



CSR FOR ALL

Corporate Social Responsibility for All

EuropeAid/132438/C/ACT/Multi

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Project objective

To contribute for more dynamic civil society organizations who are actively participating in public debate on democracy, human rights, social inclusion and the rule of law and with capacity to influence policy and decision-making processes.

Specific objectives

1. To build awareness and capacity in partnership/network of employer organizations (EOs) in Balkan region regarding Corporate Social Responsibility (CSR) in order to improve their participation in multi-stakeholder dialogue (as well as their influence on public sector reform process) at national and international levels;
2. To create awareness and build capacity in the network of employer organizations in the region to guide enterprises for their positive impacts on society and to integrate social, environmental, ethical, human rights and consumer concerns into their business operations and core strategy.

Project activities

Research/analysis, capacity-building, information-sharing, training, network-building, preparing publications, advocacy, literature search, creating public awareness, awarding, creation of CSR model, designing EO's Handbook, training for trainers and other affiliated staff including the development of training materials, selection criteria for best CSR performance, awareness raising seminars, national and international conferences.



Results expected

Result 1: Supporting package developed for capacity building of employer organisations on CSR for helping the enterprises, influencing decision making process and developing joint strategic programmes with the aim of adding value to EO efforts and achieving sustainable outcomes.

Result 2: Capacity of partner EOs enhanced on CSR in order to perform timely consultations with other stakeholders, including governmental bodies and international networks.

Result 3: Selection criteria for CSR best practices identified and piloted at local level in line with latest EU developments in order to promote sustainable outcomes and innovative initiatives.

Result 4: Awareness of enterprises and other stakeholders raised throughout thematic areas of CSR by developing EO strategies, and encouraged visibility and disseminated actions.

Corporate social responsibility (CSR) is a term that means many different things to different people, be they businessmen themselves, civil society, academia or public in general. However, CSR has to be understood best by the national employer organisations as they are the main bodies who take part in the negotiations with the government and other stakeholders and who have an important role in orienting their member companies in developing effective CSR policies. In that aspect, developments and negotiations at international level urged employer organisations at national level to develop strategies for CSR in order to be able to contribute to the debate and have power to orient their governments in adopting the competitiveness and business friendly, non-obligatory measures for private sector companies. The Project will enable via the established network to fulfil this need and will provide a reference point with which further contributions to all societies will find way. The Project will also include the enterprises as well as other stakeholders in its sphere of influence and will create a CSR knowledge infrastructure in the whole society.



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The views expressed in this publication do not necessarily reflect the views of the European Commission



Short description of the partners



Project leader

Turkish
Confederation of
Employer
Associations

TISK

The Turkish Confederation of Employer Associations (TISK)

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TISK has the honour to celebrate its 50th anniversary being the power of knowledge and unity in business world.

TISK as the sole umbrella organization to represent Turkish employers in industrial relations both at home and abroad, is based on voluntary organization, fully autonomous, composed of 22 Member Employer Associations of various economic sectors with 9.600 enterprises and 1.200.000 employees and representative of employers widely in a number of national and international fora.



TISK fully conforms to EU's "social partnership" criteria.

Based on Laws numbered 274 and 275, TISK was established in 1961 as the "Union of Istanbul Employer Associations" comprising 6 Member Employer Associations:

- Metal Products Industrialists' Association
- Istanbul Wood Industry Employers' Associations
- Istanbul Textile Industry Employers' Association
- Istanbul Food Industry Employers' Association
- Istanbul Printing Industry Employers' Association
- Istanbul Glass Industry Employers' Association

On December 20th 1962 following the completion of nationwide organization the Union was transformed into the "Turkish Confederation of Employer Associations (TISK)" and on August 5th 1965 TISK headquarters moved to Ankara.

