



EUROPEAN CENTRE
FOR WORKERS' QUESTIONS



EDUCATIONAL PROGRAMME 2021

European Social Dialogue



With the kind support of the
European Union

PUBLISHER INFORMATION

PUBLISHER:

European Centre for Workers' Questions
Johannes-Albers-Allee 2
D-53639 Königswinter
www.eza.org

LAYOUT & COMPOSITION:

HellaDesign, Emmendingen
www.helladesign.de

AS OF:

31.03.2021

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FOREWORD

Ladies and Gentlemen,
Dear Colleagues,

We are pleased to submit our educational programme “European Social Dialogue” 2021/22.

EZA’s education work as regards the European social dialogue is focused on conveying knowledge, exchanging experience, connecting stakeholders and passing on acquired knowledge. Our European seminars are characterised by cultural diversity, multiple languages as well as different educational needs and ranges of experience. With one common goal: to create a social Europe that serves its people.

The coronavirus pandemic has shown how quickly our daily routines can change. Not only with regard to social distancing, face masks, hygiene concepts and restricted travel opportunities, but also (and in particular) new forms of work. In our educational work, which relies on direct interpersonal contacts for the successful communication of knowledge and experience, we were also challenged to find new – digital – ways.

I would like to thank all of our project partners who worked to establish the “new normal” in our educational work, which utilises more technical options and picks up on new challenges.

At this time, the academic year 2021/2022 faces a great challenge in that we do not know how long the coronavirus will be with us. We hope that we can organise many seminars as face-to-face sessions, as we still consider this to be the best form of exchange in many cases, although online formats are also conceivable. Based on the experience of the last academic year, EZA and its member centres are certainly prepared.

The issue of the coronavirus also plays a big role in the present educational program. Eleven projects focus on the impact of the coronavirus pandemic on employment and social issues.

We also pick up on other current topics that are on Brussels' agenda, such as the continued implementation of the European Pillar of Social Rights, with a special focus on a European minimum wage and the European Green Deal.

Other issues include: the migration and mobility of workers, the situation of young workers in the labour market and the importance of professional training, the integration of particularly disadvantaged groups in the labour market, digitisation, the values of Christian social teachings as a guide for workers' organisations, capacity building, equal opportunities for women and men in the labour market and equal pay for equal work, as well as workplace safety and health with a focus on the new EU-OSHA campaign on musculoskeletal disorders.

The special project for labour organisations in the western Balkan region will be continued.

Multipliers from unions and other labour organisations, particularly young talent, represent the target group of our continuing education seminars.

Important information about the contents of the seminars, the project organisers, the seminar locations and dates, as well as the expected working languages, can be found on the pages below.

Please direct your registrations to the respective project organiser. Please note that dates and formats may change. For up-to-date information, please consult the EZA website (www.eza.org).

We would also be pleased to send you our "EZA-Magazine", which provides information about our work (published three times a year). It can be ordered through the [EZA website](http://www.eza.org) or directly by e-mail (goeden@eza.org).

We would also like to draw your attention to our scientific studies and our publication series "EZA Contributions on the Social Dialogue" - on the [EZA website](http://www.eza.org). Individual articles can also be ordered directly by e-mail (znined@eza.org).

United in the common objective of strengthening the social dialogue in Europe, we look forward to welcoming you at the offered educational events!

Königswinter, March 2021

Sigrid Schraml, EZA Secretary-General, and the EZA Team

European Centre for Workers' Questions (EZA)

Who we are

We are Europeans, we fight for a social Europe, we stand for education - we are the European Centre for Workers' Questions (EZA). In 29 European countries, we advocate the rights of workers with over 70 member organisations. We combine socio-cultural labour organisations, unions, research institutions and educational facilities under our umbrella. We are guided by Christian-social values. We believe that a well-functioning social dialogue is a key component for a social Europe.

What we do

Europe needs leaders of workers' organisations who have a European outlook and who participate in European networks. We assist with Capacity Building. We communicate knowledge about the European context and increase technical skills. We are an educational centre and platform for our members.

Together with our partners, we organise around 70 continuing education seminars a year on the European social dialogue, and we also enable thematic platforms on work mobility/migration, education systems, equal opportunity and for young workers.

Our continuing education programmes are directed at multipliers and those in charge of workers' organisations. In particular, we want to support the next generation of leaders in workers' organisations and unions. Together, we discuss the social and labour market-specific challenges in Europe and collaborate to develop solutions.

Our philosophy is based on the social and ethical principles set out in Christian social teachings, namely human dignity, solidarity, subsidiary and sustainability.

We want workers and employers to talk to each other - using a constructive and value-based approach.

GROUP OF THEMES 1

Integration and participation in the labour market – How to become a worker?

- 11 – Labour migration and mobility – the role of workers' organisations
- 12 – Situation of young workers on the labour market and the importance of vocational education and training
- 13 – Integration of particularly disadvantaged groups into the labour market

11 – Labour migration and mobility – the role of workers’ organisations

Work, citizenship and representation: Aspects of the social dialogue put to the immigration test in the times of COVID-19

Cagliari / Italy

26.05. – 28.05.2021

Work, citizenship and interest representation by workers’ organizations play a key role in the process for integrating work migrants. The objective of this seminar, which is organized in cooperation with the International Platform for Cooperation and Migration, is to analyse the importance of these concepts in the integration process, and to examine the new challenges that have resulted from the impact of the coronavirus pandemic.

