



EUROPEAN CENTRE
FOR WORKERS' QUESTIONS



EDUCATIONAL PROGRAMME 2022

European Social Dialogue



Funded by
the European Union.

Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or EZA. Neither the European Union nor EZA can be held responsible for them.

The publication was prepared and checked with care.
All contents are nevertheless provided without guarantee.

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:

31.03.2022

TABLE OF CONTENTS

Foreword 5

The European Centre for Workers' Questions 8

GROUP OF THEMES 1

**Integration and participation in the labour market –
How to become a worker?** 10

11 – Integration of migrants and refugees – the role of
workers' organisations 11

12 – Situation of young workers on the labour market and
the importance of vocational education and training 13

13 – Equal opportunities on the labour market 17

14 – Integration of particularly disadvantaged groups into
the labour market 20

GROUP OF THEMES 2

Shaping of labour relations through workers' organisations – Which factors have a direct influence on professional life? 23

21 – Further implementation of the European Pillar
of Social Rights 24

22 – Impact of the coronavirus pandemic on employment
and social affairs – Reconstruction measures 28

23 – The European Green Deal: The role of workers' organisations in the transition to a sustainable and climate neutral economy and employment	33
24 – Digital transformation at the workplace: new professional qualification requirements for workers	37
25 – Working conditions	41
26 – Safety and health at work	49
27 – Capacity building for workers' organisations	52

GROUP OF THEMES 3

Which elements of working life do influence the quality of life of workers?	57
31 – The importance of social dialogue in European society	58
What you need to know for your registration	59
Conference languages	60

FOREWORD

Ladies and Gentlemen,
Dear Colleagues,

We are pleased to present our educational programme „European Social Dialogue“ 2022/23.

The coronavirus pandemic is continuing to have a great effect on our work at the EZA Secretariat in Königswinter and the activities of our 70 member centres in 29 European countries. The Covid-19 situation has meant that many educational activities still cannot take place in the usual and enjoyable face-to-face format. Hybrid and online seminars have become almost routine – and we must thank the flexibility of our member centres, who have continued to expand their expertise and adapt new techniques to their needs and those of the seminar participants.

In the 2022/2023 educational year, we are once again faced with the specific challenge of not being able to foresee how long the coronavirus will be with us. Once again, we are hoping to organise various seminars as face-to-face events, as we still consider this to be the best form of exchange in many cases. Experience from the past educational year has shown that we must continue to also design and plan online formats. EZA and its member centres are prepared for this after the experience of the past few years.

Covid-19 remains a major factor, also as a topic. Six projects in the current educational programme deal with the impact of the coronavirus pandemic on employment and social affairs and the reconstruction measures.

The largest topic of discussion in this educational year is „working conditions“. This topic will address aspects as diverse as human rights, social justice, the European minimum wage or social security systems.

We are also tackling current issues that are equally high on the agenda in Brussels, including the further implementation of the European Pillar of Social Rights, the European Green Deal and the fair transition.

Other topics will be the integration of migrants and refugees and the role of workers' organisations, the situation of young workers in the labour market and the importance of vocational training, equal opportunities in the labour market, the integration of particularly disadvantaged groups in the labour market, the digital transformation in the workplace, health and safety at work, capacity building and the place of social dialogue in European society.

We will continue the special project for workers' organisations in the Western Balkans.

The target group of our training seminars are multipliers from trade unions and other workers' organisations, notably young professionals.

The following pages contain all the information relevant to participate in a seminar, starting from the seminar content, project management organisation, seminar locations to dates and the anticipated working languages.

Please send applications directly to the respective project management organisation.

Please note that dates and formats are subject to change. Please visit the [EZA website \(www.eza.org\)](http://www.eza.org) for the latest information.

We will also be happy to send you our „EZA Magazine“, issued three times annually, which provides information about our work. You can order it from us via the EZA website or directly via email (goeden@eza.org).

We would also like to draw your attention to our scientific studies and our series of publications series “EZA Contributions to Social Dialogue” on the [EZA website](http://www.eza.org). You can also order the individual articles directly from us by email (znined@eza.org).

United in our common objective of strengthening social dialogue in Europe, we look forward to some lively participation in the educational events on offer.

