



The end of 2013 represents for SNLP a new beginning, with new challenges.

WORKERS ENGAGEMENT, 2013 23rd of November

Within the National Council of the National Trade Union of Prisons' Workers (SNLP), internal event periodically held throughout the organization, it was organized the first meeting between all of the SNLP branches' presidents and the representatives of the Itinerariul Dialog ID project's partners.

The Norwegian guests represented both the administration and the union, offering to the participants the opportunity of learning in detail what means the "social dialogue culture" in Norway.

Knut Bjarkeid is former unionist and actual representative of the administration, as director of the high security prison Ila, located in Baerum, outside the capital.

Behalf of the employees, participated **Tore Leirfall** as **Kriminalomsorgens Yrkesforbund** union's adviser, strong union formed within the prison system, **May Olsen** as vice-president of the union and **Rath Sven Erik** as board member.

Knut Bjarkeid talked about the historical and political background of the social dialogue in Norway, about the social dialogue's benefits at the workplace and also, about concrete situations within the Ila penitentiary. Along a short review of these aspects, Knut Bjarkeid mentioned the fact that his responsibility as manager is to ensure that the objectives are accomplished and the way of accomplishing them is the best one and

also, that the budget is spent in a responsible manner.

Tore Leirfall presented the social dialogue from Norway from the union's view, emphasizing its definition and practice, statistics regarding the levels of unionization in different sectors, the union's role within the penitentiary system and also an interesting illustration of the social dialogue rules comparing them to the traffic regulations (New Delhi, India example).

Following the presentations of the Norwegian guests, **Tiago Leitao**, representative of Qualify Just IT Solutions and Consulting Lda in Romania, provider of the services of consultancy for informatics systems and also services for technical consultancy, presented the online platform of learning and research, which will be implemented in 2014 within the project, asking for opinions and recommendations from the participants, as prospective trainees.

Mihai Podeanu, president of SNLP branch H.Rahova: "The most important aspect of improving the working conditions is represented by the number of employees, as higher as better."

Florin Anghel, president of SNLP branch Mc.Ciuc: "The most important aspect of improving the working conditions is represented by safety and also the modality of ensuring safety and being protected as employee."

TESTIMONIALS

Knut Bjarkeid
Director of Ila penitentiary, Norway
"In our system and through the Collective Agreement, union leaders become partners in our effort of improving the climate of work, of reorganization, increasing efficiency and overall regeneration of the government sector."

Tore Leirfall
Advisor of KY
"Social dialogue is not the purpose (or at least it shouldn't be), but the mutual understanding of how goals are reached. In Norway, the role of the unions relates to working conditions, remuneration of employees, mediation between the member and the employer when appropriate and also the members' representation in all ways."

Nadja Salson
EPSU representative
"In the countries of Central and Eastern Europe before crisis, social dialogue seemed to progress. But now there was a change. In the prison system, the Itinerariul Dialog ID project is very important, not only for ensuring a good understanding and practice of social dialogue, but for a potential effect of "snowball", becoming a model also for other public services from Romania, but also for other European countries."

Workshop WORKERS ENGAGEMENT

2013 15th of October

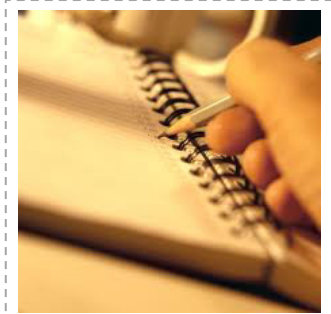
On the 15th of October, 2013, SNLP held the second workshop within the **Workers Engagement working package**, event aimed to explain the social dialogue mechanisms developed in Norway. The workshop was led by the one of the Kriminalomsorgens Yrkesforbund union's representatives from Norway, Tore Leirfall.

The meeting was interactive, offering to every participant the possibility of sharing personal visions or requesting more details on how it's realized and perceived the social dialogue in Norway.



Among the participants, there were both presidents of the SNLP branches and members who expressed interest in participating at such an event.

The objectives of the event were the active participation of the members at the proposed working sessions, the comparison of some study cases from Norway in the Romanian context, analyzing how leaders and members perceive the organization's identity, the evaluation of the members' needs and benefits and, also the identification of how leaders want to be seen by them.



ROAD MAD social dialogue

2013, 12th of December

On 12th of December 2013, SNLP organized the activity planned in the working package "Social dialogue road map".

At this event, attended **Nadja Salson** - representative of the European Federation of Public Services Unions EPSU, **Catalin Bejan** - General Director of the National Administration of Penitentiaries, **Gheorge Iftinca** - Human Resources Director NAP, **Cristian Plesa** - Cooperation programs and services chief NAP, **Marius Coratu** - Methodology and regulations' development service NAP, **Leonard Anghel** - representative of the Ministry of Justice, **Tiago Leitao** - Romania manager of

Qualify Just IT Solutions and Consulting Lda and also members of the SNLP board.

During the meeting, it was aimed to **clarify the purpose of a common agenda for social dialogue**, by getting the necessary information, establishing goals and expectations, identifying meetings' formats, identifying topics of interest and also presenting study cases and best practices.

Nadja Salson conducted a brief overview of social dialogue and specific issues in the prison system at the European level, the common claims and also the austerity measures adopted in the 2008-2014 period in several European countries.

Stefan Teoroc, as president of SNLP and also president of the Federation of Trade Unions of Public Administration and Social Assistance PUBLISIND, presented in general lines the entities that coordinate the activity of social dialogue in Romania: the Tripartite National Council for Social Dialogue (the highest level), the joint commission of dialogue from the prison system and also the Economical and Social Council, that even through a consultative role, it is an institution of national interest, within which Stefan Teoroc is titular member behalf of the National Union Bloc Confederation (BNS).

Anghel Leonard, representing the Ministry of Justice made a short scroll of the meetings held by the joint commission of dialogue in the penitentiary system, since the establishment. Thus, there was an obvious decrease of the annual meetings, as follows: in 2010 - 9 meetings, in 2011 - 7 meetings, in 2012 - 6 meetings, in 2013 - 2 meetings. It was also stated the after the last modifications, the commission will include only heads of the trade unions from the prison system and the decision makers from these two institutions: the General Director of NAP and the representative of the Ministry of Justice in the prison system.

SHORT REVIEW – 2013 activities

**Meeting with the representatives of the project partners,
26.02.2013**



Launching workshop of the project, 27.02.2013



**Dissemination activity of the project within the SNLP National
Council, 26.03.2013**



Study visit to Oslo, Norway, 8.04-12.04.2013



Focus group 20.05.2013



Monitoring visit Innovation Norway, 27.05.2013



Meeting with the representatives of the project partners, 18.06-19.06.2013

Meeting with the representatives of the project partners, 24.09.2013

Event EPSU / SNLP, 25.09-26.09.2013

Workshop 'Workers Engagement', 10.15.2013

Workshop 'Workers Engagement', 23.11.2013

Road map social dialogue, 12.12.2013



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Address: Maria Ghiculeasa street no.47 district 2 Bucharest
www.snlp.ro
<https://www.facebook.com/pages/SNLP-Itinerariul-Dialog-ID/354542407979138?ref=ts&fref=ts>