

PARTNER IDENTIFICATION FORMS

A PARTNER ORGANIZATION

NAME OF ORGANIZATION: CONFEDERATION OF INDEPENDENT TRADE UNIONS FETICO

PIC NUMBER: 943 374 568

B PROFILE

TYPE OF ORGANIZATION PRIVATE-NON-PROFIT (TRADE UNION)

IS THE ORGANISATION A PUBLIC BODY? NO

IS THE ORGANISATION A NON-PROFIT? YES

C PARTNER ORGANIZATION

FULL LEGAL NAME (NATIONAL LANGUAGE) CONFEDERATION OF INDEPENDENT TRADE UNIONS

ACRONYM FETICO

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COUNTRY SPAIN

REGION MADRID

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D BACKGROUND AND EXPERIENCE

PLEASE SUMMARISE THE PARTNER ORGANISATION (E.G ITS TYPE, SIZE, SCOPE OF WORK, AREAS OF SPECIFIC EXPERTISE)

WHO WE ARE?

Fetico confederation of independent trade unions is a union founded in 1978. Since then, fetico has become one of the main multisectoral union in Spain with more than 83.000 Members in 2024 workers from all sectors of the economy and representation in more than 500 companies.

WHERE WE ARE?

With national scope FETICO and brings together 14 regional federation. Its headquarters are in Madrid where work more than 50 people but the organization has representation in all the Spanish regions and offices in more than 31 Spanish cities.

WHICH ARE OUR AIMS AND PRIORITIES?

The main aim of FETICO is the promotion of employment and the improvement of working and social conditions of employees and job seekers. FETICO advocates social dialogue as key element in achieving this objective.

Fetico encourages social progress values at workplace as diversity, equality and inclusion.

WHAT WE DO?

Our scope of work can be structured in the following areas of activity:

- Social dialog and Collective bargaining
- Fetico is a social partner with voice in the social dialogue in Spain that participates in the negotiation, consultation and exchange of information between representatives of national and local governments employers' organizations and other key agents in the promotion of employment.
- We represents workers' interests through Collective bargaining that brings together representatives from the trade unions and the employers' organisations. The collective bargaining agreements signed by FETICO involve more than 400.000 workers in Spain.
- Fetico is also member of the European Committees of the main companies of the commerce sector:
 - European Committee Auchan (París).
 - European Committee Ikea (Copenhagen).
 - European Committee Carrefour (París).
 - European Committee Leroy Merlin (Lille).
 - Apple European Employee Consultation Forum (Cork).

TRAINING

Fetico has a wide expertise in the field of training:

- Identifying continually the skills needs and labour shortage in sectors and occupations to design reskilling and upskilling programs that cover these needs.
- Collaborating with national and regional public bodies and other social agents in the development of VET policies and initiatives.
- Promoting the recognition and certification of competences acquired through non-formal or informal learning or through the professional experience.
- Detecting emerging professions and new competences required in the labour market.

FETICO has its own Training centre called Aula FETICO, with facilities for delivering training programs and courses adapted to the needs of the workers, companies and sectors of activity. We have also cooperation agreements with training providers to develop and implement training programs that address skills gaps detected.

During 2024 we have provided training opportunities to more than 3.800 workers and job seekers. Most of the participants of our training programs are groups with difficulties to enter or re-enter to the labour market as women, low qualified people, long-term unemployed adults, migrants...

EMPLOYMENT

Fetico is deeply involved in the activation of the labour market in Spain. The organization is accredited as Employment Agency by the Spanish Public Employment Service. This means we collaborate with the National Employment Service in the activity of placement of unemployed people. The groups attended in this job guidance service are also those with more difficulties to find job opportunities. About 300 people have been attended during 2024 in this guidance service, achieving a placement rate of 20%.

HEALTH AND SAFETY AT WORK

Fetico promotes healthy working environments by implementing strategies and initiatives that encourage employees' mental, physical, and emotional health in the workplaces.

DIVERSITY, EQUALITY AND INCLUSION

Fetico develops actions and measures to foster DEI policies and practices in the companies that are implemented in the framework of plans and agreements that are negotiated with the companies in which we have representation as gender equality plans, management of diversity or measures for labour inclusion of disadvantage groups.