FLC (Fondazione Luigi Clerici)

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Languages: de, en, es, it

11-01-21-PF

Impact of the coronavirus pandemic on economic migration and labour mobility. The position of the trade unions

Mamaia / Romania

09/2021

This seminar aims to analyse the effects of the coronavirus pandemic on the migration and mobility of workers. It will highlight the engagement of unions for migrant workers and mobile workers,

which is not always perceived by the public, and it will also discuss the incorporation of additional actors in the integration process.

IFES (Institutul de Formare Economică și Socială)

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Languages: de, en, es/it, ro

11-02-21-SE

12 – Situation of young workers on the labour market and the importance of vocational education and training

Social security, gender equality and COVID-19 – challenges and opportunities for young people

Valladolid / Spain

18.11. – 21.11.2021

The seminar will focus on the effects of the coronavirus pandemic, particularly on social security systems. Two aspects will be examined in more detail: young people on the labour market and equal opportunities on the labour market. Questions of flexibilization of work, working time models and the possible effects of a basic income will be dealt.

JOC Europe (Jeunesse Ouvrière Chrétienne - Europe)

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Languages: en, es, fr

12-01-21-SE

Young qualified workers: empowerment and participation strategies in the Baltic States and EU

Jūrmala / Latvia

27.05. – 29.05.2021

The seminar will deal with the importance of qualification for young workers for themselves and their integration and further development in the labour market, but also for social development. A

key question is what steps are necessary to integrate young people successfully and sustainably into the new world of work – also taking into account the effects of the coronavirus pandemic. The employability of young people is seen as a cornerstone of social development. Particular attention is paid to the digital economy and new business models resulting from it which require special knowledge and skills.

LKrA (Latvijas Kristīga Akadēmija)

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Languages: en, lv

12-02-21-SE

Education and lifelong learning – What brings a “new normal” time?

Zagreb / Croatia

10.06. – 12.06.2021

The seminar tries to give an answer to the question of how to best implement satisfactory training and lifelong learning for workers in the “new normal” times caused by the coronavirus pandemic. A special focus is given to young workers entering the labour market for the first time. The seminar is based on the thesis that a better education system and better vocational training will contribute to a faster recovery from the crisis. But both should adapt flexibly to the new conditions on the labour market.

HKD Napredak (Hrvatsko kulturno društvo Napredak)

Franjo Topić and Goran Štrbac

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Languages: de, en, hr, it

12-03-21-SE

Who, if not us? – Young people as experts for the future: empower young people for the European labour market after the pandemic

Herzogenrath / Germany

21.10. – 23.10.2021

The seminar is organized in cooperation with the European Platform for Young Workers. It will focus on the changes in the world of work following the coronavirus pandemic and the resulting challenges for young workers, such as increased digitisation, higher environmental standards, more labour migration and more solo self-employment.

NBH (Nell-Breuning-Haus)

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in cooperation with

**PYW
(Platform
for Young Workers)**

Languages: en



12-04-21-PF+KO

13 – Integration of particularly disadvantaged groups into the labour market

What are the conditions for developing areas without long-term unemployment?

Namur / Belgium

17.06. – 18.06.2021

The project is dealing with

- the issue of the social and human damages suffered by the most vulnerable groups,
- the impact on socio-professional reintegration pathways,
- the economic shocks suffered by social economy enterprises.

It is planned to measure the extent of the impact of the coronavirus pandemic at the financial, organizational and, above all, human level (e.g. certification of traineeships and courses has become impossible in pandemic times).

A guaranteed minimum income for people at risk of poverty and those with problems accessing the labour market and precarious employed persons will be also discussed.

CET Namur (Centre Européen du Travail Namur)

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Languages: en, fr, it

13-01-21-SE

Workplace digitalization – a need, alternative or necessity? New ways of work and education

Lublin / Poland

17.06. – 20.06.2021

The project is to discuss and develop recommendations by representatives of workers' organizations and other stakeholders for the following areas:

- opportunities offered by digitization – new models and tools of work
- guarantee of social protection and rules governing employee safety
- the risks of digitization of workplaces and how to prevent and deal with them
- consistency between technological and social innovation
- the role of the workers and their place in the process of introducing technological changes in the workplace with regard to needs and limitations of different age groups
- optimization of human work by using a new technology
- the need for change and development in the education system, with particular emphasis on workers in pre-retirement age

Europejski Dom Spotkań Fundacja Nowy Staw

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Languages: en, es, pl

13-02-21-SE

The impact of the coronavirus pandemic on jobs and society – the tourism sector: the face of job insecurity

(Algarve) / Portugal

30.04. – 02.05.2021

This project is about ideas regarding the predictable and already visible employment impacts in tourism caused by the coronavirus pandemic. It is planned to

- assess the impact of the pandemic on tourism, particularly in terms of unemployment
- evaluate measures have been taken on a national and European level to combat this serious employment and economic situation
- find action strategies to mitigate the impact of unemployment and social exclusion, in terms of the current context and in terms of predicted future problems.

