

ANNEX 3

CESOS
Centro di studi economici sociali e sindacali
(Centre for Economic, Social and Labour Studies)
Roma



List of activities

1987-2008

10 March 2008

TABLE OF CONTENTS

	Page
Ongoing projects	1
Completed projects	6

ONGOING PROJECTS As of March 10th, 2008

Title: FORMATX

Awarded in: 2008

Principal: Fondimpresa

Partnership: SFC, CESOS, SMI-ATI.

Objectives/products: Continuous Vocational Training project to adapt the competences of workers in the Fashion Sector.

Title: Made in Italy

Awarded in: 2008

Principal: Fondimpresa

Partnership: SFC, CESOS, ANCI.

Objectives/products: Continuous Vocational Training project to adapt the competences of workers in the Footwear Sector

Title: Dispositivo di valutazione dei risultati dei progetti di formazione continua *System for the assessment of the results of lifelong learning projects*

Awarded in: 2008

Principal: Self-governing province of Bolzano

Partnership: CESOS

Objectives/products: This project will lead to develop a system for the assessment and validation of educational schemes. The final report in Italian/German, with an explanation of such system and case-studies, will be announced at a public workshop.

Title: Analisi ed elaborazione dei dati (messa a punto delle tabelle e dei grafici principali) relativi ai beneficiari dei voucher

Data analysis and processing (development of main tables and diagrams) about voucher recipients

Awarded in: 2008

Principal: Self-governing province of Bolzano

Partnership: CESOS

Objectives/products: This project consists of two stages: the first stage consists in an analysis and processing of data about voucher recipients, and a report about recipients will be drawn up in Italian/German. The second stage consists in a review of the recipients' satisfaction (launched 2005-2006); a report on the voucher recipients' satisfaction will be drawn up in Italian/English, and a workshop will be held to announce the project results.

Title: Le relazioni sindacali in Italia e in Europa. Retribuzioni e costo del lavoro. Rapporto 2006-2007

Labour relations in Italy and Europe. Wages and labour costs. 2006-2007 Report

Awarded in: 2008

Principal: CNEL

Partnership: CESOS

Objectives/products: This report has been edited by Cesos on behalf of Cnel since 1980. It provides a review of the key events over a two years' period and focuses attention on the highlights of industrial relations; a review of the evolution of industrial relations in Europe, trends in collective bargaining, salaries and labour costs. Earlier Report called *Labour relations in Italy and Europe. Wages and labour costs. 2004-2005 Report*, "Documenti Cnel" collection.

Copy of the Reports in Pdf format can be downloaded from Cesos' and Cnels' websites.

Price: 45,00 euros

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Title: Realizzazione di un Piano Formativo Nazionale Integrato per il settore Calzaturiero e tessile-abbigliamento

Development of an Integrated National Training Scheme for the footwear, textile and clothing industries

Awarded in: 2008

Principal: Ministry of Education – Ministry of Labour

Partnership: LUISS; SFC- Sistemi Formativi Confindustria; Europaform (Cesos); HERMASLAB; Officine Multimediali.

Objectives/products: This project consists of 4 stages, as described below:

- a. Review of fashion scenarios and prospects, focussed on structural changes and new professions;
- b. Review of industrial relations within the industry (commissioned to Cesos);
- c. Review of key skills, new professions and training opportunities;
- d. Testing of innovative systems for the promotion of existing professional skills (*Training Card; Mobility Card*).

Title: Il sistema di formazione continua nella provincia di Roma: metodologie e strumenti

Lifelong learning in the province of Rome: methods and systems

Awarded in: 2008

Principal: Province of Roma

Partnership: proponent: CESOS - Centro di Studi Economici Sociali e Sindacali, future ATI CESOS (agent/project leader), Associazione SMILE (principal), ERFAP Lazio (principal)

Objectives/products: The objective of this project is to outline strategic, organisational and governing guidelines for lifelong learning in the Province of Rome.

The project has two main objectives:

- To create a lifelong learning network with trade unions, vocational training centres, job centres plus bilateral bodies and inter-professional funds.
- To establish a permanent observatory on lifelong learning. The architecture of such observatory will reflect the lifelong learning governance scheme, which the local institution and trade unions will mutually agree upon.

Title: Progetto per un manuale di orientamento ai nuovi mestieri rivolto ai giovani, alle famiglie, alle agenzie formative e del lavoro e alle imprese. Manuale di orientamento ai nuovi mestieri

Project for a guidebook to new jobs for young people, families, training and job agencies, and the business world. A guidebook to new jobs

Awarded in: 2007

Principal: Ministry of Education - Region Puglia.

Partnership: CESOS (Consorzio EUROPAFORM), REGION PUGLIA, FEMCA-CISL FILTEA-CGIL UILTA-UIL, ANCI, SMI-ATI.

Objectives/products: The objective of this project is to draw up a guidebook offering guidance about the textile and footwear industries, mostly targeted to young people, families, training and job agencies, schoolteachers and trainers.

Title: Progetto di analisi di strategie di apprendimento e sperimentazione di percorsi formativi

Project for an analysis of learning strategies and testing of learning processes

Awarded in: 2007

Principal: Ministry of Education - Region Marche.

Partnership. Promoters: REGION MARCHE, ANCI, FEMCA-CISL FILTEA-CGIL UILTA-UIL;

Implemented by: CONSORZIO EUROPAFORM (Cesos), FONDAZIONE ELIOS

Objectives/products: This project involves an analysis of implied skills in implied training process within footwear companies and a report on the demand for qualification of key jobs within such industry. The project includes the testing of an initial training process on an alternate basis.

Title: Pathways to Work, Current practices and future needs for the integration of young people on the labour market

Awarded in: 2006

Principal: EUROPEAN COMMISSION DG EMPL (Employment, Social Affairs and Equal Opportunities)

Partnership: CESOS, ISFOL, Szent István University, Godollo (Hungary), NTF (GSU) (Czech Republic)

Objectives/products: A comparative survey of social inclusion policies for the young. Drafting of recommendation and preliminary guidelines for a report to the Commission about youth inclusion in Europe.