SUSTAINABILITY

Our aims go further than the defence of the labour issues, we are aware of our responsibility with the reality in which we live. Fetico has a specific area called "Social Commitment" in which we support activities that try to produce a positive impact on society through the collaboration with other institutions and ONG's.

EXPERIENCE OF THE ORGANIZATION

FETICO participates in a wide range of regional, national and European networks to promote dialogue, exchange of information and mutual learning with other organizations (Companies, NGOs, public administrations, training providers.) in those areas of interest for our organization.

FETICO is member of the Spanish networks "Alianza para la Formación Dual" or "Charter of Diversity" initiative launched by the European Commission devoted to promoting diversity in the workplace. At European level Fetico is part of the following networks: "Digital Skills and Jobs Coalition" whose objective is to promote the development of digital competences in the field of education, employment and society in general, the "European Alliance for Apprenticeship" which unites governments and key stakeholders with the aim of strengthening the quality, supply and overall image of apprenticeships across Europe, the "Pact for Skills" that aims to get public and private organisations together and encourage them to make concrete commitments to upskilling and reskilling adults.

Since May 2024 Fetico is also member of the United Nations Global Compact Network Spain. It confirms our commitment with the actions promoted by the United Nations Organization to achieve its goals and principles, including the Sustainable Development Goals.

EUROPEAN UNION GRANTED PROJECT IN THE 3 YEARS PRECEDING THIS APPLICATION? PLEASE INDICATE

<i>EU PROGRAMME:</i>	ERASMUS+ Programme - Key Action 2 - Sector skills alliances in VET
<i>YEAR:</i>	2015-2018
<i>PROJECT IDENTIFICATION:</i>	"Sector Skills Alliance to set European standards for qualifications and skills in the e-commerce sector" Ref. 554486-EPP-1-2014-1-ES-EPPKA2-SSA
<i>APPLICANT/BENEFICIARY NAME:</i>	Confederation of Independent Trade Unions- FETICO

EU PROGRAMME:	EASI- Employment and Social Innovation Programme- PROGRESS Line
YEAR:	2017
PROJECT IDENTIFICATION:	"Enhance lobbying of commercial sector workers in decision-making" VP/2017/008/0023
APPLICANT/BENEFICIARY NAME:	Ogólnopolski Pracowniczy Związek Zawodowy konfederacja pracy- OPZZ

EU PROGRAMME:	ERASMUS+ KA 2: Strategic Partnerships for VET Social Innovation Programme- PROGRESS Line
YEAR:	2018
PROJECT IDENTIFICATION	WBL EMPOWER TEACHERS/TRAINERS TO TRIGGER WORK-BASED LEARNING 2018-1-IT01-KA202-006843
APPLICANT/BENEFICIARY NAME:	Asociación Nazionale Dirigenti Pubblici e Alte Professionalità della Scuola- ANP

EU PROGRAMME:	ERASMUS+KA 2: Strategic Partnerships for Adult Education
YEAR:	2019
PROJECT IDENTIFICATION	MD-MARKETING DIGITALLY 2018-1-TR01-KA204-059675
APPLICANT/BENEFICIARY NAME:	Konya Provincial Directorate of National Education- KPDNE2018/

EU PROGRAMME:	EASI- Employment and Social Innovation Programme- PROGRESS Line
YEAR:	2019
PROJECT IDENTIFICATION	"Cross-border corporate reorganization and the future of employee involvement in corporate governance" VP/2019/007/0008
APPLICANT/BENEFICIARY NAME:	Italian Confederation of Independent Unions- CONFISAL

EU PROGRAMME:	EASI- Employment and Social Innovation Programme- PROGRESS Line
YEAR:	2019
PROJECT IDENTIFICATION	"Encouraging participation of atypical workers" VP/2019/007/0049
APPLICANT/BENEFICIARY NAME:	Italian Confederation of Independent Unions- CONFISAL

EU PROGRAMME:	ERASMUS+ KA 2: Strategic Partnerships for Adult Education
YEAR:	2020
PROJECT IDENTIFICATION	"Vocational Innovation using Creative new Technologies Resulting in Upskilling pathways for Employability and Social Integration-VICTORUPESI " 2020-1-SE01-KA202-078001
APPLICANT/ BENEFICIARY NAME:	International Women's Organization in Malmö (Sweden)