FIDESTRA (Associação para a Formação, Investigação e Desenvolvimento Social dos Trabalhadores)

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Languages: de, en, fr, it, pt

13-03-21-SE

Confronting demographic change – the role of the older generation in the labour market

Vilnius / Lithuania

25.06. – 26.06.2021

In this project a holistic overview of the current challenges on the labour market will be provided, in particular regarding the increasing role of older workers in the labour market.

Leading questions are:

- How active ageing and increasing labour market participation of older workers can be facilitated?
- Do older workers influence economic performance?
- How big is the qualification gap between the generations?
- What role do trade unions play in helping older workers to perform better in the labour market?
- What are the challenges facing older workers during the coronavirus pandemic?

LDF Education Center (Vsl Lithuanian Labor Federation Education Center)

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Lietuvos darbo federacijos
ŠVIETIMO CENTRAS

Languages: de, en, lt

13-04-21-SE

Policy responses, recovery plans and innovative trade union practices to tackle the social and employment challenges the labour market faces

Sofia / Bulgaria

02.09. – 04.09.2021

The project will serve to exchange views on the effectiveness of national measures proposed or supported by trade unions to mitigate the immediate negative socio-economic impact of the pandemic on the working population.

It will provide an overview and the opportunity to exchange of practical experience of workers' organizations and their position towards government and employers on the recovery plans for national measures implemented:

- to safeguard employment
- to protect those excluded from the labour market and guarantee schemes to promote job creation

- programmes to help the most vulnerable groups in society to access social services and government support programmes
- national initiatives for the resumption of industrial and economic activities based on collectively negotiated work organization focusing on the health and safety of workers
- protection of workers (including non-standard workers, zero-hour workers and low-paid workers in precarious employment) against the negative effects of the crisis.

PODKREPA CL
(Confederation of Labour PODKREPA)

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Languages: bg, de, en, fr

13-05-21-SE

GROUP OF THEMES 2

Shaping of labour relations through workers' organisations – Which factors have a direct influence on professional life?

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- 26 – Capacity building for workers' organisations

21 – Social justice: further implementation of the European Pillar of Social Rights with a particular focus on minimum wage

The actual implementation of the European Pillar of Social Rights: European minimum wage and the future for young people in a social and sustainable Europe

Lisbon / Portugal

23.09. – 25.09.2021

Since the 2018 educational year, ECWM has investigated the current implementation status of the European Pillar of Social Rights in different countries. This seminar focuses on the European minimum wage and the promotion of employment opportunities for young people. Another question that will be examined in the seminar is how future economic growth can be shaped while also taking into account ecological sustainability.

ECWM - EBCA - MTCE
(European Christian Workers Movement)

Olinda Marques

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Languages: de, en, es, fr and others

21-01-21-SE

Decent instead of precarious jobs – valuable work in Europe

Haltern / Germany

09.09. – 12.09.2021

Against the background of the growing trend towards precarious employment in Europe, this project aims to study strategies that workers' organizations can use to achieve high-quality and sustainability employment, with a particular focus on the working conditions in the health and long-term care sector, which have been poor for years but have now entered the realm of public awareness due to the coronavirus pandemic.

KAB Deutschlands (Katholische Arbeitnehmer-Bewegung Deutschlands e.V.)

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Languages: de, en

21-02-21-SE

Demographic change in the workforce: ageing and the major implications for pension systems and the role of the European trade unions

Larnaca / Cyprus

15.09. – 17.09.2021

This seminar focuses on demographic change and its impact on the financing of social security systems, while also highlighting the role of unions in integrating older workers in the labour market.

KIKEA-DEOK
**(Cypriot Institute of Training/
Education and Employment
(KIKEA) - DEOK)**

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Languages: en and others

21-03-21-SE

Further implementation of the European Pillar of Social Rights. Minimum wage and reinforced Youth Guarantee

Vilnius / Lithuania

18.11. – 20.11.2021

This seminar will discuss how the continued implementation of the European Pillar of Social Rights can be achieved after the coronavirus pandemic. The main focus areas of this seminar are the European minimum wage and the youth guarantee, with a special concentration on the situation of people who are especially affected by the coronavirus pandemic, e.g. workers in the service and tourism sector and – generally – young workers.

LPS „Solidarumas“
(Lietuvos Profesinė Sajunga
„Solidarumas“)

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Languages: de, en, lt, pl

21-04-21-SE

Social Justice – cornerstone of the future Europe

Portorož / Slovenia

01.10. – 02.10.2021

The importance of workers' organizations and the social dialogue in creating and maintaining social justice will be discussed in the context of three current challenges: fair minimum wage, generational justice in the work environment, the digital transformation and changing work relationships.

ZD NSi (Združenje delavcev Nove Slovenije)

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Languages: de, en, sl

21-05-21-SE

Safeguarding the rule of law in the European Union

02/2022

Venue not yet defined

The purpose of this project is to analyse the status of the rule of law in the European Union, particularly with regard to workers' rights. In addition, it will also study the relationship between democracy in the workplace and democratic participation in society generally. Finally, the seminar will develop recommendations for involving the social partners in shaping policies, and also for maintaining the rule of law in the future of the European Union.

