FSCM National Council held in Tulcea in June 2013, the participants in the Sofia seminar and the national coordinator presented the results of other colleagues and disseminated the BICO leaflets. Also in September-October, the BICO multipliers and the national coordinator realised a material, comprising the steps of a model for continuing education in mechanical engineering companies.

The three companies involved in the project have developed measures included in training plans and the FSCM site was constantly updated with information about the project.

What was obtained? - Brief information on progress, results and experiences in the implementation process of continuous training measures (successes and obstacles in companies):

Altur Slatina: 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.

Mecanica Marsa:

**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

Vard Tulcea:

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.**

How we'll work after BICO?

Summary information on future activities (medium-term objectives and activities at the company - Ensuring sustainable continuation).

Companies will regularly negotiate collective agreements, including chapters on training. Every year, the training plan will be determined by bipartite negotiations. In order to ensure proper functioning of companies, each year will be applied training measures in accordance with national and international standards.

The three companies don't have major issues related attitude toward training of workers. But considering that most of the Romanian companies in the engineering industry struggling very hard to survive and that employees are in constant stress related to the possibility of job loss, many of these companies and their workers are not aware of the need to continue training.

Also, training is most often seen only as a cost, because the Romanians not have enough patience to wait for results over time, they want to see results in the next second with minimum effort.

Attached documents:

- **Chapter on CVT from Altur Slatina collective agreement**
 - **The overall training plan and the specific plan 2013 for a Altur workshop**
- **Chapter about CVT from Mecanica Marsa collective agreement**
- **2013 annual training plan of Mecanica Marsa**
- **Bipartite regulation on training in Mecanica Marsa**
- **Training plan 2013 of Vard Tulcea**
- **Report on implementation of training plan until November 2013 from Vard Tulcea**
- **Model on vocational training for machine building branch companies.**

Situation on branch level

Continuity of social dialogue - meetings and activities (eg, themes and results related CVT)

On the National Council of FSCM held in Tulcea in June 2013, the participant on Sofia seminar and the national coordinator presented the results to other colleagues and disseminated the BICO leaflets.

Also, in September-October 2013, the BICO multipliers, the industry representatives at bipartite level and the national coordinator realised a material, comprising the steps of a continuous training model in machineries buildings companies.

Members information (mass-media, channels, frequency, number of people and companies reached, benefits, feedback)

- Dissemination of leaflets during monthly events at the federation level, in 40 companies**
- Monthly updating of FSCM site with information on the project - <http://fscm.yolasite.com/noutati.php>**
- Press release in September 2013.**

Progress of bipartite cooperation (eg, common goals, new practices, optimized structures, such as sectoral committee ...)

The social partners have planned on short term the continuation of the activities started in BICO. They want and use the possibility to access the EU funding for training.

New collective agreements - Advantages and improvements over previous contracts

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 machinerie buildings, valid until the end of 2014, after which the social partners want to negotiate a new one.

Hopefully by then will be more permissive laws in Romania, in order to be possible to negotiate higher provisions on all aspects of labor agreement, including the chapter on training. A real improvement will occur when employers will do serious investment in training of workers.

The benefits of BICO cooperation (for social partners cooperating in CVT, strategies and possible aspects for BICO 2)

BICO project is a substantial gain for Romanian partners, in communication on the issue of lifelong learning.

Our strategy includes expanding the training model of BICO project to other companies from the engineering industry and from other sectors. As plans for the future, we hope that the cooperation between the four countries will continue on CVT matter.

"Agenda 2014" - What will happen after BICO? (prospects for industries and companies)

The only way to have a future at the branch and companies level is to connect companies with national and international market needs. Also, at the authorities level, the initial training must be in harmony with the CVT. Authorities and employers are essential investors in education and continuous qualification and they cannot have in mind the aggressive idea of a quick profit without considering the future.

So the future of the industry is strictly related to general awareness. We also need to understand that the use of EU funds for training is impossible without a real partnership in matters of strategy, participation, involvement and financial involvement.

Attached documents:

**Chapter 8 of the collective agreement on group of units in
machinery buildings**

Press release in September 2013 (RO language).