EU PROGRAMME:	ERASMUS+ KA 2: Strategic Partnerships for Adult Education
YEAR:	2020
PROJECT IDENTIFICATION	HER – "Socio-economic strengthening for the integration of migrant women" 2020-1-IT02-KA204-079915
APPLICANT/ BENEFICIARY NAME:	Human Rights Youth Organization-HRYO (Italy)

EU PROGRAMME	EASI- Employment and Social Innovation Programme- PROGRESS Line Information, consultation and participation of representatives of undertakings
YEAR:	2021
PROJECT IDENTIFICATION	EMPLOYEE INVOLVEMENT IN DECISION-MAKING IN TIMES OF CRISIS AS A KEY TO THE EFFECTIVE ORGANIZATION OF THE COMPANY'S WORK. VS/2021/0081
APPLICANT/ BENEFICIARY NAME:	Confederation of Independent Trade Unions- FETICO

EU PROGRAMME	EASI- Employment and Social Innovation Programme-PROGRESS Line Information, consultation and participation of representatives of undertakings
YEAR:	2021
PROJECT IDENTIFICATION	REINVENT THE EMPLOYEE INVOLVEMENT – SHAPING THE EWCS OF THE FUTURE VS/2021/0067
APPLICANT/ BENEFICIARY NAME:	Federation of Polish Entrepreneurs - FPP

EU PROGRAMME	EASI- Employment and Social Innovation PROGRESS Line Information, consultation and participation of representatives of undertakings
YEAR:	2021
PROJECT IDENTIFICATION	INFORMATION & COMMUNICATION - NEW CHALLENGES+ VS/2021/0059
APPLICANT/ BENEFICIARY NAME:	Greek Federation of Industrial Workers Unions - OBES

<i>EU PROGRAMME</i>	Support for European Social Dialogue
<i>YEAR:</i>	2022
<i>PROJECT IDENTIFICATION</i>	OPEN FOR BUSINESS Streamlining Employee Participation in the Commerce sector for adapting to the new forms of work Project 101052454
<i>APPLICANT/ BENEFICIARY NAME:</i>	Confederation of Independent Trade Unions- FETICO

<i>EU PROGRAMME</i>	ERASMUS+ Strategic Partnerships for Adult Education
<i>YEAR:</i>	2022
<i>PROJECT IDENTIFICATION</i>	Remote NET EUROPEAN DIGITAL SKILLS HUB FOR REMOTE WORKERS 2021-1-TR01-KA220-ADU-000028318
<i>APPLICANT/ BENEFICIARY NAME:</i>	Istanbul University

<i>EU PROGRAMME</i>	ERASMUS+ SPORT Strategic Cooperation Partnerships in Sport
<i>YEAR:</i>	2023
<i>PROJECT IDENTIFICATION</i>	PAINFREE Project Number 101133560
<i>APPLICANT/ BENEFICIARY NAME:</i>	University of Rijeka - Faculty of Health Studies- Croatia

<i>EU PROGRAMME</i>	Information, Consultation and Participation of representatives of undertakings SOCPL-2024-INFO-REPR
<i>YEAR:</i>	2024
<i>PROJECT IDENTIFICATION</i>	SEED- Strengthening the operational effectiveness of EWCs in developing and implementing strategies for dispute prevention and resolution Project: 101188786 - SEED
<i>APPLICANT/ BENEFICIARY NAME:</i>	RADA OPZZ- Polish National Confederation of Trade Unions

<i>EU PROGRAMME</i>	ERASMUS+ Policy Experimentation-ERASMUS-EDU-2024-POL-EXP
<i>YEAR:</i>	2024
<i>PROJECT IDENTIFICATION</i>	EMERALD Empowering Migrant Women for a Sustainable Future: Upskilling and Reskilling for Green and Digital Jobs Project ID: 101195908
<i>APPLICANT/ BENEFICIARY NAME:</i>	SOLETERRE ETS

D LEGAL REPRESENTATIVE

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SINDICAL INDEPENDIENTE**



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An initiative of the European Commission