Königswinter, March 2022

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 – Integration of migrants and refugees – the role of workers' organisations
- 12 – Situation of young workers on the labour market and the importance of vocational education and training
- 13 – Equal opportunities on the labour market
- 14 – Integration of particularly disadvantaged groups into the labour market

11 – Integration of migrants and refugees – the role of workers’ organisations

The labour market situation of migrants and refugees in the face of social, economic and political changes in Europe

Lublin / Poland

13.10. – 16.10.2022

The main objective of the seminar is to discuss the current situation of migrants and refugees in Europe, with special reference to the situation of the Covid-19 pandemic and its consequences for the labour market. The aim is to

- discuss the role of workers’ organisations in the social inclusion of migrants and refugees and their integration into the labour market,
- define the impact of migrants on the labour market in the EU and their current situation,
- discuss the different perspectives and practices in this area in the EU Member States and to make recommendations,
- define the role of leaders of workers’ organisations in creating positive attitudes in society towards migrants and refugees.

Europejski Dom Spotkań
Fundacja Nowy Staw
Agata Dziubińska-Gawlik
Tel.: +48 - 81 - 534 61 91
E-mail: eds@eds-fundacja.pl



in cooperation with

IPCM
(International Platform for
Cooperation and Migration)

Languages: en, es, it, pl



11-01-22-PF

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

The labour market situation of young Europeans in post-pandemic conditions. Equalisation of professional and educational opportunities for young generation

Lublin / Poland

12.01. – 15.01.2023

The main objective of the planned seminar is to discuss the current situation of young people in the European labour market in the context of the socio-economic impact of Covid-19. The seminar will analyse the European Commission's initiative „Youth Employment Support: a bridge to jobs for the next generation” highlight the growing social disparities among young workers and examine the challenges in the education of young workers. The seminar will also explore the important question of how to best prepare young people for today's labour market.

Europejski Dom Spotkań
Fundacja Nowy Staw
Agata Dziubińska-Gawlik
Tel.: +48 - 81 - 534 61 91
E-mail: eds@eds-fundacja.pl



Languages: en, es, pl

12-01-22-SE

Impact of the coronavirus pandemic on the employment and social life of young people

Madrid / Spain

25.10. – 27.10.2022

The seminar will analyse the working conditions of young workers, particularly in terms of access to the labour market, fair wages, a work-life balance, good education that prepares them adequately for the challenges of digitalisation and the ecological transition. Special attention should be paid to the most disadvantaged groups among young workers including women, people with disabilities, migrants and LGTBIQ individuals.

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

Laura Estévez Fernández

Tel.: +34 - 91 - 577 41 13

E-mail: laura.estevez@uso.es



Languages: en, es, pt and others

12-02-22-SE

Young workers as actors of change in Europe

Haltern am See / Germany

19.05. – 22.05.2022

The seminar will focus on the living environment of young workers, which is characterised by the deregulation of the labour market, unregulated forms of work, fixed-term contracts and a lack of social protection. The aims of the seminar are to discuss and examine the joint development of approaches to find solutions to these problems.

JOC Europe (Jeunesse Ouvrière Chrétienne - Europe)

Carolin Moch

Tel.: +32 - 2 - 513 79 12

E-mail: caro.moch@joceurope.org and joceurope@joceurope.org



Languages: en, es, fr

12-03-22-SE

Investing in education is investing in the future – new knowledge for a new age

Zagreb / Croatia

09.06. – 11.06.2022

The pandemic has affected young workers in particular. Investments in education and training are therefore vital to compensate for the effects of Covid-19. The aim is to explore how workers' organisations can find solutions to the challenges of the future, such as new technologies and green jobs for example.

HKD Napredak (Hrvatsko kulturno društvo Napredak)

Franjo Topić and Goran Štrbac

E-mail: info@hkdnapredak.com and napredakfutura@hi.t-com.hr



Languages: de, en, hr, it

12-04-22-SE

Close your eyes and get through – or can we find a better way? Empower young people for the European labour market after the pandemic

Herzogenrath / Germany

26.10. – 30.10.2022

The seminar is organised in collaboration with the European Platform for Young Workers. It will focus on the changes in work after the coronavirus pandemic and the resulting challenges for young workers, including increased digitalisation, higher environmental standards, progressive development of labour migration and solo self-employment.

