

PERC Newsletter, November 2008

Editor in chief:  
John Monks, PERC Secretary General  
PERC team

<http://perc.ituc-csi.org>

***Inside this issue:***

- 1. Set up of PERC Women's Committee***
- 2. PERC activities***

***3. Upcoming events***

***4. You may be interested***

---

## ***PERC Women Conference, Turin, 30-31 October***



---

## ***PERC Women's Committee was set up***

The 1st PERC women's conference was held in Torino, 30-31 of October. The Conference elected members of the Women committee and PINAR ALKAN from TURK-IS/TURKEY as its President and HEGE HERO from YS NORWAY and YANKA TAKEVA from CITUB/BULGARIA as its Vice-Presidents. The conference also discussed the statute of the PERC Women's Committee and the plan of action for the next two years. The Conference followed just after the 9-th International Women's School organized by the ITUC CEE and NIS Network.

The European Trade union women leaders meeting in Turin/Italy on 31 October 2008, gathered at the Founding Conference of the Women's Committee of the Pan-European Regional Council, representing 89 trade unions from 43 countries, organizing over 30 million trade union women call on world leaders NOT to forget the plight of women when formulating measures to tackle the world financial crisis.

Please see more information on the PERC web site: <http://perc.ituc-csi.org/PERC/>

---

## ***2. PERC activities***

---

### ***Dialogue in Europe" for the South Caucasus, 5-6 November 2008, Tbilisi***



On 5-6 November the ITUC/PERC, in cooperation with FES and ETUC, organized a regional conference "Social Dialogue in Europe" for the South Caucasus – Armenia, Azerbaijan, Georgia - in Tbilisi.

The participants discussed the principles of the Social dialog in European countries, its existing challenges in the countries of South Caucasus and adopted a declaration on the situation in the region facing the challenges of the process of transition to democracy and market economy.

You can find the text of the Declaration on <http://perc.ituc-csi.org/spip.php?article150>  
[/PERC/](http://perc.ituc-csi.org/spip.php?article150)

---

***Ukraine: informal economy national thematic workshop, 11-12 November, Lviv***

The thematic workshop was organized by the three ITUC-PERC affiliates in Ukraine in framework of the FNV-supported project. The event took place in Lviv, 11-12 November 2008. The participants exchanged experience of organizing workers engaged in informal labor relations.

/PERC/

---

***SEE Trade Union Forum and the Regional Cooperation Council 24 November 2008, Zagreb***



Following the conclusions of the SEE Trade Union Forum meeting held in Zagreb on 29-30 of September 2008, a meeting between the SEE Trade Union Forum and the Regional Cooperation Council took place on 24 of November 2008, in the Workers House, in Zagreb.

Ms. Ana Knezevic, SEETU Forum chair, Ms. Ana Milicevic Pezelj, Head of UATUC department for organization, education and publishing, Ms. Dijana Sobota, coordinator of the Center for Regional Coordination and EU Integration, based in Zagreb, and Mr. Jasmin Redzepovic, SEE TU Forum coordinator met with Mr. Nand Shani, expert on economic and social development of the Regional Cooperation Council – RCC, based in Sarajevo. The RCC and SEE TU Forum representatives shared information on the current state of affairs regarding the transfer of the initiatives on employment (Bucharest employment process), social dialogue, occupational health and safety, Public health that were established under the Initiative for Social Cohesion of the former Working table II of the Stability pact for SEE.

/Sarajevo office/

---

***FES workshop “Informal employment organizing and globalizing”, 19-20 November, Warsaw***

November 19-20 in Warsaw took place labor a friendly international NGOs workshop” Informal employment organizing and globalizing” The event was supported by FES. The aim of meeting was to present current activity with IE in CEE, to define common cooperation areas, prepare future plans and discuss possible alliance.

During the meeting it was agreed to collect data base of existing IE workers organizations in CEE, to help CEE members organizations from NGOs and TU to establish contacts and start cooperation, start preparation for common CEE regional alliance building conference, to establish CEE young researcher who specialized on IE network, permanently exchange information about activity and partners in region, promote IE workers from CEE cooperation with similar organizations from other part of the world.

/Vilnius office/

---

***Solidar Balkan Network meeting, 11 November 2008, Belgrade***

The Solidar Balkan Network meeting, held on November 11, 2008, in the premises of the TUC “Nezavisnost”, in Belgrade, gathered around 25 participants, representatives of the SOLIDAR member organizations active in the Western Balkan: the Olof Palme International Center, Volkshilfe Austria, SLA – Swiss Labour Assistance, UGT ISCOD, Progetto Sviluppo, Friedrich Ebert Foundation and other organization that cooperate with Trade Unions, political institutions and civil society organization. The ITUC PERC was represented by the regional SEE Office representative.

Meeting participants gave an overview on the projects of their organizations, sharing their experiences and information on their past and future work in the region. The ITUC PERC SEE Office representative presented the ITUC PERC project partners in SEE and briefed the participants about the PERC projects in the region.

