

AGAINST ALL ODDS – STRENGTHENING TRAINING ACTIVITIES

IMPROVEMENTS IN COMPANIES



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.



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.



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*

COOPERATION IN COMPANIES

Romania participated in BICO project in 2013 with three companies from machinery buildings industry: Altur Slatina, Mecanica Marsa and Vard Tulcea. **Even if initially only these three companies were involved, after two months of implementation other two companies expressed their intention to be involved in implementation: Electroputere Craiova and SMR Bals.**

Before BICO project, all five companies had already a chapter 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.**

The cooperation at bipartite level is very effective and efficient. The training experts were very involved in the project activities and in Sofia training, having a concrete contribution and also absorbing all the new information. **The need to change experience is very high.**

Each of company conducted qualification courses for workers, according to the annual training plan, but also having in view the new information obtained during BICO implementation.



ACTIVITIES IN BRANCH

In the **National Council held in Tulcea in June 2013** by FSCM, the seminar participants and the BICO national coordinator presented the main results from training seminar to other colleagues which didn't attend the seminar and to HR of several enterprises. The BICO leaflets were spread during monthly events at federation level, in 40 companies. **In September - October 2013, the branch representatives at bipartite level, the training responsables from companies and the national coordinator realised a conducting material with steps on CVT in machinery buildings companies.**

See under: <http://fscm.yolasite.com/noutati.php>

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 machinery buildings, valid until the end of 2014, after which the social partners want to negotiate a new one. At groups of unities in machinery buildings level, the partners concluded the collective agreement, with chapter 8 dedicated to vocational training of members.**

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