

ACTIVITIES IN MACHINERY BUILDING SECTOR FOR CONTINUOUS VOCATIONAL TRAINING

In 2007 it was set up the Sectoral Committee from machine-building industry, bipartite structure, with the aim to:

- Contribute to the development of a legal framework on training, evaluation and certification of competences
- Promote a system of training and evaluation based on competences
- contribute to the development and validation of occupational standards.

So far, the committee has validated a number of 42 sectoral occupational standards .

Being legally registered, the Sectoral Committee can access funding lines for training



Collective labour agreement no. 59493/ 20 December 2012, from
2013 to 2014, at group of units level.

Within the entire Chapter 8 is dedicated to vocational training and
the Chapter represents the minimum requirement in the training
field for the signatories companies of this collective agreement .
This chapter is based on the Labour Code provisions.



Art. 178 (4) The Parties agree to support the training in machinery building branch with the following directions:

- Awareness of the benefits of continuing vocational training for employers and employees;
- Optimization of industrial relations and development of cooperation with the institutions involved in training and with the training providers;
- Promoting the development and updating of occupational and training standards;
- Partial or total assessment and certification of qualifications, independent of the context in which they were acquired.



Article 179

At the conclusion of collective agreements at the units level, for the vocational training it will take into account at least the following:

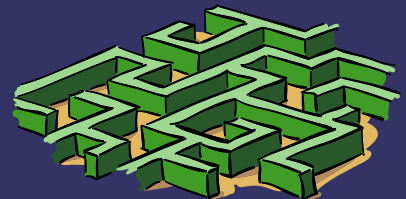
- a) the training requirements laid down in art. 178 (1) shall be determined by the employer and those of art. 178 (2) by the employer with the trade union representatives;
- b) the expenditure on training activities for employees shall be borne by the employers;



c) the representative trade unions will assist, through its delegates, to any form of examination organized for a training course completion within the companies;

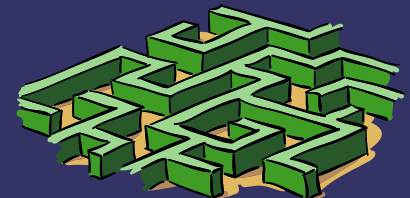
The employees who have completed addendums related training to the individual labor agreements will be required to bear the costs of it - including education, specialization, certification, transport, meals, accommodation - if they decide to leave the company or if they leave the company due their fault, before the end of the period agreed with the employer, under the law.

These provisions will also apply for occupations specific to the production fields that condition the direct implementation of manufacturing programs, nominated by the employers with the trade unions representatives consultation."



Putting into practice is achieved by applying an annual training plan at the company level, which has the following structure, for each department:

No.	Type of training	Organizer	Participants	Period	Objectives	Evaluation	Costs
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The social partners have planned on short and medium term the continuation of activities and collaboration within BICO project and also the opportunity of using other European funding for training. Besides willing of the two organizations to participate as partners in the European project, a submission of a project is planned by FSCM as applicant and PICM as partner.