TISK's Fundamental Principles are

- Maintain labour peace
- Sustain free enterprise and market economy
- Improve international competitiveness of enterprises and the economy
- Increase production, productivity, investment and exports
- Protect and expand productive employment, reduce unemployment
- Develop bipartite and tripartite cooperation
- Improve vocational training and lifelong learning opportunities for the labour force, establish education-employment link
- Aim at Turkey's integration with modern world as well as with the EU

Within the framework of these principles TISK

- Strives to organize both public and private sector employers within employer associations that would ensure a harmonious cooperation around a strong Confederation.
- Works to encourage and maintain good relations between employers and workers.
- Takes necessary measures to adapt working conditions in line with the need for the economy and the enterprises to increase competitiveness and with common benefits.
- Gives assistance and support to employer associations in collective bargaining and agreement processes.
- Formulates employer opinions on subjects relating to labour life and reflects them on public policies.
- Identifies and declares general principles with which member employer associations and their affiliated enterprises must comply.
- Supplies all the assistance and information required in the field of industrial relations to its members.
- Conducts research activities on labour legislation, economic and social matters and organizes training courses or seminars.
- Formulates and defends employer positions in the drafting or amendment of legislation affecting labour life or industry.

- Joins national and international organizations in line with its aims; participates in their meetings and sends representatives in line with national legislation and international treaty provisions.
- Publishes books, journals, magazines and brochures to support its aims.

TİSK being member of international organizations such as the International Labour Organization (ILO), the International Organization of Employers (IOE), Confederation of European Business (BUSINESSEUROPE), Business and Industry Advisory Committee to the OECD (BIAC), Union of Mediterranean Confederations of Enterprises (BUSINESSMED), the Union of Black Sea and Caspian Confederation of Enterprises (UBCCE) and B20, also provides publications for all interested parties.



CSR is a very important agenda item for TİSK. The Confederation puts specific attention to the issue and has been working in the area since the beginning of the international debate.

Today, TİSK is not only a member of the Steering Committee of the Global Compact Turkey Network but also it hosts the Secretariat of the Network in cooperation with TUSİAD. TİSK is also an active member of several CSR networks including BIAC CSR Network, IOE CSR Working Group and ISO 26000 CR Guideline Working Groups.



The International Organisation of Employers (IOE)

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The International Organization of Employers

IOE

The International Organisation of Employers (IOE) is the largest network of the private sector in the world, with a membership of 151 business and employer federations in 144 countries.

In social and labour policy debate, in the International Labour Organization, across the UN and multilateral system, and in the G20 and other emerging processes, it is the recognized voice of business. The IOE seeks to influence the environment for doing business, including by advocating for regulatory frameworks at the international level that favour entrepreneurship, private sector development, and sustainable job creation.

The IOE supports national business organisations in guiding corporate members in matters of international labour standards, business and human rights, CSR, occupational health and safety, and international industrial relations.



CEA
Croatian Employers' Association

Croatian
Employers
Association

CEA

Croatian Employers' Association (CEA)

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Croatian Employers' Association is a voluntary, non-profitable independent employers' association protecting and promoting its members' rights and interests.

CEA, established on July 14th 1993, has been a member of the IOE since then. Since 1994, CEA takes part in the ILO activities and had observer status in BUSINESSEUROPE since 1999 up until 2004 when Croatia became candidate for EU Membership which also brought the status change to Associate Member.



CEA also undertakes

- Protection and promotion of member companies' rights and interests in the field of labour-social legislation;
- Representation of member companies in relations with State institutions, regional and local authorities and trade unions;
- Representation of members in the field of collective bargaining, concluding collective agreements and resolving labour disputes;
- Promotion of entrepreneurial rights and interests, protection of private property, development and regulation of free market, development of competitiveness and favourable entrepreneurial climate.



CEA Programme Principles are

- Dynamic sustainable growth generated by private sector
- Effective tax system supporting economic growth
- Rule of law
- Efficient public administration and public sector
- Protection of fair market competition
- Flexible labour market and competent labour force
- Partnership in the EU accession
- Good governance and corporate social responsibility

Also,

- 6,000 of entrepreneurs and employers from all industries, employing 600,000 workers.
- Member companies are active in twenty nine sectoral associations.
- Any entrepreneur, owner of the company registered in Croatia, as well as any foreign employer having a subsidiary in our country or operating in Croatia in accordance with Croatian legislation can become member of the CEA.
- Membership fees are the core source of finance for CEA activities.