EZA (Europäisches Zentrum für Arbeitnehmerfragen)

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Languages: de, en, fr, it

21-06-21-SE

22 – Impact of the coronavirus pandemic on employment and social affairs

Impact of the coronavirus pandemic on employment and social matters

Brixen / Italy

14.05. – 15.05.2021

The seminar will examine the effectiveness of the transfers made by the EU countries to combat the effects of the coronavirus pandemic, the compliance with the democratic decision-making processes and the involvement of the social partners. It also looks at various social aspects in the world of work brought to light by the crisis: lack of recognition for systemically important professions e.g. in the health sector or multiple burdens on women, e.g. through home schooling. Structural innovations in work organization are also being examined, e.g. the increase of teleworking.

AFB (Arbeiter-, Freizeit- und Bildungsverein)

Heidi Rabensteiner

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Languages: de, en, it

22-01-21-SE

Post COVID-19 social Europe. Productive activity and the relationship between employers' and workers' organisations. Security and social rights

Málaga / Spain

17.09. – 19.09.2021

The seminar starts from the premise that the world of work is facing a major change in the face of the coronavirus pandemic and that we do not yet know what it will look like afterwards. It will analyse the role of workers' organizations in this context, for example in terms of lifelong learning, health and safety at work, groups particularly affected by unemployment and in need of special support. The demand is that a post-crisis Europe should be a more social Europe.

CEAT (Centro Español para Asuntos de los Trabajadores)

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Centro Español para Asuntos de los Trabajadores

Languages: en, es, it and another one

22-02-21-SE

Post COVID-19: the new challenges in the world of work

Charleroi / Belgium

10/2021 or 11/2021

The seminar will address the challenges facing the world of work, the economy and, in particular, social dialogue in the face of the coronavirus pandemic. It will focus on issues such as unemployment, exclusion, public debt, relocation and solidarity between nations. The thesis is that the coronavirus pandemic can be seen as an opportunity to reflect fundamentally on a new social and economic system in Europe.

GEPO
(Groupe Européen de Pastorale Ouvrière)

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Languages: de, en, fr, pt

22-03-21-SE

Business as unusual? Exploring the role of workplace innovation practices for shaping a sustainable future of work in the aftermath of a pandemic crisis

Leuven / Belgium

19.04. – 20.04.2021

The main goals of this seminar are:

- to examine the impact of the coronavirus pandemic on organisations, jobs and the social dialogue in the era of the digital transformation;
- to discuss the role of innovation practices in the workplace in shaping the future of work after the pandemic;
- to identify best innovation practices in the workplace in which the social dialogue plays an important and active role, taking into account the diversity of work relationships in the EU.

HIVA - Onderzoeksinstituut voor Arbeid en Samenleving

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Languages: en, fr, nl

22-04-21-SE

Impact of the coronavirus pandemic on employment and social matters

Brno / Czech Republic

10.09. – 12.09.2021

The seminar will look at the impact of the coronavirus pandemic on the financial situation of European countries and, in this context, on the areas of labour and social affairs, and will highlight individual sectors of the economy that were particularly in focus or particularly affected, e.g. the health sector. The social, health and legal consequences for individual population groups will also be analysed, e.g. concerning the restrictions of social services, the school system and unemployment.

KAP (Hnutí „Křesťan a práce“)

Petr Koutný

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Languages: cs, de, en

22-05-21-SE

COVID-19 and the return to work: adapting, protecting and restarting

Genoa / Italy

11.06. – 12.06.2021

In some European countries, the coronavirus pandemic has resulted in high unemployment and consequently poverty among the affected workers. This seminar intends to study how these workers can be re-integrated into the labour market, and the role of new technologies and professional training in this process.

**MCL / EFAL (Movimento Cristiano
Lavoratori / Ente Nazionale per
la Formazione e l'Addestramento
dei Lavoratori)**

Sergio Silvani and Piergiorgio Sciacqua

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Languages: de, en, es, fr, it, pt

22-06-21-SE

Impact of the coronavirus pandemic on employment and social dialogue

Ružomberok / Slovakia

11.06. – 13.6.2021

The project aims to analyse the economic, labour law and social impact of the coronavirus pandemic on the labour market and proposes options for the sustainability of economic development in the event of unforeseen crises, based on the experience of the social partners, international research findings and experience from economic practice.

NKOS

(Nezávislé kresťanské odbory Slovenska)

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Languages: de, en, sk

22-07-21-SE

Efficient organization – in search of new solutions for the development of social dialogue in the age of pandemic

Poland

17.06. – 19.06.2021

The project seeks to find answers to the following questions:

- How is mobile work organized in EU countries and how is it perceived by workers and employers?
- Have time and wage subsidies protected workers from losing their jobs? Under what conditions?
- To what extent was the introduction of social and employment-related anti-crisis solutions the subject of social dialogue?
- How have trade unions adapted their activities in the age of the pandemic? Which solutions worked and which failed?