NBH (Nell-Breuning-Haus)

Rainer Rißmayer

Tel.: +49 - 24 06 - 95 58 - 18

E-mail: rainer.rissmayer@nbh.de



in cooperation with

PYW (Platform for Young Workers)



Languages: en

12-05-22-KO+PF

13 – Equal opportunities on the labour market

Recovery plans after the corona pandemic – new momentum for gender equality policy?

Brixen / Italy

19.09. – 20.09.2022

The seminar will examine the reconstruction plans of various EU countries with respect to equality of opportunity. Particular attention will be devoted to, among others, the gender pay gap and women's access to in-company training and careers. Some important key words here are precarious work contracts, teleworking, the platform economy and social protection.

AFB (Arbeiter-, Freizeit- und Bildungsverein)

Heidi Rabensteiner

Tel.: +39 - 0471 - 25 41 99

E-mail: info@afb.bz



in cooperation with

IPEO (International Platform for Equal Opportunities)



Languages: de, en, it

13-01-22-PF

Unity in diversity and diversity in unity: Diversity demands equality

Lisbon / Portugal

08.02. – 10.02.2023

The aim of the seminar is to discuss diversity in the labour market, for example relating to age, gender, sexual orientation, religion/worldview or ethnic origin, and what the future holds. The seminar will analyse measures to eliminate inequalities and develop proposals for improvement. The country comparison will provide insights into which measures to promote diversity in the labour market are actually effective and where improvements can be made.

Krifa (Kristelig Fagbevægelse)

Rolf Weber and Eik Dahl Bidstrup

Tel.: +45 - 72 27 - 71 53

E-mail: row@krifa.dk (Rolf Weber) and eikb@krifa.dk (Eik Dahl Bidstrup)



Languages: de, en, es

13-02-22-SE

How to achieve true gender equality at work

Lyon / France

15.06. – 19.06.2022

Gender equality is one of the most important goals of the European Union. To achieve this, measures are taken both at national and European level. For several decades, the legislation of the different EU countries has developed in this direction. A review of these diverse policies, examining their successes and weaknesses in the world of work, will make it possible to open up avenues for more effective action to achieve fair gender equality.

Identifying the blockages and their causes, the successes and the reasons for them, both at the European level and at the national, sectoral and enterprise levels, should make it possible to better address the major challenge of fair equality with the support of far-

sighted, pragmatic and committed social partners. Such a joint reflection could foster the emergence of a more realistic vision of the principle of equality, closer to the reality of the principle of equality and its implementation.

CFTC
(Confédération Française des
Travailleurs Chrétiens)

Joseph Thouvenel

Tel.: +33 - 1 - 73 30 49 17

E-mail: jthouvenel@cftc.fr



Languages: en, es, fr

13-03-22-SE

14 – Integration of particularly disadvantaged groups into the labour market

The social and human consequences of the COVID-19 pandemic on support and supervision measures for the inclusion of the most vulnerable groups

Namur / Belgium

16.06. – 17.06.2022

The project is to look at the human and social consequences of COVID-19-restrictions on precarious and vulnerable groups regarding the labour market and to think about the necessary recovery action on different levels regarding structural, operational and financial issues. It will bring together stakeholders of organisations, working with these vulnerable groups (education and social/professional inclusion), employers' organisations and TUs.

CET Namur (Centre Européen du Travail Namur)

Marie Hermans

Tel.: +32 - 81 - 83 05 19

E-mail: marie.hermans@lilon.be



Languages: en, fr, it

14-01-22-SE

A more inclusive labour market through social dialogue and the implementation of the European Pillar of Social Rights

Bucharest / Romania

02/2023

The project is about inclusive labour market with particular regard to people with disabilities, NEET's, minorities, emigrants, gender discrimination, etc. The project aims to analyse the reasons why, despite an existing legal framework, such phenomena still occur, and which are the legal, cultural or behavioural factors that prevent societies from having a correct attitude towards these categories of people. How effective is social dialogue in this area? What are the tools and practices that need to be changed or added in order to create labour markets to be truly inclusive and non-discriminatory?

IFES (Institutul de Formare Economică și Socială)

Silviu Traian Ispas

Tel.: +40 - 264 - 41 25 27

E-mail: ifes@ifes.ro



Languages: en, fr, ro

14-02-22-SE

Equal opportunities on the labour market for employees with disabilities – a fact or a myth?

