

TRANSNATIONAL CEMA-NET MEETING

22th - 23th November 2006, Amiens, France, Centre Régional de Documentation Pédagogique.

- 1. Name of the project:** CEMA-NET
- 2. Meeting subject:** Social Responsibility Working Group Meeting
- 3. Organised by:** Alter-Action-Insertion
- 4. Date:** 22th - 23th June 2006
- 5. Place:** Amiens, France

6. Meeting Participants:

Austria: Mr. Peter FLOQUET (chairman)

Gesundes Gesundheitswesen, (AT-1B-01/341)

France: Mr. Dominique VAN HOEGAERDEN, Pasqual Houllier

Alter-Action-Insertion, (FR-PCD-2004-41016)

Italy: Mr. Michele GIAMPIETRO,

VARCO – Valorizzazione, Adeguamento e Riconoscimento Competenze degli Occupati, (IT-IT-G2-LAZ-011)

Spain: Mr. Javier PITARCH

ANCORA, (ES-ES20040153)

Germany: Mr. Gebhard STEIN, Mrs. Emanuela TIERNO

ZIP.Zukunftsfähigkeit durch interkulturelle Personalentwicklungsstrategien, (DE-XB4-76051-20-BW/213)

Poland: Mrs. Halina KUSTOSZ, Mrs. Marzena KOWALSKA [translator]

Osrodek RENOWATOR dla małych i średnich przedsiębiorstw, (PL-71)

7. Treated Topics:

- Discussion of the results of the research on a national level of each country in order to detect:
 1. the most interesting tools already used in SMEs;
 2. the most interesting tools used to raise awareness of the topic CSR in SMEs;
 3. tools that are used to evaluate the CSR activities already going on in the SMEs.
- group discussion about the template that Javier prepared in order to compare our results; (unfortunately we received it just 2 days before the meeting, so we were not able to fill it in until Amiens)
- discussion about what we want to reach until the next meeting in Germany;
- discussion about what we want to realise until the end of CEMA-NET meeting:
 1. which kind of product should we develop (documentation, DVD etc)?
 2. for which target group?

8. Agreements:

1. There is not a final statement.

Peter suggested filling the template in with the results of our research until Christmas

in order to be able to complete in Stuttgart the comparison of the different tools detected in the different countries represented in the WG.

Gebhard and Michele pointed out that our product cannot be just a collection of tools. He proposed the followings aspects:

- Introduction of the concept of CSR
- Comparison between the State of the Art of CSR in the different countries
- Explanation of the links between CSR and the other topics like life long learning and Constructive adaptability
- Presentation of the tools collected.

Peter pointed out, that this was an interesting approach but the WG should first and foremost try to reach the goal which we already agreed upon in Gandia [collection of tools] and after that, if there hopefully will be enough time, bring this outcome of the WG together with the aspects mentioned by Gebhard.

9. Annexes:

- [Annex 1: english_POLSKA_SR_kobietyp1.doc](#)
- [Annex 2: NEW_Auchan_company.ppt](#)
- [Annex 3: SR_tools_template.doc](#)

Emanuela Tierno (recording clerk)

Minutes 1, 22nd November:

Meeting-Participants:

Javier PITARCH – Spain
 Michele GIAMPIETRO – Italy
 Peter FLOQUET – Austria
 Dominique VAN HOEGAERDEN – France
 Gebhard STEIN, Emanuela TIERNO – Germany
 Halina KUSTOSZ, Marzena KOWALSKA – Poland

Treated topics:

- Discussion of the results of the research on a national level of each country in order to detect:
 1. the most interesting tools already used in SMEs;
 2. the most interesting tools used to raise awareness of the topic CSR in SMEs;
 3. tools that are used to evaluate the CSR activities already going on in the SMEs.
- Group discussion about the template that Javier prepared in order to compare our results;

The Social Responsibility Working Group (SR-WG) was led by chairperson Peter Floquet from Austria. Recording clerk was Emanuela Tierno from Germany.

We agreed to discuss about the researches of each member of the CSR workings group. Halina and Dominique presented first their researches **[annex 1-2]**.

Dominique presented the most interesting CSR activities of the Auchan company, that was created in 1961 by Mister Mulliez and has got now worldwide 375 hypermarkets and 666 supermarkets, with 51.000 salaried employees and 288 millions customers. In France, the company represented the second group of integrated hypermarkets.

The company's project is to be a responsible in relations to all stake-holders with the following activities:

- to use different recruitment methods, have regular contacts with the education world and to promote the integration of disabled persons;
- to develop the communication between managers, workers and customers;
- to improve the work conditions;
- to involve the employees with trainings, responsibility and share holdings;
- to ensure that the condition of production are fair;
- to reduce the ecological impact;

Dominique and Peter underlined, once again, that the personal ethical attitude of the stake-holders is a key aspect in order to develop CSR's activities.

Because of a lack of time, we decided to carry on our work, filling the matrix that Javier prepared for us in order to have an effective overview about the different results of our researches.

The group asked Javier to explain the different points of the matrix he proposed.

Gebhard and Michele underlined that it would be really important, in order to arise the quality of our product, besides collecting the tools, to analyse why we found this tools really interesting.

Michele pointed out that it would be difficult for him to be able to judge a tool that he never used.

We decided to add to the matrix the following points:

- more detailed description of the instrument;
- explanation about what we found interesting in this tool and what is missed;
- information about who develop the tool, where it is possible to find it and when it was developed;

Minutes 2, 23rd November:

Meeting-participants:

Javier PITARCH – Spain
 Michele Giampietro – Italy
 Peter FLOQUET – Austria
 Pasqual HOULLIER – France
 Emanuela TIERNO, Gebhard STEIN – Germany
 Halina KUSTOSZ, Marzena KOWALSKA – Poland

▪ Treated topics:

- discussion about what we want to reach until the next meeting in Germany;
- discussion about what we want to realise until the end of CEMA-NET meeting:
 1. Which kind of product should we develop?
 2. For which target group?

After the exchange between WGs-cparticipants, we spent the morning filling the template in.

Emanuela asked the group if they wanted to read the template used by the CA group to compare their tools, but we agreed, for lack of time, to go ahead directly with our work.

Emanuela underlined also that, Chiara of the CA group, had the idea to ask every working group if they wanted to present their product in a DVD that the CA group is going to produce.

In the afternoon Halina, Michele and Gebhard presented some of their tools. .

Michele pointed out that he found the tools on the web page of the “Union camera” and that he chosed standard tools and tools are used just in some SMEs.

He said that it will be difficult for him to answer to the following question “why do I find the tool interesting?”, “what’s missed?” without some common criterias.

Gebhard underlined that there are different approaches to the CSR, so that the choose-choice of a research on a national level was the only possible, but he also pointed out that our product cannot be just a collection of tools.

He proposed the followings aspects:

- Introduction of the concept of CSR
- Comparison between the State of the Art of CSR in the different countries
- Explanation of the links between CSR ant the other topics like life long learning and Constructive adaptability
- Presentation of the tools collected.

For a lack of time, Halina, Emanuela and Michele disagreed with the third point.

Peter and Javier found the proposal interesting, but Peter underlined that there is not time anymore for such a work and that if the majority of the group want to do more than the collection of the tool, Gebhard has to coordinate it.

Peter suggested to fill [in](#) the template in with the results of our research until Christmas in order to be able to complete in Stuttgart the comparison of the different tools detected in the different countries represented in the WG and that this could be our final product.

There is not a clear final statement.