KK NSZZ “Solidarność” (Komisja Krajowa NSZZ “Solidarność”)

Elżbieta Wielg and Józef Mozolewski

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Languages: de, en, fr, pl and others

22-08-21-SE

Impact of the coronavirus pandemic on employment and social matters

St. Julians / Malta

12/2021

Healthcare systems and societies need to become more resilient to pandemics throughout specific strategies of prevention, and to do so, unions and workers organizations can play a key role. The project aims at assessing the impact of the 2020 coronavirus pandemic in the labour market, particularly the effects on employment relations, workers quality of life and work life balance as well as other relevant aspects connected.

UHM (Union Haddiema Magħqudin)

Josef Vella

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Languages: en, es, it, pl

22-09-21-SE

European mobility of workers after the health emergency

Trento / Italy

05.11. – 07.11.2021

The purpose of this project is to study the impact of the health emergency caused by the spread of the SARS-CoV-2 virus on the intra-European mobility of workers. In this context, many different aspects will be addressed, e.g.: restrictions on movement and quarantine periods for cross-border mobility; the crisis in some sectors such as the tourism industry, which employs many foreign workers; the fear of moving to countries that appear to be at a higher risk; but also the new forms of digital work, the spread of video conferences for events and meetings, which have a direct effect on intra-European mobility. The seminar also aims to discuss how workers' organizations can represent the interests of workers who are affected by the restrictions on mobility.

UNAIE

(Unione Nazionale delle Associazioni degli Immigrati ed Emigrati)

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Languages: en, fr, it

22-10-21-SE

Lessons learned from the coronavirus: pro-active labour market policies and the role of social partners

Netherlands

Date not yet defined

The following focus areas will be addressed in the seminar:

- The impact of the coronavirus pandemic on the economy and employment in the EU
- An analysis of the effectiveness of the measures that have been implemented, and the role of the social partners, particularly with regard to the long-term impact of the measures.

CNV (Christelijk Nationaal Vakverbond)

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Languages: de, en, fr, it

22-11-21-SE

23 – Digital transformation – challenges for workers’ organisations

Digital work, dignified work? The challenges of digitalization of the economy for workers’ organizations

Lisbon / Portugal

02/2022

The seminar is based on the thesis that the coronavirus pandemic has accelerated the digitisation of the labour market. On the one hand, it wants to analyse the fields in which workers are exposed to special risks, e.g. reconciliation of private and professional life, job insecurity in connection with the platform economy, and on the other hand, in which special challenges for the labour market are emerging, e.g. the connection between digitisation and climate change.

CFTL
(Centro de Formação e Tempos Livres)

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Languages: en, es, fr, it, pt

23-01-21-SE

New labour relations in the digital age

Băile Felix / Romania

27.05. – 30.05.2021

The seminar wants to identify trends in the changes in the world of work and in the labour relations in the context of the ongoing digitization. It wants to identify the needs for initial and ongoing

training for workers in this respect and it wants to identify the necessary measures that should be undertaken by workers' organizations to combat the negative effects that may be generated.

**CSDR / Departamentul Educare - Formare al CSDR
(Confederația Sindicatelor Democratice
din România / Departamentul Educare -
Formare al Confederației Sindicatelor
Democratice din România)**

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Languages: de, en, es, ro

23-02-21-SE

Digitalisation and the quality of public services

Vienna / Austria

14.09. – 16.09.2021

This seminar has the focus on the public services. It wants to highlight the challenges and effects of digital transformation in this sector and wants to look at the effects of digitization on the workers themselves and possible negative effects on them. And it wants to define how to maintain and achieve high quality public services after respectively during the ongoing process of digitization. In this context the organizers would like to look beyond the aims of cost saving and increasing efficiency.

**EUROFEDOP (Europese Federatie van
het Overheidspersoneel)**

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Languages: de, en, ro, sr and others

23-03-21-SE

Artificial intelligence and the future of work

Milan / Italy

24.11. – 26.11.2021

The seminar wants to analyse artificial intelligence and its impacts on the future labour market: more concretely, how the ability of machines to perform tasks and actions that are typical of human intelligence, e.g. planning, language understanding, problem solving, how this ability is changing the labour market. There will be a special focus on the sales and marketing sector and also on the healthcare sector, with a special view to the coronavirus pandemic. Ethical issues concerning the development of artificial intelligence and the question about a re-distribution of wealth will also be discussed.

FLC (Fondazione Luigi Clerici)

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Languages: de, en, it and another one

23-04-21-SE

24 – The European Green Deal: transition to a sustainable and climate neutral economy and employment

Growth strategy for Europe: The European Green Deal. Renovation wave in the construction sector, impossible without social dialogue and participation

Brussels / Belgium

20.10. – 22.10.2021

Seventy-five percent of existing buildings will have to be renovated to reach climate neutrality by 2050. Workers' organizations in the construction sector must emphasise the importance of the social dialogue in implementing the Green Deal, and they must ensure that all workers in this industry are entitled to fair wages, appropriate working conditions and further training, as well as adequate social protection. This seminar aims to develop strategies for these issues.