Title: Follow me – Equal Action 3 Phase II

Awarded in: 2006

Principal: MINISTRY OF LABOUR

Partnership: CESOS

Objectives/products: The Follow Me partnership, arranged by Cesos with another local/industry partnerships working in Equal Projects, aims at improving innovative services for the social and professional inclusion of disadvantaged people (non standard, disabled, over 40-45s, immigrants) and the dissemination of the Metide project, developed by Cesos for the successful delivery and monitoring of employment services and drafting of a handbook for a survey of the social network (participating regions: Abruzzo, Basilicata, Campania, Liguria, Lombardy, Puglia, Sardinia).

Title: Information reporting services and communication outreach services

Awarded in: 2006

Principal: EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS

Partnership: CONSORZIO EIRO ITALIA (CESOS, FONDAZIONE SEVESO, IRES LOMBARDIA)

Objectives/products: Cesos acts as a liaison for and promoter of initiatives launched by the Dublin-based European Foundation for the Improvement of Living and Working Conditions. Cesos is actually the Italian National Liaison (NOC) of the European Foundation and since 1997 it has worked in the monitoring and spreading of information, surveys and comparative analyses across Europe and communication about working and professional standards (European Working Conditions Observatory - EWCO), industrial relations (European Industrial Relations Observatory - EIRO) and restructuring (European Restructuring Monitor - ERM).

***Title: Implementazione della rilevazione dell'analisi del fabbisogno formativo Monitor
Implementation of the results of the survey of Monitor training requirements***

Awarded in: 2006

Principal: SELF-GOVERNING PROVINCE OF BOLZANO –FSE Service

Partnership: CESOS, AFI-IPL, CTM, RSO

Objectives/products: Survey of the evolution of the labour market in the Self-governing province of Bolzano (to 2015), surveys of some productive areas that are defined on a case by case basis with the provincial authorities and trade unions. This year's project results are: a survey of the Graphics/Press industry and a survey of the professional and training requirements of the Municipal Administration of Bolzano.

Title: Tessuto locale – Equal azione 2 II Fase

Local Fabric – Equal action 2 Phase II

Awarded in: 2005

Principal: MINISTRY OF LABOUR Div. IV

Partnership: Consorzio Europaform (Cesos), Città studi Biella, Ires, Officine Multimediali, Spegea Scarl, Struttura tecnica di supporto Sts, Tecnotessile, Unione industriale biellese

Objectives/products: Survey of the strategies, top-rank organisational schemes and professional systems in the textile industry (Biella, Prato, Bari), professional and training requirements and development of a catalogue of specialist training opportunities.

Title: PER.SO.N.E. – Percorsi di sostegno all'occupazione nella nuova economia

Processes in support of employment in the new economy

Equal Action 2 Phase II

Awarded in: 2004

Principal: REGION LIGURIA

Partnership: CESOS, ALAI, IAL Liguria, Officine Multimediali, Compagnia delle Opere Liguria, CENPRO, Coop. Lanza del Vasto, Coop. l'Altro Sole. Network: Province of Imperia, Province of Savona, Province of Genoa, Province of La Spezia

Objectives/products: This Equal project promoted by Cesos aims at upgrading the existing local network to provide non-standard and disabled workers with places for information, advice, learning, socialisation and exchanges of experiences, prevention and care, to ease them into or retain them on the labour market.

This project should involve all the four provinces of the Region Liguria (Genoa, Imperia, La Spezia, Savona).

***Title: LEADER - Lavoro e occupazione senza discriminazioni etniche e religiose
Work and Employment without Ethnical or Religious Discrimination
Equal Action 2 Phase II***

Awarded in: 2004

Principal: MINISTRY OF LABOUR

Partnership: CESOS, IMED - Istituto per il Mediterraneo, AGFOL, Associazione Ricreativa Culturale Italiana nuova associazione, Associazione Studi Giuridici sull'immigrazione, Associazione Nazionale Oltre Le frontiere, Istituto Ricerche Economiche e Sociali, Studio Come srl.

Objectives/products: This project intends to develop an integrated strategy to fight discrimination based on national origin and religion in the labour market, in implementation of the applicable national and European equality legislations.

COMPLETED PROJECTS 1987 to 2008

Title: Realizzazione e avvio in esercizio di un catalogo on-line dell'offerta di formazione permanente e continua a domanda individuale

Development and start-up of an online catalogue of on-demand permanent and lifelong learning opportunities

Awarded in: 2007

Principal: SELF-GOVERNING PROVINCE OF BOLZANO - FSE

Partnership: CESOS, RIPARTIZIONE 21 (Vocational training in German), PROVINCE OF BOLZANO, INFORMATICA ALTO ADIGE

Objectives/products: Design of a catalogue of local, national and European training opportunities, payable through vouchers.

Title: Realizzazione di una attività di analisi quali-quantitativa destinata ad approfondire la tematica del lavoro femminile sommerso e irregolare

Qualitative-quantitative survey to collect information about illegal and off-the-book female work

Awarded in: 2006

Principal: ISFOL

Partnership: CESOS

Objectives/products: A survey to gain a better understanding of the phenomenon of illegal female work by collecting structured data, in the attempt to shed light on the phenomenon of illegal female work resulting from an interaction of social, ambient, economic, psychological and cultural conditions.

Title: Attività di analisi e verifica della normativa corrente propedeutica al conseguimento di una manutenzione adeguativa volta a suggerire l'integrazione di nuove funzionalità nell'ambito del prodotto Rubens (Sistema Informativo Lavoro della Regione Liguria)

Review and testing of the current legislation in preparation to the achievement of a maintenance scheme for integration of new functions as part of the Rubens project (Labour Information System, Region Liguria)

Awarded in: 2006

Principal: DATASIEL - REGION LIGURIA

Partnership: CESOS

Objectives/products: Review of the development of the regional, national and European legislations regarding the adaptation of the Rubens Labour Information System for Job Centres developed by Cesos for the Region Liguria.

Title: Esiti occupazionali dei giovani nei percorsi di formazione

Results of youth employment in employment processes

Awarded in: 2006

Principal: Province of Roma, Council for Youth Policies and Vocational Training - Dept. XI

Partnership: CESOS, IRES CGIL, CEPRI (UIL), CLES Srl, Software consulting. Fuori ATI: "Grandi Numeri" market research company.

