

**TRANSNATIONAL CEMA-NET MEETING****29<sup>th</sup> - 30<sup>th</sup> March 2006, Vienna, Austria, Hotel Strudlhof**

- 1. Name of the project: CEMA-NET**
- 2. Meeting subject: Social Responsibility Working Group Meeting**
- 3. Organised by: Institute for Humanistic Management**
- 4. Date: 29<sup>th</sup> - 30<sup>th</sup> March 2006**
- 5. Place: Vienna, Austria**

**6. Meeting Participants:**

**Austria:** Mr. Peter FLOQUET (chairman)  
Gesundes Gesundheitswesen, (AT-1B-01/341)

**France:** Mr. Dominique VAN HOEGAERDEN  
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)

**Slovakia:** Miss Katarína ČINTALOVÁ (minutes)  
OZ Inštitút zamestnanosti, (SK-39)

**Germany:** Mr. Gebhard Stein, Mrs. Emanuela Tierno  
ZIP.Zukunftsfähigkeit durch interkulturelle Personalentwicklungsstrategien, (DE-XB4-76051-20-BW/213)

**Poland:** Mrs. Halina Kustoszc  
Osrodek RENOWATOR dla malych i srednich przedsiebiorstw, (PL-71)

**7. Treated Topics:**

- Discussion about and change of agenda and time-schedule because of the absence of some participants and the fact, nobody knew when they will join the WG.
- Discussion about the fluctuation in the SR-WG (only three people: Peter, Javier, Dominique joined the meetings in Warsaw, Bratislave and Vienna).
- A comparison of the state-of-the-art of SR in the different countries who are represented in the WG
- Discussion about the different SR-standards and the implications in each country
- Bilateral discussions on the SR-topic

**8. To Do List for the next meeting (Gandia, 28<sup>th</sup> – 30<sup>th</sup> June 2006):**

No defined tasks. There will be – hopefully – a discussion by e-mail between all participants.

Katarína Čintalová (recording clerk)

## Minutes 1, 29<sup>th</sup> March:

### Meeting-Participants:

Javier PITARCH – Spain  
 Michele Giampietro – Italy  
 Peter FLOQUET – Austria  
 Dominique VAN HOEGAERDEN – France  
 Emanuela TIERNO - Germany  
 Katarína ČINTALOVÁ – Slovakia  
 Halina KUSTOSZ - Poland

### Treated topics:

- Discussion about fluctuation in this group (all)
- Discussion about the needful changes of agenda and time-schedule (all)
- General CSR-presentation (Peter)
- Bilateral discussions – part one (all in small groups)

The Social Responsibility Working Group (WG) was led by chairman Peter Floquet from Austria. Recording clerk stayed the same, Katarína Cintalová from Slovakia. Because of some not stable or new participants in our group (Michele Giampietro - ITA, Emanuela Tierno – GER, Halina Kustosz - POL), Peter Floquet as the chairman of SR group, proposed to give a state of each group member if he/she will take part in this group regularly, so we could quantify the problem of fluctuation in the group. The knowledge of this statement could be useful for future work and efficiency of SR group.

The situation is as follows:

#### **France**

stable members: Dominique and Pascal – Pascal cannot join the Vienna meeting

#### **Austria**

stable member: Peter (chairman)

#### **Spain**

stable member: Javier

#### **Italy**

no stable members: either Michele or Franco will joint the group

#### **Slovakia**

no stable member: preliminary Katarina will be the one.

#### **Germany**

new stable member: Emanuela  
 Gebhard will join the group later this day and not join the next meeting in Gandia

#### **Poland**

unsure

Firstly we made some reflexions of the Bratislava meeting (tasks, expectations...).

Secondly, chairman (Peter) presented the program of seminar, which was organized on the theme of Corporate Social Responsibility which is accordingly useful for our group. Some examples of "good practice" of Austrian companies that take part in the seminar.

Thirdly, we summarized the tasks for this conference, which were (including the points needed because of new members):

- 1 – presentation of polish project and its relation to CSR topics
- 2 – presentation of some points of state of the art of CSR in Germany
- 3 – bilateral discussions, proposed at Bratislava meeting
- 4 – presentation of transnational comparison of state of the art of CSR, which was made by french partner (Dominique and Pascal) during the period between the meetings.

We prepared the time schedule for the bilateral discussions. Each participant has the chance to present his interests and to whom he wants to orient them:

**Peter** (AUT) was interested to speak with spanish partner (Javier) about Spanish SME their CSR and then he wanted to speak about Slovakian standards and possibility of future cooperation with Slovakia on CSR theme with Katarina.