BIE Int. (Bouw-Industrie & Energie International)

Laetitia Baldan and Jan Franco

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Languages: de, en, es, fr, pl and another one

24-01-21-SE

Green economy and change in work

Doorn / Netherlands

18.06. – 19.06.2021

The challenges in the world of work for the next few years are enormous. Climate change, the changes for the economy due to the requirements of a sustainable green economy and digitalisation will shape the next years. In addition, the coronavirus crisis has changed people's mentality and expectations. All this will also greatly change the world of work.

What the new challenges mean for the future of work – for workers and for workers' organisations – will be discussed in this preparatory seminar for the European Social Week on the basis of some important aspects.

ESRI

(European Social Responsibility Institute)

Bruno Machiels

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Languages: de, en, fr

24-02-21-SE

The role of workers' organizations in the Green Deal

Berlin / Germany

09.02. – 11.02.2022

This seminar will discuss options for ensuring that the criteria for dignified work can be adhered to when new workplaces are created in the green economy.

EUROMF

Carien Neven

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Languages: de, en, nl and another one

24-03-21-SE

The European Green Deal: how to make the economy sustainable and what are the risks for workers?

Italy

29.10. – 31.10.2021

This project focuses on the transition to sustainable agriculture. It includes a study of the new skills that agricultural workers will require in this transition process, and the steps that can be taken to guarantee that they have access to the relevant training in order to maintain employability.

FEDER.AGRI. (Federazione Nazionale per lo Sviluppo dell'Agricoltura)

Alfonso Luzzi

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Languages: de, en, es, it

24-04-21-SE

A genuine social EU climate policy: Time for a social-environmental pact with the help of the workers

Brussels / Belgium

06/2021

The purpose of this seminar is to develop recommendations for how workers' organizations can play an active role in the transformation of workplaces and working conditions on the way towards an ecologically sustainable economy. It will focus particularly on the role of the social dialogue in implementing the European Green Deal, in order to guarantee dignified work and wages, good

working conditions and access to professional development and life-long learning.

Beweging.academie

Peter Wouters

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Languages: de, en, fr, it and another one

24-05-21-SE

25 – Values of Christian social doctrine – guiding principles for workers' organisations

The trade union – a value-conscious independent player in a political setting

Valencia / Spain

23.02. – 25.02.2022

The project addresses the question of the current role and purpose of trade unions and the trade union movement. It explores how to reply on such challenges and how values and principles can be transmitted by trade unions? But it also raises general questions about whether values will still play a role in the future and whether society still considers them important.

Krifa (Kristelig Fagbevægelse)

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Languages: de, en, es

25-01-21-SE

The impact of the coronavirus pandemic on employment, families, society and social protection

Porto / Portugal

03.06. – 06.06.2021

The project is to

- discuss the impact of the coronavirus pandemic on employment, relationships, working methods and the social implications in Europe

- assess what this means for workers' lives, the lives of their families and the population in general in terms of job stability and security
- find ways to live dignified lives, experience personal and community fulfilment, social protection and social development
- explore economic and social consequences, especially for workers, of the current pandemic, and what this means to the future of employment, the valuing or devaluing of human work, equal distribution of riches, social dialogue, social stability and cohesion and integral development of the populations of Europe
- debate how to ensure that labour relations are positive for companies and employees and contribute to an economy where work itself and workers have dignity and rights
- come up with concrete ideas that can be shared among management and trade unions, political powers, governments so that, by means of social dialogue, solutions can be found that bring sustainable development for the whole population.

LOC/MTC

(Liga Operária Católica - Movimento de Trabalhadores Cristãos)

Américo Monteiro and Alice Marques

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Languages: de, en, es, fr, pt

25-02-21-SE

KGZE: Can the values of “Christian social doctrine” offer orientation in a “new normality” post COVID-19? How have “social dialogue” and the world of work changed?

Austria

09/2021

The project aims to find answers to the following questions:

- How can the values of the “Christian Social Doctrine” be applied and implemented in daily trade union work – especially on the way to a “new normality” in the time of pandemic?
- To what extent can the struggle to preserve human dignity counter the omnipresent cost-benefit calculation of economy?
- Will it be more likely in the future to succeed in creating a universal common good?
- How can a fairer distribution of the earth’s goods – also and especially in times of crisis – be achieved?
- Is the principle of subsidiarity still helpful in the 21st century?
- How can democracy be strengthened in the EU and citizens be activated to become politically active?
- Is it possible to create more justice so that solidarity can grow?

In addressing these issues, the aim is to shed light on the link between trade union practice and the values of social teaching, while at the same time sharpening the view on the future.

ÖZA (Österreichisches Zentrum für Arbeitnehmerbildung)

Andreas Gjecaj

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Languages: de, en, fr/it

25-03-21-KO

Economic growth and values: Are these truly compatible and which of the two guides us most today?

Vienna / Austria

04.10. – 06.10.2021

The current coronavirus pandemic has inspired people to rethink what is most important to them and many are discovering that the rapid pace of life, constantly busy exploiting the earth while chasing a dream of prosperity, is not really the source of happiness and meaning. But it is also true that much of what makes life pleasant and safe is based on the entrepreneurial drive to improve everything around us, including the people who live out the creative potential that God has created in us. This is a paradox. The pandemic has further demonstrated what real, essential values are and that money loses the game against solidarity, human warmth and empathy.