Objectives/products: This project reviews the results of employment for young people who have attended training courses within compulsory education, supported by regional, national and EU funds.

Design of an Observatory for the monitoring of training results at the Business System of school/work institutes, such as internships, traineeships and others, in order to measure their effectiveness in terms of employment.

Training of Job Centre directors and staff.

Title: Servizi di assistenza tecnica per la redazione della legge regionale in materia di politiche attive del lavoro per la realizzazione della strategia di Lisbona

Technical assistance in the drawing up of the regional law for active work policies with a view to implementing the Lisbon Strategy

Awarded in: 2006

Principal: REGION LIGURIA

Partnership: CESOS

Objectives/products: Technical assistance to the Municipal Labour Council in the drawing up of the new labour law in Liguria. Monitoring of the current debate in Europe, in Italy and in the Italian regions about labour policies, assistance in negotiations with the trade unions.

Title: Managing changes in Europe: information and consultation rights

Awarded in: 2006

Principal: EUROPEAN COMMISSION DG - Employment and Welfare Policies

Partnership: CESOS, BCE Bergaba, Chemical Energie (D), FCE-Cfdt (F), Federatia Sindicatelor Libere din chimie si pretrochimie (RO), VDSZ Chemical, Energy and general Workers' Union (H), Federatia Sindicatelor Libere Comert (RO), UGT-Federacion Estatal de Trabajadores de comercio, hosteleria-Turismo Y Juego (E), Fundació CIREM (E). Participating bodies: CES, CGIL, UIL

Objectives/products: Comparative analyses of the implementation of the Directive about information and consultation rights. Development of a multilingual European website for the collection and exchange of good practices across Europe, development of a community of Practices.

Title: Formazione dei referenti For.Te, che dovranno sostenere la promozione di progetti di Formazione Continua nell'ambito del settore logistica, spedizione e trasporti rispetto agli obiettivi, finalità e POA (Progetto Operativo Attività) del Fondo For.Te.

Training of For.Te representatives, who will have to support Lifelong Learning projects in the area of logistics, forwarding and transport, according to the objectives, goals and POA (Progetto Operativo Attività) of the For.Te. Fund.

Awarded in: 2006

Principal: FOR.TE. (Inter-professional fund for lifelong learning for service-sector workers)

Partnership: ATI (Associazione temporanea di imprese - Temporary Association of Companies) between CESOS and SMILE

Objectives/products: Guide to the negotiation of training schemes for service-sector labour.

Title: Relazioni organizzative nelle PMI

Organisational relations in SMEs

Awarded in: 2006

Principal: FONDIMPRESA (Inter-professional fund for lifelong learning for industrial companies and workers) - ARPF 2005 tender

Partnership: CESOS, FONDAZIONE CUOA, University of Padova, Chambre de Metiers de L'Ain (F), Formacion en el Empleo (ES), Skillfast-UK (UK)

Objectives/products: Development of a model for the negotiation of Piani Formativi Interaziendali (PFI – Inter-Company Training Schemes) in support of negotiating practices between industrial lifelong learning stakeholders.

Title: Implementazione della rilevazione dell'analisi del fabbisogno formativo Monitor

Implementation of the results of the survey of Monitor training requirements

Awarded in: 2005

Principal: SELF-GOVERNING PROVINCE OF BOLZANO

Partnership: CESOS, AFI-IPL

Objectives/products: Survey of the evolution of the labour market in the Self-governing province of Bolzano (to 2015), surveys of some productive areas that are defined on a case by case basis with the provincial authorities and trade unions. This year's project results are: a Report on the development of the labour market until 2015 and Reports on the development of the textile, welfare and retail industries.

Title: Analisi delle esperienze formative europee nel sociale

Review of European training processes in the social sphere

Awarded in: 2005

Principal: ISFOL

Partnership: CESOS

Objectives/products: A Europe-wide comparative review of professional training processes in the social sphere.

Title: "Intraprendere": arte, natura e tecnologia. La donna leader dello sviluppo d'impresa, del lavoro e della società civile

"Intraprendere": art, nature and technology. Women leaders in business development, work and society

Awarded in: 2005

Principal: REGION CAMPANIA

Partnership: CESOS (Consorzio Europaform), Artes, Ial Cisl Campania

Objectives/products: Pilot project in support of female businesses in Campania.

Title: Rilevamento sull'offerta di formazione a finanziamento pubblico in Italia

Survey of public training and funding opportunities in Italy

Awarded in: 2005

Principal: ISFOL

Partnership: CESOS, FONDAZIONE CLERICI

Objectives/products: Monitoring of training opportunities/facilities in Italy.

***Title: Formazione degli operatori dei Centri per l'impiego e della rete dei job center
Training of Job Centre staff***

Awarded in: 2005

Principal: PROVINCE OF LA SPEZIA

Partnership: CESOS

Objectives/products: Specialist training for Provincial Job Centre directors and employees.

***Title: Innovazione del Sistema Informativo del Lavoro della Regione Liguria
Innovation of the Labour Information System of Region Liguria***

Awarded in: 2004

Principal: REGION LIGURIA

Partnership: CESOS, Datasiel Spa

Objectives/products: The goal of this project is to develop an information program to handle all the legal requirements and public/business services provided by the applicable legislation on active labour policies.

The system can be used to plan, monitor, assess and handle, with excellent results, services for guidance, employment, job matching, delivery of services for disabled people, assignment to unemployment services.

Title: Condividere ed organizzare il sapere aziendale. Metodi, strumenti e supporti e-learning per una redistribuzione del sapere endogeno nelle PMI

Sharing and organising corporate knowledge. E-learning methods, tools and media for a redistribution of internal knowledge within the SMEs

Awarded in: 2004

Principal: Agenzia Leonardo da Vinci (Isfol)

Partnership: CESOS, CESPIM srl, IRSEA - Istituto di Ricerche sulla Società e l'Economia dell'Apprendimento.. Trans-national partners: Confederación de Empresarios de Aragón (CREA) (Spain), Akademie Ueberlingen Norbert Glasmeyer GmbH (Germany), Eesti Väike- ja Keskmiste Ettevõtjate Assotsiatsioon EVEA (Greece)

Objectives/products: The goal of this project is to provide the Italian, EU and new EU PMEs with a "full package" to promote and redistribute internal corporate knowledge (implied skills). The goal of this project is to develop useful schemes and guidelines to rearrange the management of internal knowledge, to help the companies and employees adapt to market competitiveness.

