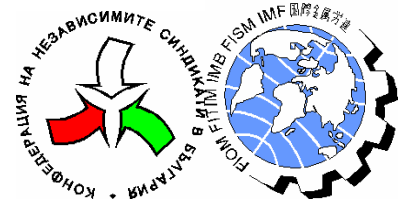


# TRADE UNION “METALICITY” KNSB



Sofia -1000  
1 Macedonia Sq., Fl.16

Tel.: +3592 9884-821, 4010-604, 4010-517

Fax: +3592 9882-710

E-mail: [metalicity@netbg.com](mailto:metalicity@netbg.com)

**11 April 2011**

Dear colleagues,

Trade Union “Metalicity” is glad to invite you to take part in the first Conference of the **European project “Roadmap for restructuring in metal sector- management of the restructuring, active involvement of social partners, dissemination of good practices and sharing of experience and innovation”**, which will take place in

**Bucharest, Romania on 13<sup>th</sup> and 14<sup>th</sup> May 2011**

The host of the Conference will be the three Romanian metalworkers' federations, project partners: **FNS Solidaritatea Metal (SMETAL), Trade Union Federation of Steel Workers (FSS METAROM) and Federația Sindicală a Lucrătorilor din Industrie - METAL (FSLI-Metal).**

### Timetable:

The participants are planned to arrive on 12<sup>th</sup> May and to leave on 14<sup>th</sup> May after lunch.

### Venue and program:

The venue and program will be communicated later on.

### Participants:

We expect the Conference to gather 40 participants from Bulgaria, Romania, Poland, Hungary and Slovak Republic- trade union officers and members, employers' representatives and Government experts.

### Interpretation:

There will be organized simultaneous interpretation in Bulgarian, Romanian, Polish, Hungarian and Slovak.

**Financial aspects:**

The project budget will cover the costs for renting conference facilities and technical equipment, as well as the interpretation expenses.

Travel and accommodation costs will also be covered by the project budget.

Should you need any additional information **please do not hesitate to contact us at +359 2 988 48 21.**

Yours sincerely,

Vasil Yanachkov  
Project leader  
President TU "Metalicy"

Enclosures: Project summary



**Project VS/2010/0527 “Roadmap for restructuring in metal sector-  
management of the restructuring, active involvement of social partners,  
dissemination of good practices and sharing of experience and innovation”**

This project is being implemented with the support of the European Union's Programme for Employment and Social Solidarity - **PROGRESS (2007-2013)**.

**Project promoter:** Trade Union “Metalicy”

**Project partners:** Bulgarian association of metallurgical industry (BAMI), FSS Metarom-Romania, FSLI Metal-Romania, SMetal-Romania, Sier-Macedonia, Federacion de Industria de CC.OO)-Spain, FO Metaux- France

*With the support of the European metalworkers' federation*

Restructuring is the core of many and different phenomena which influence labour relations, working conditions, workers' health and professional development and flexibility and security of labour markets. Obviously, the present crisis not only brings restructuring at the top of national and European agendas but also requires changes, new thinking, understanding and new practices for coping with the new realities and to response to the new challenges.

**Project aims:**

- Support to social partners for: Strengthening of social dialogue, responsibility and exchange of knowledge in the restructuring process in the metal industry in the EU Member and Candidate states; Promotion of dissemination of information and sharing of experience and innovations in the restructuring process in the metal industry in the EU Member and Candidate states.
- Support to the restructuring process through analysis of metal sector, dissemination of examples of well-managed restructuring and exchange of experience on how to cope with the significant changes in the economic and employment conditions, affecting the well-being of workers.

- Support to employees and attendants and their well-being in the companies through promotion of the application of information and consultation mechanisms in the undertakings.
- Support to the EU and national legislation aimed at framing the rules that allow the restructuring to be anticipated and managed.

The project is addressed to the needs of social partners in metal industry: it aims to develop their skills, knowledge and understanding of restructuring; to support the company prosperity and well-being of workers in terms of globalizing market, economic changes and new challenges in the relations between Labour and Capital. The deep survey of the restructuring process in the new economical reality will be the emphasis in the exchange of good practice at regional, national and European level.

The project activities will give social partners in metal sector an opportunity to participate actively in the working out of new policies that address simultaneously the issues of flexibility of labour market and work organisation, labour relations, employment, social security and flexicurity in order to achieve the objectives of the Growth and Jobs Strategy and thus will contribute to the carrying out of the European Social Model and values it embodies.

### **Project structure:**

- First stage - First meeting "Round table", (Sofia, Bulgaria)
- Second stage- 3 Conferences, (Romania, France, FYR Macedonia)
- Third stage – Survey in 13 countries (10 EU Members and 3 Candidate States)
- Fourth stage - Final Conference (Sofia, Bulgaria)
- Fifth stage - Information materials / information brochure, internet publications /- 2 000 people
- Sixth stage – Manual "Road map for restructuring in the metal industry and related sectors"

In the framework of second stage 3 Conferences are planned.

The participants in the three Conferences are divided on the base of three principles: regional principle, economic indexes and membership in the EU.

The first Conference in Romania is for participants from the following countries: Romania, Bulgaria, Poland, Hungary and Slovakia.

The second Conference in Macedonia is for participants from Macedonia, Bulgaria, Turkey and Croatia.

The third Conference in France is for participants from France, Spain, Bulgaria, Italy, Portugal and Belgium.

**Conferences goals:**

***Exploration of:***

- drivers of restructuring processes in metal industry in different European countries (Member states and candidates countries)
- development of restructuring processes in the current economic situation
- effects of restructuring processes on labour markets and European economy
- National legislative measures concerning anticipation and management of restructuring.