

APPLICATION FORM

Country/project name: ICEM Brazil Social Dialogue Project
Project No.: SASK 383, LO-TCO 40066

Implementing organisation: ICEM
Approving (National Req. Org.): ICEM Finnish & Swedish Affiliates

Project period (years): 18 months
Application period: July 2008 - December 2009

1. EXECUTIVE SUMMARY

Background and previous experiences:

Based on the experience of MNC level projects in Latin America and other regions, the following analysis was made internally by the ICEM:

- The key weakness to company networking and projects is the reduction in collective bargaining in almost all countries where ICEM operates
- As a direct result, unions are having to take up processes of social dialogue with employers to maintain a relationship and deal with issues/disputes at site level
- MNCs continue to be vulnerable to international pressure to implement CSR policies and systems
- ICEM has had good experience of initiating formal and controlled processes of social dialogue with MNCs and affiliates at national level.

The main assessment made during the pilot period of the project, in 2006, was that Brazilian affiliates find the practice of national networks a necessary step before expanding discussions to regional networking. In addition, it was felt that, for it to be meaningful, any project activity must be explicitly tied to a process of dialogue with company management. The most advanced experience in the region is the case of Colombia, where the ICEM has been running a highly successful project on social dialogue with multinational companies for a few years now.

According to the previous, and first, schedule of this ICEM Brazil social dialogue project, a number of activities were to take place throughout 2007 and 2008. However, for a number of reasons, including a change of staff at the ICEM headquarters, difficulties in coordinating conflicting dates, and the ICEM Congress in November 2007, most of the project's activities have had to be delayed.

A planning seminar, which visibly established social dialogue as an important trade union issue for the future, was held in August 2007, in Sao Paulo, with the participation of all project partners. At the meeting, and in the period afterwards, a number of decisions for future planning were already taken, which will facilitate the project's future progress.

Problem analysis:

There are clear trends which hamper ICEM affiliates being able to establish constructive bargaining or social dialogue with MNCs. These can be summarized as follows:

- Hostility to unions and ignorance of international standards by management
- Lack of clear non-academic sectoral and company analyses
- Lack of exposure by unions to international level contacts and networking
- Lack of union own ability to use unanalyzed information in negotiations
- Lack of exposure and training on global agreements and networking for unions
- Need for coordinated and effective union networking and solidarity action

Target Groups:

- Trade union leaders and negotiators
- Management of target companies
- Women activists and leaders developed through the ICEM Women's Network

Based on the ICEM Executive Committee decision, only those unions in good standing are eligible to participate in ICEM project activity. These are:

- CNQ
- SNQ
- Sindicato dos Electriciterros de Sao Paulo
- Confederação Nacional dos Trabalhadores no Setor Mineiro (CNTSM)

Development Objective

- Efficient and effective social dialogue that strengthens trade unions and their members' position within MNCs.

Project Objective

- To have a working social dialogue, and improved negotiations, in all the target companies from the chemical, petrochemical, mining, materials and electricity sectors
- Development of best practice and models of social dialogue to be promoted amongst ICEM affiliates in the country

Expected results

- Productive joint union-management social dialogue conferences and training workshops take place
- Improvements in social dialogue at all the target companies
- Establishment of a consistent team of managers and trade unionists participating in a formal process of social dialogue at national level
- Awareness raising and skills development on international standards, dialogue and negotiations, basic human and workers rights within the participating organisations
- Clear and comparative company and union information within the target MNCs
- Good contact and coordination with the ICEM Colombia Social Dialogue Project
- Active and representative participation of women membership and representatives in this process
- Development of union building strategies and plans for each affiliated union

Activities

Type of activity	No of activities	No of women	No of men
Trade Union Training	3		
Joint Training	4	50%	50%
National Social Dialogue Conferences	3		
Production of materials	NA	NA	NA
Database production	NA	NA	NA

Institutional Framework

The overall project will be managed by the Project Management Team made up of the following:

- ICEM-Brazil project coordination team
- ICEM project administrator
- ICEM Vice-President for Latin America
- ICEM regional contact point for Latin America
- ICEM projects officer