Title: Le relazioni sindacali in Italia e in Europa. Retribuzioni e costo del lavoro. Rapporto 2004-2005

Labour relations in Italy and Europe. Wages and labour cost. 2004-2005 Report

Awarded in: 2004

Principal: CNEL

Partnership: CESOS

Objectives/products: This Report about labour relations in Italy, which Cesos has been editing on behalf of Cnel since 1980, has changed appearance and contents since 2000. The earlier Report, called, *Labour relations in Italy*, had been published until 1998.

The new arrangement offers a review of the events over a two years' period and focuses attention on four key areas of industrial relations: European context, bargaining, wages, labour costs. The Report was published with the title *Labour relations in Italy and Europe. Wages and Labour Costs. 2004-2005 Report*, in the "Documenti Cnel" collection.

Copy of the Report in pdf format can be downloaded from Cesos' website.

Title: Azioni provinciali di supporto alla sperimentazione di azioni di formazione individuale di lavoratori occupati

Measures taken by the Provincial authorities for testing of individual training processes on employed workers

Awarded in: 2004

Principal: SELF-GOVERNING PROVINCE OF BOLZANO

Partnership: CESOS

Objectives/products: Feasibility study for the development of a computer catalogue of training opportunities in support of on-demand training (vouchers).

Title: Il monitoraggio dei voucher per la formazione a domanda individuale
Monitoring of individual on-demand training vouchers

Awarded in: 2004

Principal: SELF-GOVERNING PROVINCE OF BOLZANO

Partnership: CESOS

Objectives/products: Technical assistance to the Self-Governing Provincial bodies for the development of a "Training Voucher" application form. Monitoring and assessment of the experience through analysis and processing of data about recipients' features, measurement of satisfaction levels for this new training mode and for the overall experience.

Title: Le scelte scolastiche, formative e professionali dei giovani nella Provincia di Bolzano
Educational, training and professional choices of young people in the Province of Bolzano

Awarded in: 2004

Principal: SELF-GOVERNING PROVINCE OF BOLZANO

Partnership: CESOS, Fondazione G. Corazzin

Objectives/products: This survey took stock of cultural and professional expectations and choices, and provided a picture of the professional careers of the young generations, through schooling, vocational training and work.

Title: SIRLA - Sistema informativo rapporti di lavoro "Atipici"
Atypical Employment Information System

Awarded in: 2004

Principal: REGION LIGURIA

Partnership: CESOS

Objectives/products: This service provides specialist advice to the Region Liguria, in order to establish an information system to supply real-time, updated information about legal, regulatory and contractual rules for different forms of non-standard employment.

The "SIRLA" system can be consulted at: <http://www.iolavoroliguria.it/> or our website: www.cesos.org.

Title: Servizi di ricerca relativi ad una indagine sulle attività svolte dalle Provincie per la costituzione del sistema di obbligo formativo. Anno formativo 2002-2003 (Rif 6/SF)
Survey of the activities carried out by the Provinces for the establishment of a compulsory education system. Academic year 2002-2003 (Re. 6/SF).

Awarded in: 2004

Principal: ISFOL

Partnership: CESOS

Objectives/products: Review of the activities carried out by the Provinces in the area of compulsory education. This project involved use of a procedure for rating the results achieved by the Provinces. The Report was published as a book by Isfol, *Il governo locale dell'obbligo formativo*, (*The local governance of compulsory education*), European Social Fund books, Isfol, Rome, 2006.

Title: Servizi di ricerca "La formazione professionalizzante per gli apprendisti"
Research on "Professional training for trainees"

Awarded in: 2004

Principal: ISFOL

Partnership: CESOS, Studio Mèta e Associati Srl, Confartigianato

Objectives/products: Review of professional training experiences in six industries (engineering, building, textile, services, tourism). At the end of the project, the project results were disseminated by means of a CD.

***Title: Implementazione del modello per la rilevazione dei fabbisogni professionali e formativi
Implementation of a scheme for the detection of professional and training requirements***

Awarded in: 2004

Principal: SELF-GOVERNING PROVINCE OF BOLZANO

Partnership: CESOS, AFI IPL, CTM, RSO

Objectives/products: Survey of the development of a few industries, which are defined, on a case by case basis, with the Provincial authorities and the trade unions. As part of this project, the business service sector was reviewed in the area of crafts, tourism and industry.

***Title: Modelli di rete integrata per l'occupazione e lo sviluppo – CLESOS – Progetto Equal
Azione 3 Fase 1***

***Integrated networking systems for employment and development – CLESOS – Project Equal
Action 3 Phase I***

Awarded in: 2004

Principal: REGION PUGLIA

Partnership: PS IT-G-PUG-008 (CESOS), PS OT-G-Pug-025 (Computer Levante Engineering)

Objectives/products: The goal of the project was to develop a strategy for the detection of illegal work. An important DIGEST about the detection of illegal work was produced at the end of the project.

Title: La percezione del rischio nei lavoratori extracomunitari

Risk perception in immigrant workers

Awarded in: 2003

Principal: ISPESL (Istituto Superiore Prevenzione e Sicurezza sul Lavoro – Industrial Prevention and Safety Board)

Partnership: CESOS

Objectives/products: A review of the problems and management of mixed cultures in the building sites for the Turin Olympic Games. A summary of the Report was published on Ispesl scientific magazine, "Prevenzione Oggi", Vol. 1 – no. 2/2005 April/June.

***Title: Società europea e forme di partecipazione in Europa. Orientamenti delle parti sociali
European society and forms of participation in Europe. Guidance from the trade unions***

Awarded in: 2003

Principal: EUROPEAN COMMISSION

Partnership: CESOS, CISL

Objectives/products: A comparative analysis of forms of financial participation for workers in Europe.

