

② April - June / 2013

# NEWSLETTER



The second quarter of 2013, within the Itinerariul Dialog ID project, was characterized by theoretical aspects of social dialogue/partners/goals, role plays, study visit, focus groups, simulations, explanations of unclear aspects, know-how from partners and the settlement of further activities and strategy to be adopted.

## Focus group, 20<sup>th</sup> of May 2013

Following the offers' evaluation for the services in consultancy in research and development, meaning the delivery of services that prepare the strengthening of acquaintances of social dialogue expertise's development, I-Zone Knowledge Systems won the bidding.

Tiago Leitao, representative of I-Zone Knowledge Systems in Romania, coordinated the focus group organized at the National Administration of Penitentiaries head office, on 20<sup>th</sup> of May 2013.

During the meeting, it was emphasized the definition of social dialogue from the

employer's and employee's view, the prioritization of key elements of social dialogue, the differences between the perception of social dialogue and collective negotiations, the identification of the social dialogue's limits, the modality the information/consultation and negotiation are perceived and in the end, the establishment of steps that have to be taken within the project, in order to improve the social dialogue, also after the project is closed.

Tiago Leitao, facilitated the discussions through modern techniques of asking questions, developing new ones, the background involving an active participation.



## TESTIMONIALS

**Catalin Bejan**  
general director of NAP

*"The perfect situation would be the combination of a cultural model of social dialogue, but within a very strong legal framework."*

**Stefan Teoroc**  
president of SNLP

*"When we talk about social dialogue, we talk about social partners."*

**Adrian Neagoe**  
vicepresident of SNLP

*"Everything can be learned: including dialogue and expression, using a proper tool."*

**Leonard Anghel**  
representative of Ministry of Justice

*"We don't have a culture of society reclaimed to social dialogue."*

**Mihaela Neacu**  
prime-vicepresident of SNLP

*"Within the project, the social dialogue has to be developed also at unity level."*

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## Study visit in Norway

In the period 08 -12 of April 2013, a group formed by the Executive Bureau of SNLP together with the general director of NAP and the representative of programs and cooperation department participated to a study visit in Norway.

During the visit the following units have been visited:

- Headquarter of The Norwegian Correctional Service – meeting with the General Director of KSF and the president of KY
- Bastoy penitentiary
- Ila Penitentiary
- Oslo Penitentiary
- Probation service
- Norway Correctional Academy



During the visit, the focal point of the discussions was the social dialogue practice at national and local level and decent work and working conditions.

After the visit a report was drawn and the conclusions were published on the website and official Facebook page of SNLP. Also, the representatives of National Administration of Penitentiaries delivered a report with the results of the study visit to the Romanian ministry of justice.

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## Monitoring visit of Innovation Norway

On 27<sup>th</sup> of May 2013, the representatives of Innovation Norway, Daniela Chifan and Knut Ringstad, established a monitoring visit at SNLP's head office.

The visit started with the presentation of all the participants and followed with a short presentation of the Itinerariul Dialog ID project's status by Adrian Neagoe, as project manager: the past, current and foreseen activities, the acquisitions processes, the contingency analysis, the not foreseen barriers and the agenda of the events established for the further period.

In this context, there were clarified all the aspects pointed out also by SNLP's representatives and Innovation Norway.



Tiago Leitao presented the questionnaire that will be implemented, regarding the social dialogue and training in social dialogue at European level.

In the end, SNLP is congratulated for the implementation of the Itinerariul Dialog ID project, which continues to be a premiere of the Romanian penitentiary system.

# Implementation of the SURVEY regarding the social dialogue



## In June 2013, the online survey was launched!

The online survey has been developed to collect information about national social dialogue practice and policy. The information will help benchmark and reinforce a social dialogue culture and agenda for decent work in Romanian prison services.

Through this step, completed with the results of a theoretical study regarding the social dialogue, a program of training of social dialogue addressed also to employers and employees will be developed.

The questionnaire refers to different views of the social dialogue phenomenon, all the answers being confidential. It focuses on collecting as many answers and visions, also from employees and employers. This way, there can be easier identified the barriers that block a strong social dialogue, but also the expectations of each one from its partner. The results of the questionnaire will be presented and debated within the conference held on 25 – 26<sup>th</sup> of September 2013, in which SNLP confirmed the support in organizing the meeting between the representatives of the unions affiliated to EPSU.

## Partnership meeting, but still interactive meeting

On the duration of two days, on 18<sup>th</sup> and 19<sup>th</sup> of June 2013, within the meeting of the project's partners' representatives, the activities were interactive, each participant being involved in different situations. The discussions were based on addressed questions and several answers.

- What do we talk about when we say social dialogue?
- What do we talk about when we say decent work and unionization's promotion?
- What do we expect, what we don't accept and how do we see innovation?
- What happened and what/how is going to happen?
- Who are the negotiators and how do they negotiate?
- How the social dialogue training should be realized?

In order to establish a thematic as efficient as possible for the training regarding the social dialogue improvement, during the meeting there were discussed and analyzed all the definitive aspects of a course with accomplished expected results.



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