INDUSTRIAL RELATIONS

FLEXICURITY INTEGRATED SERVICES – FIS

PARTNERSHIP

- PARTNER 1 – Applicant - Fondazione Fondirigenti G. Taliercio (IT)
- PARTNER 2 - Associazione Management Club
- PARTNER 3 - National Council of Small and Medium Sized Private Enterprises in Romania CNIPMMR (RO)
- PARTNER 4 - Hellenic Management Association(EL)
- PARTNER 5 - Inforcadre asbl (BE)
- PARTNER 6- European Public Policy Partnership SK
- PARTNER 7- Uitvoeringsinstituut Werknemersverzekeringen (NL)

OVERALL OBJECTIVES

The project aim is to disseminate information and exchange of experiences among partners involved in industrial relations on the issue of flexicurity with particular reference to integrated services in order to support employment and development for managers and companies.

The different experiences of social partners in planning and managing services for the development of skills of workers and the competitiveness of enterprises, are characterized by several levels of effectiveness and they depend largely on the ability of representative organizations to successfully implement policies on flexicurity and related services.

Two orders of priorities emerge on this front:

- the first is to ensure a common framework of information above the main actors on the real characteristics of experiences promoted in various areas and especially their level of quality;

- the second is to promote appropriate meetings and discussions among all stakeholders to get directions and ideas.

For these reasons this initiative is focused on:
1) the collection and systematization of information on national and European experiences about flexicurity;

2) the organization of meetings in order to exchange and to study the main experiences. This will help to build a first essential knowledge concerning experiences, assessment, priorities.

In particular the project main aims are the following:

- to promote a European debate on flexicurity, with particular reference to integrated services provided by Social Partners for delivering training services, start to work and replacement, supporting and developing managers and companies;

- to benchmark the best practices at national and European level;

- to identify the common elements found with reference to the role of industrial relations.

Thanks to comparative analysis it will be possible to promote social dialogue and facilitate the creation of a core of relations among social partners, universities, service companies, research and training centers and public administration and to support a broadened discussion on new organizational models from agencies that support business and workers at the various stages of their development paths.

In the log period this benchmark could set up the premises to build a permanent European (no longer national) observatory on welfare to work.

**TARGET GROUPS**

- **Social Partners** which are the main actors of the initiative. They should promote new models for delivering training services, start to work and replacement, supporting and developing managers and companies, as well as outlining the necessary legal and negotiation framework.

- **Management schools and management training institutions.** They should perceive the initiative as a laboratory where to develop and experiment new training opportunities which aim to update managers competencies in order to improve their employability.

- **Political and institutional decision-makers.** They could orient political initiatives in managing change, promote innovation and improve the labor market towards flexicurity.