Title: Realizzazione di un piano di qualità per il settore dei servizi per l'impiego finalizzato alla standardizzazione di prassi corrette per la gestione dei servizi e dei rapporti con l'utenza

Development of a quality plan for job centres for the standardisation of correct practices for the management of user services and relations

Awarded in: 2003

Principal: PROVINCE OF VERONA

Partnership: ATI - ASSOCIAZIONE TEMPORANEA DI IMPRESE (Temporary association of companies) - (project leader: GRUPPO SOGES), AGFOL, EUROPAFORM (Cesos and Studio Meta)

Objectives/products: Development of quality standards for the job centres of Verona.

Title: Dalla valutazione delle competenze alla formazione personalizzata: rasferimento di una buona pratica al sistema delle PMI del settore distributivo di veicoli commerciali

From training rating to customised training: transfer of a good practice to car selling SMEs

Awarded in: 2003

Principal: MINISTRY OF LABOUR

Partnership: CONSORZIO EUROPAFORM (Cesos), ISVOR FIAT

Objectives/products: Development and testing of a training rating system for the car industry.

Title: Ricerca per la produzione di un Catalogo e di una Biblioteca multimediale sul "Capitale Formativo" desumibile dai risultati dei progetti formativi e dei courseware promossi dalle Amministrazioni regionali e centrali e cofinanziati dal FSE

Survey for the production of a Catalogue and Multimedia Library of "Training Resources" as argued from the results of training projects and courseware promoted by the Regional and central Administrations and co-funded by ESF

Awarded in: 2003

Principal: ISFOL

Partnership: CESOS

Objectives/products: A feasibility study for a catalogue and a library of training products. This survey laid the foundations for the drawing up of a Ministry of Labour tender.

Title: Attività di analisi, studio, ricerca e ricerca-intervento, seminari e informative nell'ambito del Progetto "Sistema M.O.G.O.L F.P per la formazione just in time"

Reviews, studies, research, research-actions, workshops and information as part of the "Sistema M.O.G.O.L F.p: per la formazione just in time" Project

Awarded in: 2003

Principal: Ministry of Labour, CPF FERRARA (Consorzio Formazione Provinciale – Provincial Training Consortium)

Partnership: CESOS

Objectives/products: An experimental model for the delivery of lifelong learning. The Report was published as a box, containing the Report, the Digest and the Workshop. The results were discussed at a workshop at Cedefop, Salonika.

Title: Servizi di consulenza per la realizzazione di monitoraggio permanente sulla certificazione delle competenze

Advisory services for the permanent monitoring of training certification

Awarded in: 2003

Principal: ISFOL

Partnership: CESOS, ITALIAFORMA, ISVOR FIAT, UNIVERSITA' CATTOLICA DI MILANO

Objectives/products: A survey of skills and training standards, conducted all over Italy, both centrally and locally, with a view to the implementation of the European Framework of Qualification (EFQ). This Report was used to establish the national centre of reference for implementation of the EFQ (European Framework of Qualification).

Title: EURORUBIK – Leonardo Program

Awarded in: 2003

Principal: EUROPEAN COMMISSION

Partnership: EUROPAFORM (CESOS), CESPIM

Objectives/products: The goal of the project is to develop and outline a Repertoire of common Guidelines and Recommendations, as validated by the international partnership, in order to develop and implement flexible, customised training processes in agreement with the trade unions, targeted to unskilled workers with “dead” professional skills working in small engineering companies with less than 50 employees. The Report was published: *Project Eurorubik*, NEOS EDIZIONI, Turin, 2005

Title: Sistema Moda Puglia – Equal

The Fashion Industry in Puglia – Equal

Awarded in: 2002

Principal: REGION PUGLIA

Partnership: ATI - ASSOCIAZIONE TEMPORANEA DI IMPRESE (Temporary Association of Companies - Contact: Cesos)

Italian partners: API, APQ, CITER, USR CISL PUGLIA, CONF COOPERATIVE, CROSS, ECIPA, ERFEA, AUROPAFORM, FEMCA CISL NAZIONALE, FEMCA CISL PUGLIA, IAL PUGLIA, INAS, IRES, OFFICINE MULTIMEDIALI, SMILE PUGLIA, UNIVERSUS. Trans-national partners: University of Manchester (UMIST) (UK), Junta de Extremadura (ES), ANIL (PT), CITEVE (PT)

Objectives/products: A project aimed at improving the professional and employment standards of female workers, male workers and businessmen working in the FASHION industry in the areas of the Region Puglia involved in the project, through a process for the detection of illegal work, internationalisation of local companies and creation of a social and productive Quality Mark. The project results were published in the report, “Emersione, competitività e responsabilità sociale: le sfide per il Sistema Moda Puglia” (*Detection of illegal work, competitiveness and social responsibility: challenges for the Fashion system of Puglia*).

***Title: Centro nazionale di collegamento della Fondazione Europea
National Liaising Centre of the European Foundation***

Awarded in: 2002

Principal: EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS

Partnership: CESOS

Objectives/products: Cesos has become the promoter of the work of the Foundation in Italy, disseminates its results and produces regular reports about its initiatives, events, debates and legislative solutions in the area of welfare policies in Italy.

***Title: Contrattazione, retribuzione e costo del lavoro in Italia
Bargaining, wages and labour costs in Italy***

Awarded in: 2000

Principal: CNEL

Partnership: CESOS

Objectives/products: This Report has been edited by Cesos on behalf of Cnel since 1980. It reviews the key events over a two years' period and focuses attention on the highlights of industrial relations. A review of the evolution of industrial relations within the European context, trends in collective bargaining, wages and labour costs. The Report was published in the "Documenti Cnel" collection.

Copy of the Reports in pdf format can be downloaded from Cesos' and Cnel's websites.

***Title: Osservatorio sulle relazioni industriali europee
Observatory on European Industrial Relations***

Awarded in: 1996

Principal: EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS

Partnership: CONSORZIO EIRO-ITALIA (CESOS, FONDAZIONE SEVESO, IRES LOMBARDIA)

Objectives/products: Since December 1996, Cesos has been the promoter, along with the Milan-based Fondazione Seveso and Ires Lombardia of Consorzio Eiro Italia, which is the Italian correspondent of the European Industrial Relations Observatory (EIRO), established at the European Foundation for the Improvement of Living and Working Conditions in Dublin. Every month, Eiro Italia provides the Observatory with articles, reviews and reports on the most important events regarding industrial relations in Italy. Then, such materials are published online on the website and in the Foundation's monthly newsletter.

