

NEWSLETTER



On 25th-26th of September 2013, the second semester of the project, ended with an imposing event, namely the annual meeting of the unions' representatives within the European penitentiary system, held in Bucharest, with the support of SNLP.

EPSU/SNLP meeting, 25th-26th of September 2013

The National Trade Union of Prisons' Workers (SNLP), promoter of Itinerariul Dialog ID project, financed by Norway through the Norway Grants 2009-2014, in the frame of the Decent Work and Tripartite Dialogue together with

The European Federation of Public Services Unions (EPSU), held on 25th and 26th of September the annual meeting of the unions' representatives within the European penitentiary systems.

At the event participated unions' representatives of 14 European countries and the meetings were chaired by **Jean-Paul DEVOS**, president of the NEA / EPSU Committee (the NEA Committee represents the national and European administration sector – civil servants from ministries, agencies and European Union institutes).

We were honored by the presence of the minister delegated for the social dialogue within the Ministry of Labour, Family, Social Protection and Elderly (MMFPSPV) **Doina PANA**, the minister's counselor

Mircia GIURGIU, the general director of the National Administration of Penitentiaries **Catalin Claudiu BEJAN**, but also other guests with expertise in social dialogue.

Within the event, **Adrian NEAGOE**, as SNLP representative and project manager, presented the objectives and the activities' results undertaken in the Itinerariul Dialog ID project.

The project distinguished from the beginning, by the collaboration of the administration and on the other side, of the union, in order to achieve a common goal, namely the improvement of social dialogue in the Romanian penitentiary system.

This way, SNLP received all the commitment both from the administration but also from the MMFPSPV, regarding the proper support in leading the activities foreseen in the project, so fulfilling all the proposed objectives.

TESTIMONIALS

Jean-Paul DEVOS
NEA/EPSU Committee president

"Within the unions' approach, there is an Utopian message, but I think we need to act with our feet on the Earth, but with the heads in the clouds, because the stars of the European flag will still remain here, among us."

Catalin Claudiu BEJAN
general director of NAP

"We use the consultation process as often as possible and I think this is the solution, not only in Romania. It can be part of the solutions at a European level. We are all actors in this large-scale play and if we take into account all the barriers that appeared from the beginning of the crisis and put them all together, we can notice that only through social dialogue we can obtain results for improving the staff's lives, our people's lives."

Doina Adriana PANA

Minister delegated for social dialogue - MMFPSPV

"Within the Ministry of Labour, Family, Social Protection and Elderly, we have a joint tripartite commission, that will analyze the unions' requests regarding the current legislation of labour, but also the opportunity of amending the legislation, due to the multiple demands and complaints of the unions. The current legislation of labour advantages the employers."



Partnership meeting

During the meeting, **Adrian Neagoe** presented the project's **evaluations** (analysis, risk management, activities and Gantt recessions), **debates** regarding the **modification** of the budget for the following period, but also the **methodology** of organizing the upcoming activities.

Also, **Pedro das Neves**, director of Qualify Just/IPS Innovative Prison Systems presented the **results** of the online questionnaire implemented in June 2013, referring the social dialogue improvement and training, but also the **program** for the social dialogue training course.

In the end, it were discussed the last aspects of the **following event**, the meeting of the unions' representatives within the European penitentiary system.



Training course PROGRAM

The **training course program** was structured in September 2013, based on the previous discussions, analysis and proposals.

The program assumes the **critical role of active learning** methodologies, focus on experience exchange (case studies, role plays, study visits), simulations, games and experiential learning.

To complement active learning methodologies an e-learning component will be developed allowing the target group to meet with **flexibility** time scarcity, develop **self-learning skills**, promote external discussion **self-organized groups** and class session to focus on **active learning**.

The entire training program, containing all the details and information on implementing it, can be found on the official websites of the project:

- <http://www.snlp.ro/proiecte/noutati.html>
- <https://www.facebook.com/pages/SNLP-Itinerariul-Dialog-ID/354542407979138?fref=ts>

Online survey

RESULTS. statistics. VIEWS. examples.

The **online survey** was implemented in June 2013, available for repondents during the period 1st of June 2013 – 31th of July 2013. Through the questionnaire, SNLP wanted to collect information about social dialogue practice and policy, from all over in Europe.

In the end, the achieved results reflected the responses from 67 participants, from 7 European countries (Denmark, France, Germany, Italy, Norway, Portugal and Romania).