WOW (World Organisation of Workers)

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Languages: de, en, es

25-04-21-SE

26 – Capacity building for workers' organisations

Today's and tomorrow's unions! Developing digital skills in trade unions after facing the effects of COVID-19

Bucharest / Romania

20.09. – 23.09.2021

The coronavirus pandemic is not only felt in European labour markets but also has a negative impact on the work that is done by unions. The objective of this seminar is to develop strategies for unions to help them stay in contact with existing members and to recruit new members during the coronavirus pandemic. In particular, the seminar aims to investigate how unions can use digital media for their own work.

**CNS "Cartel Alfa" / F.N.CORES
(Confederația Națională Sindicală "Cartel
Alfa" / Fundația Națională CORESI)**

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Languages: en, fr, it, ro

26-01-21-SE

Industrial relations and co-determination

Prague / Czech Republic

12/2021

This seminar will investigate how traditional work relationships are changing as a result of new technologies, new forms of consumption, a new type of business organization and a new attitude towards work that is particularly evident in the younger generation.

In this context, the seminar will analyse (with regard to the various EU countries) how the social dialogue can be used to ensure that these different needs – the development of workers on the one hand and economic efficiency on the other hand – can be harmonised brought into harmony at the level of companies, industries and nation states.

CFTC
(Confédération Française des
Travailleurs Chrétiens)

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Languages: de, en fr and others

26-02-21-SE

Pandemic as a challenge for social dialogue in education

Poland

23.09. – 25.09.2021

This project, which is organized in cooperation with the Platform for Education, will study how working conditions for teachers have changed due to the coronavirus pandemic, and whether the social dialogue was/is used during the crisis to find answers for the new challenges. Teacher training for digital teaching formats and e-Learning modules, as well as digital equipment in schools, will be a primary focus area of the presentations and discussions during the seminar.

KK NSZZ “Solidarność” (Komisja Krajowa NSZZ “Solidarność”)

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in cooperation with

PED (Platform for Education)

Languages: de, en, es, lt, pl

26-05-21-PF

Kick-off seminar: priorities of the European social dialogue

Vienna / Austria

25.11. – 26.11.2021

This project has two objectives: First, to continue the series of kick-off seminars that started in the 2021 educational year and to introduce the thematic focus areas of the EZA education program “European Social Dialogue” 2022. Second, the project also aims to offer an opportunity for in-depth reflection about the current issues of the Social Dialogue and the priorities of European employment and social policies (taking into account the European Pillar of Social Rights and the political guidelines of the European commission), in order to provide the participating representatives of EZA member centres with ideas for improving the quality of seminar contents.

ÖZA (Österreichisches Zentrum für Arbeitnehmerbildung)

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Languages: de, en, es, fr, it, pt and others

26-06-21-KO

“Strengthening social dialogue – shaping European integration”: special project for workers’ organisations in the Western Balkans

Countries of the Western Balkans

01.04.2021 – 15.02.2022

The special project for workers’ organizations in the Western Balkans will be continued in the established form of eight working groups realised as tandem partnerships consisting of Western and South-East European project partners, followed by a joint evaluation seminar. With this project, EZA wants to respond to the special need for education measures to strengthen the social dialogue (something that has been confirmed by the member organizations in the Western Balkans), and to make a contribution to the EU accession strategy.

EZA (Europäisches Zentrum für Arbeitnehmerfragen)

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Languages: not yet defined

26-07-21-SP

Taking new paths – efficient organisation and shaping of educational measures for creating added value in social dialogue

Poland

Date not yet defined

This course provides those in charge of projects from the EZA network with training on the different aspects of project management; the course has been successfully offered for three years in the context of the EZA educational programme. One focus area concerns the efficient use of financing/grant resources.

KK NSZZ “Solidarność” (Komisja Krajowa NSZZ “Solidarność”)

Elżbieta Wielg and Józef Mozolewski

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zr.podlaskiego@solidarnosc.org.pl



Languages: de, en, fr, nl and another one

26-09-21-KU

Social Media and innovative communication for workers' organisations

Poland

05/2021

The ways in which workers' organizations can improve their external image with modern public relations tools (which use the options offered by digital technologies and new media) forms the subject of this training course.

Europejski Dom Spotkań

Fundacja Nowy Staw

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Languages: en, es, fr, pl

26-10-21-KU

Adult education on European social dialogue in the digital era

Portugal

Date not yet defined

The coronavirus pandemic has created new challenges for the educational work that is done with regard to the European social dialogue. Restricted travel options make it necessary to use digital, in-

ternet-based and video-supported seminar formats. The objective is to provide practical information on how digital learning is different from traditional educational formats, and the requirements that must be satisfied by both learners and teachers when it comes to digital learning formats. Another objective is a discussion of what digital learning frameworks and scenarios may look like, and a presentation of different digital learning methods and the appropriate tools and applications.