Title: Equal NETFORMA - Network per il governo delle transizioni e per la formazione continua

Equal NETFORMA – Network for transition and lifelong learning governance

Awarded in: 2002

Principal: MINISTRY OF LABOUR

Partnership: ATI - ASSOCIAZIONE TEMPORANEA DI IMPRESE (Temporary Association of Companies - Contact: IAL FRIULI) CESOS, 28 NATIONAL PARTNERS, TRANS-NATIONAL PARTNERS AFPA (FR), PALINE COMMUNE (FR)

Objectives/products: Promotion of a local network for the management of employment services. Cesos made a contribution by monitoring such project.

Title: Progetto Equal Reset

Equal Reset Project

Awarded in: 2002

Principal: MINISTRY OF LABOUR

Partnership: CESOS (EUROPAFORM), CIOFS, ARTES

Objectives/products: A local network in support of the inclusion of disadvantaged people on the employment market. Cesos developed a monitoring and rating system, which is contained in the Final Report of the survey, for the networking activity.

Title: Progetto Equal - L'azienda come luogo dello sviluppo sociale - competenze sociali delle RSU

Project Equal – The company as a place of social development – Social responsibility of the Trade Union Representatives Organisations

Awarded in: 2002

Principal: MINISTRY OF LABOUR

Partnership: CESOS (Europaform), ANCS, IRES

Objectives/products: Profiling of the figure of the trade union representative for welfare policies. This project led to experiment a training scheme for trade union representatives.

Title: Progetto pilota sul Miglioramento della qualità e competitività degli organismi di formazione in un'ottica di benchmarking

Pilot project for the improvement of the quality and competitiveness of training bodies from a benchmarking perspective

Awarded in: 2002

Principal: EUROPEAN COMMISSION

Partnership: CESOS, GEIE QFOR (B), Dirfo (S), Maieutika (F), Global change Management Information (B) Daha (Czech Republic)

Objectives/products: Europe-wide scheme for the rating of training centres.

***Title: Sviluppare la qualità della formazione nell'ambito dei contratti di apprendistato
Improving training under apprenticeship agreements***

Awarded in: 2002

Principal: EUROPEAN COMMISSION

Partnership: CESOS, EBNA ENTE BILATERALE NAZIONALE ARTIGIANATO (National Bilateral Crafts Body)

Objectives/products: Development of a European scheme for the training of apprentices.

Title: L'analisi dei fabbisogni nei piani formativi all'interno dei patti territoriali – Progetto Leonardo “Patti formativi territoriali”

Review of requirements in the training schemes of the Territorial Pacts – “Patti formativi territoriali” (Territorial Training Pacts), Leonardo Project

Awarded in: 2002

Principal: EUROPEAN COMMISSION

Partnership: CESOS, ASSOCIAZIONE SMILE

Objectives/products: Testing of a negotiation process regarding training schemes in 32 settings. This pilot project resulted in the development of a negotiating scheme for corporate and inter-corporate Training Schemes.

Title: La valutazione dei servizi di orientamento

Assessment of guidance services

Awarded in: 2002

Principal: MINISTRY OF LABOUR

Partnership: CESOS, STUDIO META, IAL EMILIA ROMAGNA, IAL LIGURIA

Objectives/products: A computer system for the successful development and monitoring of guidance services. This is the system from which the Rubens project, the Labour Information System for the Region Liguria, took inspiration.

Title: Dalla valutazione delle competenze alla formazione di una buona pratica al sistema di officine autorizzate del settore dei veicoli industriali

From skill rating to the development of a good practice for licensed industrial vehicle garages

Awarded in: 2002

Principal: MINISTRY OF LABOUR

Partnership: CONSORZIO EUROPAFORM (Cesos), ISVOR FIAT

Objectives/products: A model for rating workers' skills in the car industry.

***Title: Implementazione del modello di rilevazione dei fabbisogni professionali
Implementation of a model for detection of professional requirements***

Awarded in: 2002

Principal: Self-governing province of Bolzano

Partnership: CESOS

Objectives/products: A review of the evolution of employment in the Self-governing province of Bolzano (to 2015) and testing of a detection model on a sample of companies working in the mechanic, tourism and retail industries. The detection model was published as a handbook, "La rilevazione dei fabbisogni professionali e formativi" (*Detection of professional and training requirements*), by the Self-governing province.

Title: Le relazioni industriali nel sistema dei trasporti: progetto di ricerca, formazione, comunicazione

Industrial relations in transport: research, training, communication

Awarded in: 2002

Principal: National FIT-CISL

Partnership: CESOS

Objectives/products: Technical assistance for the strategic and organisational repositioning of the transport trade union at Cisl (Italian Confederation of Workers Trade Unions). This project generated a number of training events for the organisation's executives.

Title: La copertura previdenziale per i lavoratori immigrati

Social security coverage for immigrant workers

Awarded in: 2002

Principal: ISSA - INTERNATIONAL SOCIAL SECURITY ASSOCIATION

Partnership: CESOS, IRES CGIL

Objectives/products: A comparative analysis of the social security systems covering immigrant workers. The Final Report of the project was published by ISSA (International Social Security Association), Geneva, promoted by the UN.

Title: Sviluppo delle necessarie competenze per la negoziazione di piani di partecipazione finanziaria

Development of skills for negotiating financial shareholding schemes

Awarded in: 2002

Principal: EUROPEAN COMMISSION

Partnership: CESOS

Objectives/products: Design and development of training events for negotiating financial shareholding schemes. This project involved Cisl (Italian Confederation of Workers Trade Unions) and the main industry and service unions.

Title: Policies and views of peak organisations on financial participation in Italy

Awarded in: 2002

Principal: EUROPEAN FOUNDATION FOR THE IMPROVEMENT OF LIVING AND WORKING CONDITIONS

Partnership: CESOS

Objectives/products: A review of Italian experiences regarding financial shareholding on a comparative basis.

Title: La valutazione dell'impatto dello statuto di Società europea sulle relazioni industriali e i sistemi giuridici nazionali

Assessment of the impact of the European Society status on industrial relations and national legal systems

Awarded in: 2001

Principal: EUROPEAN COMMISSION

Partnership: CESOS, CISL

Objectives/products: A comparative analysis of the impact of European Society.