Despite the clear option on balancing theory and practice, when asked to distribute 100 hours, repondents selected the **practical component**. Their answer was similar with the answers of the Itineraiul Dialog ID partners' representatives within the partnership meeting held in June 2013.

The most important domains the repondents selected were **social dialogue** and **negotiation**, followed by **legal framework** and **conflict**. Surprising, the monitoring ranked as the least important.

After the course, the competences to be developed would be: social and economic background analysis, negotiation, planification, monitoring, team work, network and influence.

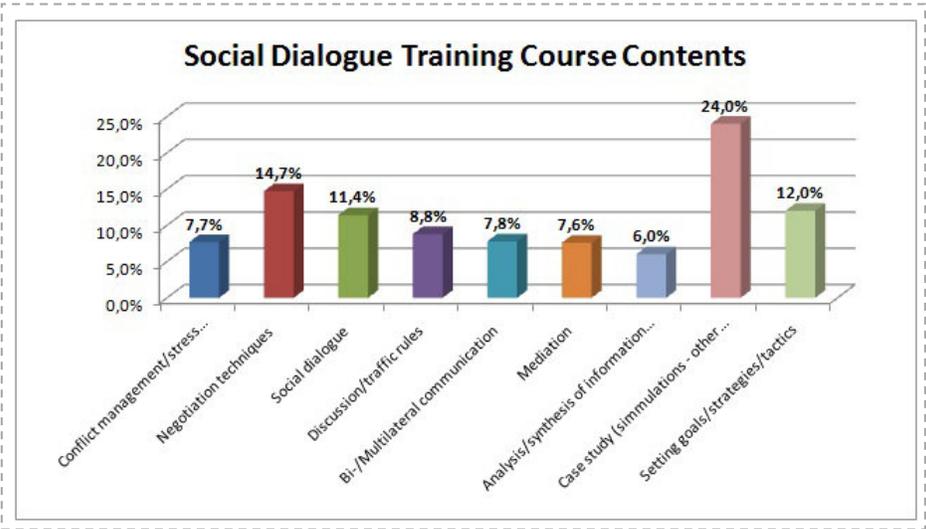
Various answers and statistics can be found on the project's **official websites**.



Training course ON SOCIAL DIALOGUE

In order to include topics as efficient as possible for the training courses regarding the social dialogue (activity foreseen in the project's calendar, in the 2nd semester of 2013), the participants had to establish the number of hours allocated from a total of 100, for every subject foreseen in the course's structure.

The subjects proposed are: the conflict management, negotiation techniques, social dialogue, traffic rules, bi/multilateral communication, mediation, analysis and synthesis of information, case study and setting goals/strategies/tactics.



As shown in the figure, the results focus on **active techniques** and also, on the **negotiation capacity's development**.

Short Q&A within the partnership meeting (24th of September 2013)

Knut Bjarkeid, Governor Ila State Prison

Q: Are social dialogue partners equal? Who has more power in negotiation and why?

A: According to the legal framework, the partners are supposed to be equal. But in practice, it is the employer the one that has more power.



Sven Erik Rath, board member KY

Q: How important do you see the training of social dialogue partners, in order to manage an efficient social dialogue? Is it necessary or it can be skipped? Can social dialogue be learned?

A: It's very important, because if you don't have the tools, you can't do it. It's necessary to get a better condition between workers and employer and to help the employer to learn what the workers (union) is confronting with.

May Olsen, vicepresident KY

Q: How do you think a woman approach the conflict within the negotiation process? Are there differences between men and women?

A: In Norway no. But we have been there. We call it "nice girl syndrome". The ladies prepare the cases more detailed and better than their male colleagues.



Cristian Plesa, Cooperation and Programs service NAP

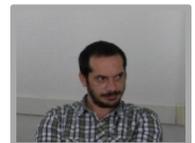
Q: What ideas or strategies would you choose from the Norwegian model?

A: They have white paper – strategic document approved by the Parliament for a period of 7-8 years. All parties follow the main lines of this document, including correctional policies. Also, their general director is appointed by the King and it is not easy to be changed every time when the minister is replaced.

Leonard Anghel, Ministry of Justice representative

Q: Are social dialogue partners equal? Who has more power in negotiation and why?

A: Social dialogue partners are equal, each part has its own representative(s) at meetings. Most of the time is the employer who has more power in negotiation because it benefits of technical support from internal departments.



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