

Syllabus of Module 2 – Hermes-OSR

From Sustainable Development to OSR: Practical introduction to the concepts & methodology

Table of content

I. Course presentation	2
II. Practical information	2
III. Supplementary sources	2
IV. Pre-requisites for the training course	4
V. Detailed course description.....	4
A. Structure of the course.....	4
B. Course goals and objectives	4
C. Teaching and learning strategies and Course grading.....	5
1. Teaching and learning strategies	5
2. Course grading	5
D. Keywords	5
E. Planning of the course	5
VI. Acknowledgement and references	6
A. European support from the Lifelong Learning Programme	6
B. References and global approach:	6

I. Course presentation

After attending the module 2, the participants should be able to understand and discuss the problems related to the concept of open social responsibility and to the notion of social audit in terms of organisational issues.

Total number of hours (total including lectures / practice-personal work)	2-8 hours / 0-6 hours
Type of education (intensive, ...)	intensive
Hours per DAY /week	2-8 hours/day; 3 days/week
Language used during the training	Romanian
Languages available	Bulgarian, English, French, Portuguese and Romanian

II. Practical information

Lecturers	Adriana Schiopoiu Burlea Carmen Radu Alexandra Sandu Costel Ionascu Liviu Craciun Marius Mitrache Radu Lolescu Daniel Circiumaru Oana Popa
e-mail address	aburlea2000@yahoo.it carmenrozana@yhoo.com icostel@yahoo.com lcraciun70@yahoo.com mmitrache2004@yahoo.com larencompany@yahoo.com oana1818@yahoo.com
Contact details	University of Craiova
Further information	www.hermes-osr.eu //stat257.central.ucv.ro/hermes2007/

III. Supplementary sources

Mandatory bibliography	<ol style="list-style-type: none">1. Burlea Schiopoiu A. et al. (2007), Responsabilitatea socială a întreprinderii, Editura Universitaria, Craiova.2. Burlea Schiopoiu A., (2008), Auditul Social. De la teorie la practică, Editura SITECH Craiova.
Optional bibliography	<ol style="list-style-type: none">1. BIT (2000): Déclaration de principes tripartite sur les entreprises multinationales et la politique sociale, déclaration adoptée par le Conseil d'administration du Bureau international du Travail à la 204e session (Genève, novembre 1977), amendée par le Conseil à sa 279ème session, Genève, novembre 2000, www.ilo.org/public/french/standards/norm/sources/mne.htm;

	<p>OIT (1998): Déclaration de l'OIT relative aux principes et droits fondamentaux au travail, Revue Internationale du Travail, vol. 137, n°2, p.273-277.</p> <ol style="list-style-type: none"> 2. Burlea Schiopoiu A. (2008), Managementul Resurselor Umane, Editura Universitaria, Craiova. 3. Burlea Schiopoiu A, Domnisoru S, (2005), L'audit social de la RSE – un nouveau défi pour les entreprises roumaines, 7e Université de Printemps de l'Audit Social, Performances économiques & performances sociales à l'heure de la RSE, 5-7 Mai, Marrakech, Maroc 4. Burlea Schiopoiu A, Ciobanu M, (2005) – La responsabilité sociale d'entreprise un paradigme pour les pays en transition, 23ème Université d'Eté de l'Audit Social, IAE Lille, France, 1-2 Septembre 2005 5. Commission Européenne (2002): La responsabilité sociale des entreprises: une contribution des entreprises au développement durable, communication, 2 juillet, europa.eu.int/comm/employment_social/social/csr/csr2002_fr.pdf 6. European Commission, (2001) - Green Paper Promoting a European framework for Corporate Social Responsibility, printed on White Chlorine, Belgium 7. FIDH (2000): DAVOS: le défi de la responsabilité des acteurs privés, 29 janvier, www.fidh.org/ecosoc/davoseco.htm; FIDH (2003): La FIDH et Carrefour: bilan d'une coopération, 7 avril, www.fidh.org/ecosoc/rapport/2003/carrefour04f.pdf. 8. Liaisons Sociales Europe (2002): GM conclut un accord sur la responsabilité sociale, Ecole Audencia, n°67 du 14 au 27 novembre, p.3. ; 9. Liaisons Sociales Europe (2003): La RSE, un nouveau mode de régulation des rapports de travail dans l'entreprise, Journées d'étude et de colloque du 16 et 17 octobre 2003, Ecole Audencia, n°90, du 30 octobre au 13 novembre, p.2. 10. OCDE (2000): «Les principes directeurs de l'OCDE à l'intention des entreprises multinationales: réexamen 2000», Paris, 27 juin 2000, Documents de travail de l'OCDE, vol.VIII, n°58, DAF/CFE/WP6(2000)5. 11. ORGANISATION INTERNATIONALE DU TRAVAIL (1998) : "Déclaration de l'OIT relative aux principes et droits fondamentaux au travail", Revue Internationale du Travail, vol. 137, n°2, p.273-277. 12. Mauléon F. (2005), Introduction au Management durable, in Le management durable, dir. Wolff D. et Mauléon F., Ed. Hermes. 13. Mauléon F. (2007), La communication extra financière comme expression de l'éthique de l'entreprise, Thèse de doctorat, Toulon. 14. The Official Monitor (2003): "Law nr. 53/2003, referring Labour Code", no. 72 /05 February 2003. 15. The Official Monitor (2004): "Law no. 7/2004, referring to Conduct codes for office workers", no. 157, 23rd February 2004
--	--