This project was developed in conjunction with Cisl (Italian Confederation of Workers Trade Unions) and the main unions.

Title: L'adozione e l'utilizzazione del modello di valutazione della qualità dei servizi di orientamento del Cesos nella Regione Liguria e nella Provincia di Reggio Emilia

Adoption and use of a model for the rating of the quality of Cesos guidance services in the Region Liguria and in the Province of Reggio Emilia

Awarded in: 2001

Principal: MINISTRY OF LABOUR

Partnership: CESOS, Studio Meta, IAL Liguria and IAL Emilia Romagna

Objectives/products: Development of a model for the delivery, monitoring and assessment of guidance services. This model inspired the standard model for guidance services promoted by ISFOL. This model was published: R. Botticelli, D. Paparella (edited by), *La valutazione dei servizi di orientamento (Rating guidance services)*, Franco Angeli, Milan, 2002.

Title: RUBIK: Modello di formazione flessibile per le PMI

RUBIK: a flexible training model for the SMEs

Awarded in: 2000

Principal: MINISTRY OF LABOUR

Partnership: CESOS, CS PMI REGGIO EMILIA (SME Service Centre)

Objectives/products: A training model for small- and medium-sized companies.

Title: Le reti di fornitura nel comparto tessile/abbigliamento in Veneto: tendenze evolutive e fabbisogni formativi

Textile/clothing supply networks in Veneto: evolutionary trends and training requirements

Awarded in: 2000

Principal: MINISTRY OF LABOUR

Partnership: EUROPAFORM (CESOS), CUOA, ARTES, CONFARTIGIANATO

Objectives/products: A review of the professional and training requirements of small- and medium-sized textile companies in Veneto.

Title: Methods and tools to assess quality in continuing vocational training – Leonardo Programme

Awarded in: 2000

Principal: EUROPEAN COMMISSION

Partnership: CESOS, FORCEM (E), ADEIT/ FUNDACIÓN UNIVERSIDAD-EMPRESA (E), RECIVE (NL), INSTITUTO PARA A INOFOR (PT). Promoter: FORCEM (E)

Objectives/products: A European model for the assessment of training schemes by the trade unions. This model was appointed a “Good Practice” by the European Union.

Title: Diffusion transerencia del sistema Q* for para la evaluacion de la calidad de los organismos de formacion

Awarded in: 2000

Principal: EUROPEAN COMMISSION

Partnership: CESOS, DIRFO, S.A.Management information (B), Maieutika (F), PRISMA (EL), GLOBAL CHANGE (P), DAHA (CZ)

Objectives/products: A model for the assessment of quality standards of European training facilities.

***Title: La rilevazione dei fabbisogni formativi nell'industria italiana
Measurement of training requirements in the Italian industry***

Awarded in: 2000

Principal: OBNF ORGANISMO BILATERALE NAZIONALE FORMAZIONE (National bilateral training board)

Partnership: CESOS, OBNF

Objectives/products: A review of training requirements in the Italian industry. Cesos was the technical and scientific director of the project.

***Title: Realizzazione di uno studio sull'evoluzione delle professioni, a carattere teorico e previsionale e di un sistema di rilevamento del fabbisogno professionale nella Provincia di Bolzano. Rilevamento del fabbisogno professionale in Alto-Adige
Survey of the theoretical and perspective evolution of professions and system for the detection of professional requirements in the Province of Bolzano. Detection of professional requirements in Alto Adige***

Awarded in: 2000

Principal: SELF-GOVERNING PROVINCE OF BOLZANO

Partnership: CESOS, AFI-IPL, CTM, RSO

Objectives/products: This project aims at outlining the development of the self-governing province in the medium- and long-term and at developing a model for the detection of professional and training requirements in the Self-governing province of Bolzano. This first stage of the project consisted in the development and testing of a measuring system.

Title: La concertazione dei piani formativi in azienda e nei territori: cultura, metodologie e strumenti per gli attori sociali

Negotiation of training schemes within the company and within the territory: culture, methods and tools for social actors

Awarded in: 1999

Principal: MINISTRY OF LABOUR

Partnership: RTI (raggruppamento temporaneo di imprese – Temporary pool of companies), CESOS (EUROPAFORM), POLIEDRA, SMILE

Objectives/products: Testing of a negotiating system for corporate training schemes.

***Title: La formazione individuale degli adulti: modelli operativi e metodologie di intervento
Individual training of adults: operating systems and methods***

Awarded in: 1999

Principal: MINISTRY OF LABOUR

Partnership: CESOS (EUROPAFORM)

Objectives/products: Scheme for individual on-demand training, payable by vouchers.

***Title: La formazione continua nell'esperienza italiana: schemi interpretativi e classificatori
The Italian experience in lifelong learning: interpretation and classification***

Awarded in: 1998

Principal: ISFOL

Partnership: CESOS

Objectives/products: System adopted by Isfol for classification of lifelong learning.

Title: Progetto PON - Efficienza ed efficacia dei prodotti e dei servizi di orientamento professionale: metodologia, strumenti e procedure

PON Project – Efficiency and Effectiveness of professional guidance products and services: methods, tools and procedures

Awarded in: 1998

Principal: MINISTRY OF LABOUR

Partnership: CESOS, FONDAZIONE GIACOMO BRODOLINI, IAL NAZIONALE, PLAN, UNIVERSITY OF BOLOGNA

Objectives/products: The first system for the assessment of guidance services, which was then further refined along with other projects.

Title: Progetto Adapt - Le tecnologie telematiche per l'innovazione tecnologica ed organizzativa dei sistemi territoriali di piccole e medie imprese.

Adapt Project – ITC Technology for technological and organisational innovation in local groups of small- and medium-sized companies

Awarded in: 1998

Principal: EUROPEAN COMMISSION

Partnership: CESOS, POSTER, TRAINET, STUDIO META, IAL VENETO, AGFOL, LIGNUM sa (Greece), CEEA (France)

Objectives/products: A model for the competitive growth and internationalisation of upmarket furniture companies in Veneto.

