



*Leonardo da Vinci Thematic Conference*

*“Competences, Learning outcomes, Qualifications:  
Transparency contributing to Employability”*

**Workshop 6**

*Mobility as an asset for professional development*

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# to become a trade union officer or representative...

- there are no formal examinations to be passed,
- no official requirements are necessary
- and no specific diplomas to be acquired.
- they have the knowledge and skills to do the job
- and they have quality and potential
- So, **how can trade unionists demonstrate it?**





## European passport for Trade Union competences

Contract Year: 2003 – 2 years

1st october 2003 /30 september 2005

Contractor:

**PIERRE MENDES FRANCE UNIVERSITY – IES**

(Institute of Social Studies ) – Grenoble France



# Partners

- universities and research bodies:
  - **Institute for Social Studies / Grenoble University** - overall coordination,
  - ***Società Ricerca e Formazione*** (Torino - Italy)
  - **Working Lives Research Institute** (London Metropolitan University - UK).
- trade union confederations:
  - **CC.OO.** (Spain),
  - **CGTP-IN** (Portugal) and
  - **MSZOSZ** (Hungary).





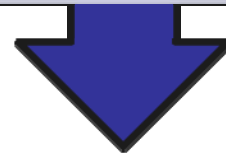
# Objectives

**To build a normalized document – a **PASSPORT****

Titles and diplomas

Training and Trade Union  
training

Competences arising from  
the TU responsibility



**The aim of the passport is**

To favor the professional evolution

And the reconversion of the TU target  
for the labor market.



**To be recognized as acquired abilities**

From the TU responsibility

By the normalized procedure



# Beneficiaries

- Trade Union target
  - Elected representatives
- Centers and services for recognition of competences
- Training services



# Products

- **The PECS CDROM** (Product 1)
  - Evaluation tool
  - Useful and friendly
  - 6 languages: EN / SP / FR / HU / IT / PT.
- **The training guides** (Products 2 and 3)
  - "To conceive and to liven up a trainers training"
  - "Progress in communication"
    - For Trade Unions, NGOs, other associations
- **The national studies** (Product 4)
  - A study by country
  - Focused on trainers and on communication training



# Outcomes – the Passport PECS tool

- Enables trade unionists to monitor their own **training**.
- They can identify the **skills** they have acquired, either on the job, or through formal recognized training or non-formal trade union education.
- They can keep their **own training records** in one coherent place.
- This in turn provides some form of **skills recognition**, which can then be used as part of their individual career development.
- The passport also allows them to identify the **skills they lack**.



# Outcomes – the Passport PECS tool

- It's a **formal common base** to place the competences
- Open a **new perspective** for the debate and validation of TU officers' skills
- Plays a **central role in providing higher recognition** to formal and informal learning among an atypical group, namely trade union officers.



# Contribution to Workshop focus

- Long practice of TU social responsibility induced **real “personal and professional abilities”** (labour law, communication, negotiation,...) but little recognition;
- To be a TU raises the need to **reach other “professionnalities”** beside their original occupation – mobility and versatility;
- The TU responsibility is a **limited moment** in life;
- Returning to the labour market, the TU’s need support for their **“professional reconversion”**.



# Contribution to Workshop focus

- **Validation of Trade Union officers' experience**
- **Certification and validation of qualifications (competences)**
- **Development of training in the organisations.**



# Challenges ahead

## EXTENSION

- Mobilizing the IES developed expertise for TU officers
- To carry out an experiment with an audience which has quite uncommon characteristics

## DEEPENING

- The collective operationalisation
  - Presenting PECS to groups of officers for them to consider how to use in their organisations
  - Training education departments on its use



# Thanks a lot for your attention.



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