Recommended Internet Resources	<ol style="list-style-type: none"> 1. www.utopies.com 2. www.novethic.fr 3. www.eabis.com 4. www.csr.ro 5. www2.dw-orld.de/romanian/corespondente/1.99311.1.html 6. dacia.go.ro/materiale/altele/pagini/proiectul_rosia_montana.html 7. www.fidh.org 8. www.mindbomb.ro 9. europa.eu.int/comm/employment_social/social/social/euro_agr/data/fr/970710.doc
---------------------------------------	---

IV. Pre-requisites for the training course

The module 1 - **From Sustainable Development to OSR: A new stake for Organisations**

V. Detailed course description

A. Structure of the course

This course consists of 2 units: **From Sustainable Development to OSR: Practical introduction to the concepts & methodology**

(8-24 hours)

Lectures	6-22 hrs
Workshops	0-6 hrs
Case studies	2-6 hrs
Visits best practice companies	0 hrs
Field work	0 hrs
Conference	0-4 hrs

B. Course goals and objectives

Module 2	From Sustainable Development to OSR: Practical introduction to the concepts & methodology
Knowledge	<ul style="list-style-type: none"> ▶ The students should become knowledgeable in the methodology for implementation of the CSR concept in Romania, Europe and in selected other countries. The course will provide a conceptual and experiential grounding in the basic themes, principles and the operational aspects of the OSR concept. ▶ The subject of community and business environment will be discussed and examined in detail. In that regard, we will concentrate on concepts, theories and management practices of successful implementation operations.
Skills	▶ None (awareness raising)
Competencies	▶ The course challenges the students to apply the technical and analytical competencies they have learned through their education and encourages them to demonstrate key skills of written and oral communication.

C. Teaching and learning strategies and Course grading

1. Teaching and learning strategies

- ▶ The students must participate in classroom discussions
- ▶ The principal method of instruction will be lecture and discussion

2. Course grading

None – only an attendance certificate can be delivered.

D. Keywords

- ▶ Sustainable Development,
- ▶ Corporate Social Responsibility
- ▶ Organisation Social Responsibility
- ▶ Social Audit

E. Planning of the course

Day/week	M 2	From Sustainable Development to OSR: Practical introduction to the concepts & methodology	Hours
0.5-1.5d/w	Unit 1	I. Corporate Social Responsibility, Open Social Responsibility and Stakeholders A. Corporate Social Responsibility (CSR) to Open Social Responsibility (OSR) B. The actual practices C. The stakeholders	4-12hrs
0.5-1.5d/w	Unit 2	II. Implementing a CSR policy A. Normalization and certification B. Description of the methodology for the implementation, differentiation: Social Audit	4-12hrs

VI. Acknowledgement and references

A. European support from the Lifelong Learning Programme



Education and Culture DG

Lifelong Learning Programme

This project has been funded with support from the European Commission.

This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

B. References and global approach:

- ▶ The present syllabus is part of a global training solution on OSR developed within the HERMES-OSR project (www.hermes-osr.eu).
- ▶ Pedagogical guidelines and a set of training materials have been developed as a toolkit for the trainers and training organisations validated by the Hermes-OSR project.
- ▶ 4 training modules have been developed as a generic and flexible approach mainly for subcontracting SMEs and extend as well to all types of organisations and stakeholders:
 - Module 1 – Awareness rising on OSR
 - Module 2 – Inception training to answer fundamental questions in a practical way and applied to specific needs of the audience
 - Module 3 – Applied training for OSR operators and managers involved in the deployment of OSR approaches. This module can be delivered by key topics to fit organisations' needs.
 - Module 4 – Ethics and deontology issues and OSR module to be integrated in existing MBA training (strategy and managerial issues).
- ▶ Module 3 and 4 are also included in a labellisation process of the training organisations. FLA, the Fair Labor Association (www.fla.org) has been involved in the definition of the labellisation process and system recognition of the training solution.

* *
*