Title: Il congedo formativo in Europa

Training leaves in Europe

Awarded in: 1998

Principal: EUROPEAN COMMISSION

Partnership: CESOS, ARBEIT UND LIEBEN (D), CESEP (B), CULTURE ET LIBERTE (F)

Objectives/products: A comparative analysis of experiences in training leaves in Europe. This model was published as a multilingual book, "Il congedo per la formazione in Europa" (Training leaves in Europe).

Title: Realizzazione di uno studio sull'evoluzione delle professioni, a carattere teorico e previsionale e di un sistema di rilevamento del fabbisogno professionale nella Provincia di Bolzano

Survey of the theoretical and perspective evolution of professions, and system for the detection of professional requirements in the Province of Bolzano

Awarded in: 1998

Principal: SELF-GOVERNING PROVINCE OF BOLZANO

Partnership: CESOS, AFI-IPL, CTM, RSO

Objectives/products: Development of a model for the measurement of local training requirements.

Title: Programma Leonardo - Approcci, metodi e strumenti per la rilevazione, l'anticipazione e l'analisi della domanda di lavoro e di profili professionali in prospettiva locale

Leonardo Program – Approaches, methods and tools for the detection, disclosure and review of the demand of jobs and professional profiles, from a local perspective

Awarded in: 1997

Principal: EUROPEAN COMMISSION

Partnership: CESOS, CERES, SFS, TEMPO, CIREM

Objectives/products: European model for a review of professional and training requirements.

Title: Progetto Adapt - Struttura in rete telematica per lo studio e la diffusione dell'innovazione organizzativa e professionale nei sistemi territoriali di piccole e medie imprese collegati al settore auto

Adapt Project – ITC Network for the investigation and dissemination of organisational and professional requirements of local groups of small- and medium-sized companies dealing with the car industry

Awarded in: 1997

Principal: EUROPEAN COMMISSION

Partnership: CESOS, STEP, TERRITORIO, TRAINET, STUDIO META, CGIL PIEMONTE, ITB (D), CEDOP FORMATION and CHAMBRE DE METIERS DE L'AIN (F)

Objectives/products: Innovation in local subcontracting systems dealing with the car industry in Basilicata and Piedmont. The result of the survey was published in: R.Botticelli, D.Paparella (edited by), *Sistemi territoriali della produzione automobilistica: il Piemonte e la Basilicata* (Local car manufacturing systems: Piedmont and Basilicata), Franco Angeli, Milan, 2002.

Title: Progetto Adapt - Costruzione di una rete per l'adattamento delle strutture e la promozione di azioni di sostegno per la collaborazione per le piccole e medie imprese di distretti industriali per la formazione di risorse idonee alla creazione e gestione di servizi logistici integrati

Adapt Project – Development of a network for adaptation of facilities and promotion of measures in support of cooperation for small- and medium-sized companies in industrial districts, with a view to building appropriate capabilities for the establishment and management of integrated logistic services

Awarded in. 1997

Principal. EUROPEAN COMMISSION

Partnership. CESOS, CERTAM, TRAINET, STUDIO META, TERRITORIO, POSTER, UNIONTRASPORTI, MUSEO DELLO SCARPONE, ASSOPIM, ISPP and CHAMBRE DE COMMERCE ET D'INDUSTRIE DE ROUEN (F), KOLPING AKADEMIE and TÜV AKADEMIE (D)

Objectives/products. A review of logistic capabilities for the development of local productive systems in the districts of Montebelluna (TV) and Matera.

Title: Programma Leonardo - La certificazione della formazione professionale come strategia di sviluppo delle risorse umane

Leonardo Programme – Certification of professional training as a strategy for the development of human resources

Awarded in. 1996

Principal. EUROPEAN COMMISSION

Partnership. CESOS, CIREM (E), PANTHEON and SORBONNE (F), Sfs (D), NENE COLLEGE (UK), UNIVERSITA' CATTOLICA di MILANO, UNIVERSITY OF BOLOGNA, FONDAZIONE BRODOLINI (I)

Objectives/products. A comparative analysis of experiences in training certifications in Europe.

Title: Studio di fattibilità per la promozione di una rete nazionale di organismi bilaterali per la formazione

Feasibility study for the promotion of a national network of bilateral training bodies

Awarded in. 1996

Principal. MINISTRY OF LABOUR

Partnership. CESOS, CHIRONE 2000

Objectives/products. A review of the role of the trade unions in bilateral bodies for vocational training. The Report, *La risorsa formazione nella gestione bilaterale delle parti sociali*, (Training as a resource in the bilateral management of trade unions), was published as a bound booklet.

Title: Programma Leonardo - La valutazione ed il controllo della qualità e del rendimento nelle azioni e nelle strutture di formazione professionale

Leonardo Programme – Quality and performance assessment and measurement in vocational training events and facilities

Awarded in. 1995

Principal. EUROPEAN COMMISSION

Partnership. CESOS, CIREM (E), PANTHEON SORBONNE (F), SFS (D), NENE COLLEGE (UK), UNIVERSITA' CATTOLICA di MILANO, FONDAZIONE BRODOLINI (I), HBS (D), TEMPO (F)

Objectives/products. Development of a European training assessment system, which the European Union deemed to be a Good Practice.

Title: Progetto-pilota per la costruzione di una griglia di indicatori di efficacia dei sistemi di formazione professionale

Pilot Project for the development of a grid of performance indicators for vocational training systems

Awarded in: 1989

Principal: MINISTRY OF LABOUR

Partnership: CESOS

Objectives/products: Survey report.

Title: Incentivazione ed efficacia della formazione professionale nella piccola e media impresa

Motivation and effectiveness of vocational training in small- and medium-sized companies

Awarded in: 1988

Principal: MINISTRY OF LABOUR

Partnership: CESOS

Objectives/products: Survey report.

Title: Lavoratori, progresso tecnico, formazione professionale nelle piccole e medie aziende Staff, technical progress, vocational training in small- and medium-sized companies

Awarded in: 1987

Principal: MINISTRY OF LABOUR

Partnership: CESOS

Objectives/products: Survey report.

Title: Le relazioni sindacali in Italia

Industrial relations in Italy

Awarded in: 1980-1998

Principal: CNEL

Partnership: CESOS

Objectives/products: Report on labour relations in Italy, drawn up for Cnel.

NOTICE

For more details about projects, reports, papers and literature, visit Cesos' website at www.cesos.org