



1. **Name of the project** **CEMA-NET**
2. **Meeting subject:** **Social Responsibility Working Group Meeting**
3. **Organised by:** **RENOWATOR – Partnerstwo na rzecz Rozwoju – Poland**
4. **Date:** **27th – 29th of July, 2005**
5. **Place:** **Warsaw, Poland**
6. **Meeting Participants:**

Austria. [Gesundes Gesundheitswesen](#) (AT-1B-01/341) 1A
Mr. Peter FLOQUET

France. [Alter Action Insertion Project](#) (FR-PCD-2004-41016) 1A
Mr. Dominique VAN HOEGAERDEN
Mr. Pascal HOULLIER

Germany. [ZIP project](#) (DE-XB4-76051-20-BW/213) 3E
Mr. Norbert KREUZKAMP

Italy. [Varco Project](#) (IT-IT-G2-LAZ-011) 3E
Mr. Michele GIAMPIETRO

Spain. [Àncora Project](#) (ES-ES20040153) 3F
Mr. Javier PITARCH

Poland. [PRR Ośrodek RENOWATOR dla małych i średnich przedsiębiorstw \(PL-71\)](#) 3F
(eng. RENOWATOR Centre for SME DP)
Miss Dorota WIĄCEK

7. Treated Topics:

- Social Responsibility definition.

- Presentation of national project with respect to social responsibility issue.
- Presentation of 4 alternatives of work for WG.
- Common information about the projects.
- Conclusions for the next meeting.

8. Annexed documents:

Annexe 1 Social Responsibility Working Group Minutes 1 and 2

9. Agreements:

- Election of the chairman: Peter Floquet, Austria
- Election of the recording clerk: Dorota Wiącek
- Initial aims of Social Responsibility Working Group:
 - Exchanging experience, which means to know each project in depth especially the part related to social responsibility, to know better how the partners work, what social responsibility actions were taken earlier, during the previous projects.
 - This goal was chosen because all the projects are very different, they have different target groups, and different wage of social responsibility activities concerning the projects.
 - Exchanging good practices and experiences and see which ones are transferable and can be adaptable in each project.
 - Prepare short presentation of the project about social responsibility activities concerned each project.
- Representatives decided that Spanish partner will prepare his presentation till the 15th of September as the first partner and send it to the chairman, so that rest of partners of WG could prepare presentations till the 30th of September, and send to the chairman as well.

10. To Do List:

- Accordingly to the approved minutes Spanish partner will prepare the presentation of his project and social responsibility aspects of it till the 15th of September as the first partner and send it to the chairman, so that rest of partners of WG could prepare presentations till the 30th of September, and send to the chairman as well.

11. Date and signature:

Dorota Wiącek (recording clerk)

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ANNEXE 1 Social Responsibility Working Group Minutes 1 and 2

Social Responsibility Working Group minutes 1

Participants of Social Responsibility Working Group:

- Javier PITARCH – Spain
- Michele GIAMPIETRO – Italy
- Peter FLOQUET – Austria
- Dominique VAN HOEGAERDEN – France
- Pascal HOULLIER – France
- Dorota WIĄCEK – Poland
- Norbert KREUZKAMP – Germany (joined after lunch)
- Maria Luisa FERTNER – Austria (joined after lunch)

Treated topics:

1. Social Responsibility definition.
2. Presentation of national project with respect to social responsibility issue.
3. Presentation of 4 alternatives of work for WG.
4. Common information about the projects.
5. Conclusions for the next meeting.

The Social Responsibility Working Group (WG) meeting started with the definition of “social responsibility” given by the Spanish partner on the basis of the Green Paper of European Commission. The agreed draft definition was that - **social responsibility is the voluntary integration by the enterprises of the social and environmental needs into their commercial transactions and with their related agencies (other enterprises, employees, public administration)**. From an interpretation of the definition participants of the WG concluded that Social Responsibility WG will be concentrated only on a **social** site of the definition given above and not on the environmental one.