Business
Confederation of
Macedonia

BCM

Business Confederation of Macedonia (BCM)

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BCM was founded as NGO Employers Organization of FYR Macedonia in 2001 with 5 company's managers. In 2006 BCM became the official social partner with Government and Trade unions.

BCM has 295 companies as direct members and another 5.500 member companies under 13 member associations.

Primary roles of BCM are as follows

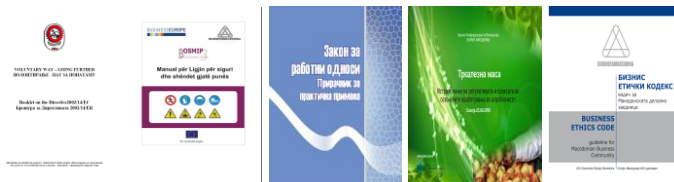
- Member of Coordinative body on CSR- ESC
- Member of Joint Consultative Committee EU-MK
- Participation in experts tripartite groups Minimum Wage Law
- Member of Local Economic Social Councils-Kavadarci, Bogdanci, Prilep
- Member of Operational Monitoring Committee on HR Development IPA IV
- Sectoral Collective Bargaining
- Founder/member of National Council on Competitiveness of R.M.
- Member of the National Council on High Education

BCM also provides services regarding

- Legal advice
- Collective and company negotiation , advice on labour relations,
- Temporary employment,
- Networking and Joint Presentation,
- OSH and Risk Assessment,
- Contribution Payment Centres

BCM also deals with issues concerning

- Free movement of capital, idea workers, investments,
- Improvement of Business Environment,
- Vocational Education,
- Temporary employment, short term, part time,
- Tax incentives,
- Decreasing tax duties
- Subventions in energy production and service companies,
- Communal taxes – (energy, building, service industry)
- Penalties-prevention,
- Joint action with National Inspectorate,
 - Information,
 - Elimination of grey economy and unfair competition.



We communicate with BCM members and partners by issuing brochures related to CSR

- Voluntary way- consultation with the workers
- OSH Law and Risk Assessment Guideline
- Labour Law
- Seasonal Employment
- Business Ethics Code for Macedonian Business Community

Montenegrin Employers Federation (MEF)

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Montenegrin
Employers
Federation

MEF

MEF is an independent, non-governmental, non-political and non-profit umbrella organization of employers based on voluntary membership. With the signature of the National Tripartite Agreement on December 26th 2006 MEF became Social Partner in Montenegro.

MEF mission - development of social dialogue according to the conventions and recommendations of International Labour Organization, promotion and protection of employers and entrepreneurs interests in relation with trade unions, government and other authorities on national and local level.

MEF vision: "an umbrella employers' organization and the institution which represents independent voice of business in Montenegro at national and international levels".

MEF's field of activity:

- Social dialogue (collective bargaining, advocacy, lobbying, participation in national tripartite bodies & WGs),
- Promotion of employers' interests on international level,
- Market researches and analyses (labour market, economic trends, economic & social policy, CSR...),
- Projects' realisation.

MEF's Services:

- Free legal advice
- Consulting services
- Marketing promotion ("Employers for employers", MEF web page)
- Education services (seminars, workshops, round tables)
- Others

Composition of Membership:

- Entrepreneurs, small & medium-size enterprises, big systems, employers' associations, other NGOs
- 1057 individual members (legal entities)
- 44 employers' associations and other NGOs (local, sectoral)
- around 80% of entire Montenegrin GDP
- over 65% of workforce in the industry sector
- Regional and sectoral affiliation: 100%

MEF is also a member of,

- IOE (International Organisation of Employers)
- BUSINESSEUROPE (Associate member)
- UBCCE (Union of Black Sea and Caspian Confederation of Enterprises)
- UN Global Compact
- AREC (Adriatic Region Employers' Centre)



C. N. I. P. M. M. R.

The National
Council for Small
and Medium
Sized Private
Enterprises in
Romania

CNIPMMR

National Council of Small and Medium Sized Private Enterprises in Romania (CNIPMMR)

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Established in 1992, Romanian Employers' Confederation with legal personality, independent, non-profit, non-governmental and apolitical institution, ensures unitary representation of SMEs' interests and of SMEs employers' movement at national and international levels.

