



Project No.: 04-06-11-SE

**Day 1 - February 2<sup>nd</sup>, 2012**

- Arrival of participants at Bucharest International Airport "Henri Coanda"
- Transfer with bus at Calimanesti - Caciulata (aprox. 3 hours)
- Dinner

**Day 2 - February 3<sup>rd</sup>, 2012**

9:30 - 10:00 **Participants registration**

10:00 - 11:00 **Opening of the seminar**

**Welcome and introduction from the hosting organization (CSDR) and from EZA representative**

Mr. Iacob BACIU, CSDR President

Ms. Alexandra CORNEA, Head of Education & Training Department, CSDR

Mr. Herbert METZGER - EZA Council

**Introduction of the participants**

11:00 - 11:30 **CSR in Europe - Involvement of Trade Unions and other stakeholders in implementation of the concept**

Mr. Alfredo RAMIREZ NARDIZ, PhD. UCAM/ CST Spain

11:30 - 12:00 Coffee break

12:00 - 13:30 Debate: **CSR - Progress in implementation of the concept in Europe** - Examples and study cases from Spain, Belgium, Italy, Germany, Portugal, Poland

13:30 - 15:00 Lunch

15:00 - 16:30 Round table: **Employees' participation to the management process in Multinational Companies – The role of TU in application of CSR concepts**

Moderator: Mr. Sabin RUSU - General Secretary of CSDR

**Presentation: TU initiatives concerning CSR**

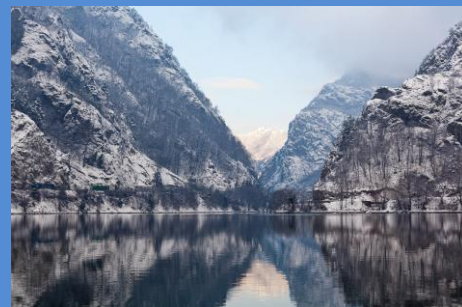
Mr. Dorel OANCEA, President, Cement Workers' Federation of Romania (FSCR)

16:30 - 17:00 Coffee break

**SEMINAR PROGRAM**

**Corporate Social Responsibility:**

**Role of trade unions in the application of social audits – the Social Accountability Standard SA 8000**



**HOTEL TRAIAN  
CALIMANESTI - CACIULATA  
ROMANIA**



**2 - 5 February 2012**



Seminar realized with financial support of EZA and European Commission



SA8000 is a global social accountability standard for decent working conditions, developed and overseen by Social Accountability International (SAI). It is an auditable standard for a third party verification system, setting out the voluntary requirements to be met by the employers in the workplace, including workers' rights, workplace conditions and management systems. The normative elements of this standard are based on national law, international human rights and the ILO Conventions.

17:00 - 18:30 **International Standard – SA 8000 (Social Accountability) - General framework and a presentation of the standard' content**

Moderator: Ms. Alexandra CORNEA - CSDR

Presentation: Ms. Simona APOSTOL, Independent auditor for social accountability

20:00 Dinner

### Day 3 - February 4<sup>th</sup>, 2012

10:00 - 11:30 **Workshop 1 - Social Audit: A tool for company' performance improvement and benefits for workers**

Moderator: Mr. Marco BOLEO, Italy

11:30 - 12:00 Coffee break

12:00 - 13:30 **Workshop 2 - Collective Labour Agreement and SA 8000 concerning social responsibility - how can involved the TU in elaboration of policies in the field of social responsibility?**

Study cases from Romania (Lafarge, Nestle, Heidelberg) and from other countries

Moderator: Ms. Cristina MILITARU, expert in CSR - TILS Romania

13:30 - 15:00 Working lunch

15:00 - 16:30 **Workshop 3 - Additional value for the Social Dialogue - examples of best practices concerning the International Standard – SA 8000 (Social Accountability)**

Moderator: Ms. Pilar CONDE COLMENERO, PhD in Labour Law, UCAM/ CST Spain

16:30 - 17:00 **Presentation of the conclusions of the workshops by the appointed reporters**

17:00 - 18:30 Cultural visit - Monastery of Cozia (1388)

20:00 Dinner

### Day 4 - February 5<sup>th</sup>, 2012

09:30 - 11:30 **Conclusions of the seminar**

11:30 - 12:00 Closure of the seminar; Transfer to Bucharest International Airport "Henri Coanda"



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