After a short discussion about the understanding of the social responsibility definition participants decided to find out how it fits the project realized within EQUAL in each country.

Every participant was asked to present his project from the social responsibility point of view and to point out the key issues related to the topic.

For Austrian partner (Peter) it is important to treat every employee from health care system in Austria as an individual with its own rights, advantages and disadvantages and to look upon the subject from two levels: employees and HR managers. French partner (Dominique) stated that they are going to sell the pro-social idea to small and medium enterprises to show them how cost can be balanced with the benefits given from the pro-social actions. To empower the target group (45+, women, disabled people) formal and informal training and to create an inside/outside consultant who will be working within the enterprise and HR department to help employees understand their competences – are the goals of the Italian project. Spanish partner wants to act before the conflict between worker and employer will start, so that the employed person was not exposed to the lost of the job and being unemployed once again. For Polish partner the issue of social responsibility is strongly connected with small and medium enterprises and their attitude to workers over 45 years old (45+) and employees on or after maternity leave (“m”). For German partner social responsibility is connected to the migrants and action that should be taken to present enterprises the benefits from cultural diversity of employment of them.

After the presentations, partners decided to look once again on the proposal of Spanish partner of 4 alternatives for work of the WG. The alternatives are given below:

<i>Ways of work</i>	<i>desirable</i>	<i>possible</i>
find common points	++	-
know each other better	+	++
know each other better and then find common points	++	++
create completely new approach	+	+

Spanish partner proposed to collect some common information about our national projects such as target groups, budgets and time schedules. Results are given in the table below:

<i>Country</i>	<i>Target groups</i>	<i>Budget</i>	<i>End of the project</i>
Austria	<ul style="list-style-type: none"> • 1040 – health care employees • HR managers 	2.0 million Euro	June 2007
France	200 small enterprises	??	December 2007
Germany	<ul style="list-style-type: none"> • 15-20 small/medium enterprises (public and private) • 80 enterprises in Turkey, Italy and Croatia • 100 employees 	4.6 million Euro	December 2007
Italy	11 enterprises (medium and large) – 1500 workers	1.25 million Euro	July 2007
Poland	<ul style="list-style-type: none"> • 100 small and medium enterprises • 200 employees from two groups – 45+ and “m” 	1.0-1.5 million Euro	September 2007
Spain	100 enterprises and people	2.5 million Euro	December 2007

The question of chairman and the how the Social Responsibility WG will work were not solved during this first session though participants decided to start their meeting next day with the short description of their projects and the concept of national understanding of social responsibility issue.

Social Responsibility Working Group minutes 2

The meeting started with election of chairman and recording clerk. Results are shown below.

Election of the chairman: Peter Floquet, Austria

Election of the recording clerk: Dorota Wiacek

Initial aims of Social Responsibility Working Group:

- Exchanging experience, which means to know each project in depth especially the part related to social responsibility, to know better how the partners work, what social responsibility actions were taken earlier, during the previous projects.
- This goal was chosen because all the projects are very different, they have different target groups, and different wage of social responsibility activities concerning the projects.
- Exchanging good practices and experiences and see which ones are transferable and can be adaptable in each project.
- Prepare short presentation of the project about social responsibility activities concerned each project.

Representatives decided that Spanish partner (Javier) will prepare his presentation till the 15th of September as the first partner and send it to the chairman (Peter), so that rest of partners of WG could prepare presentations till the 30th of September, and send to the chairman (Peter) as well.

TRANSNATIONAL CEMA-NET MEETING
27th – 29th of June 2005
Warsaw Sheraton Hotel

Social Responsibility Working Group

- 1. Peter Floquet – Austria**
- 2. Dominique Van Hoegaerden – France**
- 3. Pascal Houllier – France**
- 4. Michele Giampietro – Italy**
- 5. Norbert Kreuzkamp – Germany**
- 6. Javier Pitarch – Spain**
- 7. Dorota Wiacek – Poland**

Warsaw, 29th of July 2005