/Sarajevo office/



***Training for NIS unionists  
on the IFI's and role of the  
unions  
Baku, Azerbaijan, 13-14 of  
November***



***Gender Aspects in New  
General Collective  
Agreement of Montenegro,  
27 November 2008***



***Unions Meet in Athens to  
Develop Strategies against  
Forced Labor, 21-23  
November 2008, Athens***



***Challenges for collective  
labor actions addressed in  
workshop for the NIS, 2-3  
December, Moscow***

The International Financial Institutes proved to be key players in the CEE region during transition period. Their role was rather critically assessed by the unionists and civil societies. Yet today, the shifts in their policies can bring some new opportunities for unions in protecting workers rights.

A training for NIS unionists on the IFIs and role of the unions was organized in Baku, Azerbaijan, 13-14 of November, to

- Inform trade unions of the latest developments in IFI programmes and policies in their region.
- Empower trade unions to utilize a variety of strategies to engage and challenge IFI programs and policies in their countries and to defend their members' rights, and workers' rights in general, against anti-labor IFI policies.
- Provide unions with an opportunity to share and collaborate on strategies with one another, and through coordination with the ITUC-PERC, relevant GUFs, and Global Unions Washington Office.

The training was conducted by Molly McCoy, Global Unions Washington Office, and supported by the ITUC Solidarity Fund and the ILO-Moscow Office

/PERC/

The SEE PERC office supported the round table on Gender Aspects in New General Collective Agreement of Montenegro on 27 November 2008. The General Collective Agreement Montenegro is in a process of amending and changing, all in accordance to new Law on Labor.

The main aim was to discuss and to propose some better regulation of women workers' rights in the General Collective Agreement, particularly regarding the working time, maternity leave, salary, discrimination on the base of sex and some other rights. Among 24 participants in total, mainly from the trade unions, the Government representative from Gender Center of Montenegro and representative of Employers Association actively took part on this event.

Mr. Veselin Vujanovic, the SSCG General Secretary personally attended the RT and supported such a model of discussion on women workers' rights in Montenegro. He also invited all branch trade unions and territorial structures to follow this example, and to send in writing their own proposals and suggestions to the SSCG Experts Team until the end of January 2009. The activity was funded by the ITUC Solidarity Fund

/Sarajevo office/

An International Conference on Forced Labor and Human Trafficking, organized by the ITUC, its Pan-European Regional Council (PERC), the European Trade Union Confederation and the Greek General Confederation of Labor (GSEE) took place from 21 to 23 November in Athens. The conference, organized in the framework of the Global Trade Union Alliance to Combat Forced Labor Activities, mapped out actions to be taken by the global trade union movement to tackle slavery and other forms of forced labor.

/ITUC and PERC/

Labor conflict resolution and the role of the trade unions was the topic for a PERC regional workshop on 2-3 December 2008 in Moscow supported by the Moscow office of the ILO. Representatives of a number of organizations from Russia, Belarus, Ukraine, Kazakhstan, Azerbaijan, and Kyrgyzstan attended the event. The workshop addressed the challenges to trade union policies for resolution of industrial conflicts and



more particular the legal, institutional and procedural arrangements needed for the efficient exercise of the right to strike and other collective actions. The workshop revealed the wide variety of patterns of regulation of the use of collective labor actions across Europe but focused more on the particular difficulties in Russia and other countries where governments and police are to often siding with the employers against the interests of the workers in the region of the NIS. Additionally participants discussed and proposed to PERC ideas for future activities in 2009.

/PERC/

---

### **3. Upcoming events**

Legal experts network

Regional working meeting for SEE legal experts, 2-5 December , Kotor

European Social Charter

European seminar on “The European Social Charter and the Right to Strike”  
16-19 December, Bucharest

---

### **4. You may be interested**

***The Webb Institute for Leadership in Democracy at Ruskin College in Oxford runs a leadership development programme, March 2009***



The Webb Institute for Leadership in Democracy at Ruskin College in Oxford runs a leadership development programme for potential leaders from the trade union movement and from non-governmental organizations in Eastern Europe outside the EU (“the region”). It is funded by the Webb Memorial Trust. This accredited course focuses on the practical development of skills, with discussion and analysis of participants’ own experiences as well as case studies and the theory of democratic leadership. The next course will be organized 16-25 March 2009 and will be targeted on SEE countries  
Webb Institute, Ruskin College Oxford UK (application deadline: 14 December 2008)  
The Webb Institute welcomes applications to its programmes from individuals working in trade unions or for non-governmental organizations in Central and Eastern Europe outside the EU.

[www.ifc.org/projects](http://www.ifc.org/projects)

The following proposed loans have been posted to the IFC website since the last update:

1. OJSC Alliance Oil Company – Russia;
2. Bank of Georgia
3. Tourism Promotion Services Limited (construction of new hotel) – Tajikistan;
4. Ekonomska Kreditna Institucija (microcredit) - Bosnia and Herzegovina

For basic information about these loans, please search the project number provided here in the IFC projects database ([www.ifc.org/projects](http://www.ifc.org/projects)), or contact the Global Unions Washington Office.