**Michele** (ITA) was also interested in SME and the problem of the entry to trade union and bringing the CSR topics in it. He wanted to speak especially to Javier.

**Katarina** (SVK) was interested generally in the problem of the beginning of implementation of CSR in SME and tried to find some first impulses in CSR practices in each country. So she wanted to make bilateral discussion with each country representatives.

**Javier** (SP) wanted to go in bilateral contact with Michelle and wanted to know the examples of personal skills and used methods of someone, if there is someone, who deals with CSR in company. With Peter, he wanted to know the tool how to catch good practices, how to manage an award, to find what is right and what is wrong in company's CSR.

**Halina** (PL) wanted to know something about our DP projects, what was impossible because of lack of time and was even though presented in the past meetings.

**Others** didn't have any remarks and any prepared questions yet, so Dominique (FRA) spoke with polish participants (supported by polish translator). Emanuela (GER) spoke with Michelle (ITA) and Javier (SP) so they all spoke in Italian, which was for them the best way to understand.

After lunch we started with a general CSR-presentation made by Peter, to help to facilitate the process, oriented to basic points about CSR content, which could remind some interesting points, also useful for the bilateral discussions. Then we started with bilateral discussions.

## Minutes 2, 30<sup>th</sup> March:

### Meeting-participants:

Javier PITARCH – Spain  
 Michele Giampietro – Italy  
 Peter FLOQUET – Austria  
 Dominique VAN HOEGAERDEN – France  
 Gebhard STEIN - Germany  
 Emanuela TIERNO - Germany  
 Katarína ČINTALOVÁ – Slovakia  
 Halina KUSTOSZ - Poland

### Treated topics:

- Presentation of transnational comparison of state of art of CSR (Dominique)
- Presentation of the different starting position of CSR in Germany (Emanuela, Gebhard)
- Bilateral discussions – part two (all in small groups)
- Discussion and conclusions for the next meeting (all)

Dominique (FRA) made a **presentation of a transnational comparison of state of the art of CSR** (prepared together with Pascal after the Bratislava-meeting). The comparison was done from each country's state of the art, which was made by Spanish, Austrian, Italian, French and Slovak participants. The comparison was made excellent, at very good level.

German members Emanuela and Gebhard did the next **presentation**. It was oriented to present **main approaches in Germany**, differences from European approaches. They also described results of one questionnaire made on CSR theme between SME and big enterprises. We discussed with our German partners during some minutes ethical attitudes, personal motivation of managers to involve CSR topics and activities.

After the presentations, there was some time for another **bilateral discussions**.

### Conclusions and proposal for the next meeting(s):

**Peter** (AUT) – to make effort to find 1 or 2 examples of good practice in each country and describe them in details. We know now the details of projects and in bilateral discussion we could find or try to find solution of some problems easily. We could get more concrete details if we go to bilateral contact.

**Javier** (SP) – would like to stay in bilateral direction. He wants to catch some little interesting thinks from the projects. He wants to be more pragmatic. He doesn't need examples of good practices, he need to solve problems of Spanish project with help of others participants and also help to others if they need.

**Emanuela** (GER) – thinks that it was a pity if others don't hear what are the others talking about during bilateral contacts. She would like to have more general information about CSR that she could pass on to next people working at German project.

**Dominique** (FRA) – thinks that it is time to be more concrete; we know now better the state of CSR in each country. We have to find some common tool to prepare evolution of CSR, we don't have to forget this idea – we don't have to be behind this evolution. We could find some eventual tool to talk with enterprise and evaluate how to take CSR in company. He proposes to prepare something that could stay here after us – for example some tool that could be presented also in Bruxelles. The result of our cooperation should be transferable: „We are a laboratory!“

**Gebhard** (GER) – We should clarify the links of each project to CSR. The approaches could be different and we should handle it. It would be useful to pick out main detail problems in projects with linkages to CSR. We know differences but we could find common theme.

**Michele** (ITA) – if we do bilateral meetings, it is not a working-group. Everybody didn't have concrete "best practice" so we couldn't find details. His motivation to be here is to speak and hear some information, which have a link to his project, not to do something general with CSR. He wants to have more information about that topic at international level, some handled examples.

**Katarina** (SVK) – it would be interesting to find out more details and differences in implementation CSR into enterprises. To make some deeper understanding what effects can be seen in CSR, what difficulties are we dealing with if we go to involve CSR.

**Conclusion** – there are 4 groups of expectations :

- 1 – to stay in bilateral contacts during the meeting
- 2 – to find examples of good practice in the different countries
- 3 – to get general and detailed information about CSR
- 4 – to find some common tool

There are no goals and no agenda agreed upon for the next meeting. We agreed to discuss by e-mail.