NBH
(Nell-Breuning-Haus)

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Languages: de, en and others

26-11-21-KU

The development of social dialogue in the context of European social policy initiatives (EZA conference Brussels)

Brussels / Belgium

Date not yet defined

The objective of the EZA conference in Brussels is to pick up on a highly current EU issue from the Social and Employment segment and discuss its further development and political implementation with workers' organizations and EU stakeholders. The conference on the future of Europe offers a reference framework in this context.

**EZA (Europäisches Zentrum
für Arbeitnehmerfragen)**

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Languages: de, en and others

26-13-21-SE

Young leaders

France

Date not yet defined

This training course ends the “Young Leaders” course cycle, which started in 2019. Its objective is to provide managers in workers’ organizations with skills such as leadership styles and strategies, leadership in organizations with full-time and volunteer staff, motivation and mobilisation, public relations as well as negotiation skills. Learning contents that will be repeated in all courses include the management of value-based organizations, the communication of values, management in workers’ organizations with European networks and management ethics.

CFTC (Confédération Française des Travailleurs Chrétiens)

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Languages: fr, pl, pt

26-14-21-KU

GROUP OF THEMES 3

Which elements of working life do influence the quality of life of workers?

- 31 – Equal opportunities for women and men on the labour market and equal pay for equal work
- 32 – Safety and health at work: the new EU-OSHA campaign on musculoskeletal disorders

31 – Equal opportunities for women and men on the labour market and equal pay for equal work

Equal opportunities for women on the labour market – impact of the coronavirus pandemic and prospects

Brixen / Italy

09/2021

This seminar looks at the effectiveness of government investments in combating the effects of the coronavirus pandemic, whereby adherence to the designated democratic decision-making processes and the participation of the social partners are also taken into account. Social aspects will also be considered: the lack of appreciation for essential jobs, most of which are performed by women, and the multiple stresses to which women are exposed in their jobs, at home and in the family. This seminar is organized in cooperation with the International Platform for Equal Opportunities.

AFB (Arbeiter-, Freizeit- und Bildungsverein)

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in cooperation with

IPEO (International Platform for Equal Opportunities)



Languages: de, en, it

31-01-21-PF

Equal opportunities for women and men and access to the labour market in Europe after the health crisis. The role of trade unions in the construction of a more social and equal Europe

Madrid / Spain

26.10. – 28.10.2021

The objective of this seminar is

- to evaluate how the coronavirus pandemic has affected the work of women in a more general sense, and whether their work – in the case of essential jobs – is now more appreciated and valued, following the increase of public awareness about these professions,
- to investigate the current situation of women in the different national labour markets, together with an analysis of the various types of gender-specific discrimination,
- to develop action recommendations for workers' organisations, so they are able to advocate for more equal opportunity as part of the social dialogue and in society.

USO – CCFAS (Unión Sindical Obrera – Centro Confederal de Formación y Acción Social)

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Languages: en, es, pt and another one

31-02-21-SE

32 – Safety and health at work: the new EU-OSHA campaign on musculoskeletal disorders

Improving mental and social working conditions as an important tool to prevent health risks in the field of work-related musculoskeletal disorders (the new EU-OSHA campaign)

Porto / Portugal

30.06. – 03.07.2021

This seminar intends to investigate the connection between mental and social working conditions and musculoskeletal diseases such as back pain. The following factors will be addressed in particular: high work stress, low work satisfaction, conflicts in the workplace, lack of feedback and job insecurity. The results from the current campaign by the European Agency for Safety & Health at Work regarding muscle and skeletal disorders are supposed to be included in the seminar.

NBH
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Languages: de, en, fr, pt

32-01-21-SE

The agri-food sector and Covid-19: from the current situation to future prospects for workers' health

Oradea / Romania

20.07. – 22.07.2021

This project analyses the effects of the coronavirus pandemic on workplace safety and health for workers in the agricultural and food industry. It will discuss the new requirements for the prevention of physical illnesses which result from the new hygiene requirements, as well as the psycho-social risks that the new situation creates for workers in the agricultural sector.

ICRA Europa (International Catholic Rural Association Europa)

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I.C.R.A.

Languages: en, it, ro

32-02-21-SE

What you need to know for your registration:

EZA's work helps trade unions and workers' organisations to obtain information about and take part in the Social Dialogue within the European Union. The specific target of EZA's work is to find ways of applying the results and recommendations of the seminars in the day-to-day work of the participants. That's why its activities aim at multipliers and representatives of trade unions and workers' organisations.

On the EZA homepage by clicking on www.eza.org you will find information about any possible changes.

The requirements for the various seminars will be laid down by the relevant organisations responsible. Please contact them for further information!

Depending on the registrations, the languages offered can change.

Conference languages

ABBREVIATION	CONFERENCE LANGUAGE
bg	Bulgarian
cs	Czech
de	German
el	Greek
en	English
es	Spanish
fr	French
hr	Croatian
hu	Hungarian
it	Italian
lt	Lithuanian
lv	Latvian
nl	Dutch
pl	Polish
pt	Portuguese
ro	Romanian
sk	Slovak
sl	Slovenian
sr	Serbian



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