CNIPMMR is composed of 8 regional federations in all the developing regions of Romania and 103 associated members (sectoral and regional employers' organizations, young entrepreneurs and businesswomen organizations).

CNIPMMR's Mission

- creating a functional business environment, promoting, defending and representing entrepreneurs' and private enterprises' interests in their relation with power bodies and state administration and in relations with other organizations inside the country and abroad,
- supplying some types of information, knowledge and services to SMEs, aiming at increasing their potential and competitiveness.

Main Activities

- Project management (design and implementation);
- Elaboration of studies, surveys, analysis, rankings, researches etc.;
- Organization of seminars, conferences, workshops, focus groups, training sessions, virtual fairs etc.;
- Consultancy (legal aspects and legislation; project management; accounting, financial etc.);
- Information (related to projects; non-reimbursable financing opportunities for SMEs; training and consultancy programmes for SMEs; business opportunities in Romania and abroad; fairs and exhibitions at national and international level etc.);
- Initiating and proposing law projects and normative acts in order to facilitate and encourage setting-up and functioning of enterprises with private capital and active participation to social dialogue in order to facilitate decision-making and normative acts elaboration process for supporting SMEs activity;
- Participation to governmental and parliamentary commissions which handle problems connected with commercial society's activity;
- Collaboration with trade unions, employers' organizations, trade chambers, public administration's organizations or other professional organizations for adoption of solutions in SMEs' fields of interest;
- Defending SMEs' interests in relation with public authorities and trade unions;
- Actions in all fields in order to create an environment that favours setting-up, functioning, development and increase of SMEs competitiveness;
- Stimulating and promoting economic relations and international cooperation in the interest of SMEs in Romania.



Alianta Confederatiilor Patronale
din Romania

At national level, CNIPMMR is a member of the **Alliance of Employers Confederations in Romania (ACPR)**, constituted of 9 employers' confederations representative at national level and which, according to Law nr. 356/2001, is the unitary representation organization of the employers movement at national and international level.

ACPR is a member of *BusinessEurope*, employers' organization which is representative at European level for employers.

At international level, CNIPMMR represents interests of private enterprises in relation with **similar organizations from other countries** and **is affiliated to international organizations**:



UEAPME – European Association of Craft, Small and Medium sized Enterprises



WASME - World Association for Small and Medium Enterprises



ECSB – European Council for Small Business and Entrepreneurship



Middle Class Balkan Office

Starting with January 2007, the moment of Romania's accession to the European Union, CNIPMMR participates to **European social dialogue**, representing its members' interests. CNIPMMR representative is **one of the five representatives of employers' organizations in Romania inside the European Economic and Social Committee plenum**. CNIPMMR representative is also member of two sections inside EESC: ECO section (Economic and Monetary Union, Economic and Social Cohesion) and SOC section (Employment, Social Affairs and Citizenship). In addition, CNIPMMR supports its members interests inside the following European structures:

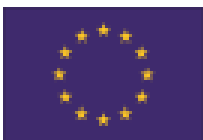
- European Social Fund Committee, Brussels
- Experts committee for uniformity of FP7 regulations, Brussels
- Group of Policies concerning Enterprises – Professional Chamber next to the Vice-president of UE, Mr Antonio Tajani, Brussels
- European Agency for Safety and Health at Work, Bilbao.

The **National Council of Small and Medium Sized Private Enterprises in Romania (CNIPMMR)** has an **experience of over 10 years in implementing projects** co-financed through European or national funds, focused mainly on: *strengthening the business environment in Romania; promotion and development of entrepreneurial culture and lifelong learning; entrepreneurial and managerial education; VET; human resources development; certification and recognition of professional competences; Universities-Enterprises partnerships* etc.

CNIPMMR implemented **more than 60 national and European projects** so far, as coordinator or partner. The organization's portfolio of partners includes **over 200 organizations**, at national and international level, with which we have established very good partnerships.



Since 2002, National Council of Small and Medium Sized Private Enterprises in Romania elaborate every year **White Charter of Romanian SMEs**, in Romanian language and in international languages. The work is elaborated by a group of specialists and represents **the most thorough analysis of the entrepreneurial environment performed in Romania**.



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