Venue not yet defined

Date not yet defined

The project will focus on the following issues:

- What solutions have been adopted because of the ratified Convention on the Rights of Persons with Disabilities?
- What kind of support is expected by the employers and by the people with disabilities?

- What motivates and what demotivates employers to employ persons with disabilities?
- To what extent has the introduction of solutions in the field of employment of people with disabilities been a subject of social dialogue?
- What motivates and what demotivates people with disabilities to get a job?

**KK NSZZ „Solidarność”
(Komisja Krajowa NSZZ „Solidarność”)**

Agnieszka Rybczyńska and Józef Mozolewski

Tel.: +48 - 58 - 308 43 18

E-mail: a.rybczynska@solidarnosc.org.pl and
zr.podlaskiego@solidarnosc.org.pl



Languages: de, en, fr, pl and others

14-03-22-SE

GROUP OF THEMES 2

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

- 21 – Further implementation of the European Pillar of Social Rights
- 22 – Impact of the coronavirus pandemic on employment and social affairs – Reconstruction measures
- 23 – The European Green Deal: The role of workers' organisations in the transition to a sustainable and climate neutral economy and employment
- 24 – Digital transformation at the workplace: new professional qualification requirements for workers
- 25 – Working conditions
- 26 – Safety and health at work
- 27 – Capacity building for workers' organisations

21 – Further implementation of the European Pillar of Social Rights

More Europe. More social, greener, fairer

Rome / Italy and Brussels / Belgium

08.10.2022
22.10.2022
29.10.2022
10.11. – 11.11.2022

The project is about

- rising awareness of Europeans with regard to energy transition to a conscious consumption of resources and respect for the environment,
- application of the European pillar of social rights for a greater inclusion and support of mobile workers, for the investment in gender policies and for the reduction of educational poverty,
- raising awareness of young European workers about the values of peace and respect for the person.

ACLI - ENAIP
(Associazioni Cristiane Lavoratori Italiani -
Ente Nazionale ACLI Istruzione Professionale)

Matteo Bracciali

Tel.: +39 - 06 - 584 05 96

E-mail: matteo.bracciali@acli.it



Languages: de, en, fr, it

21-01-22-SE

The pitfalls of keeping wages low

Amara / Romania

19.09. – 22.09.2022

The project is to look how

- paid work can ensure a decent minimum living,
- low salaries make European countries attractive for investors,
- wage construction mechanisms are working,
- salary packages, monetary and non-monetary payment are established,
- wage taxation systems are applied,
- negotiating collective and individual salaries is developing,
- European minimum wage can be established.

CNS „Cartel Alfa” / F.N.CORES!
(Confederația Națională Sindicală „Cartel
Alfa” / Fundația Națională CORES!)

Mihaela Maria Darle

Tel.: +40 - 21 - 539 53 00

E-mail: mihaela.darle@cartel-alfa.ro



Languages: en, es, fr, ro

21-02-22-SE

The role of labour regulation and social protection systems in meeting the targets of the European Pillar of Social Rights

Lisbon / Portugal

25.01. – 29.01.2023

This project is to

- discuss developing trends in the European Union with regard to labour legislation, social dialogue structures and social security systems as fundamental elements of labour and worker protection regulation,
- assess how countries are (or not) equipped to respond to challenges set by the European Pillar of Social Rights Action Plan,
- reflect on experiences, successes and difficulties encountered by European workers' organizations in interventions related to the above-mentioned elements.

CFTL
(Centro de Formação e Tempos Livres)

João Paulo Branco

Tel.: +351 - 21 - 812 07 20

E-mail: paulo.branco@stellantis.com



Languages: de, en, es, pt

21-03-22-SE

Labour mobility and social security under the effects of the Coronavirus pandemic

Dublin / Ireland

Date not yet defined

The project is to:

- gain a comprehensive understanding of the effects of the corona pandemic on social security, labour mobility and the implementation of the European Pillar of Social Rights (EPSR),
- understand and tackle social risks and problems aggravated by the changed working conditions during the corona crisis.

EUROFEDOP
(Europese Federatie van
het Overheidspersoneel)

Bert Van Caelenberg

Tel.: +32 - 2 - 230 38 65

E-mail: bert.vancaelenberg@eurofedop.org



Languages: de, en, fr, sh

21-04-22-SE

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

The evolution of social dialogue in the era of the Covid 19-pandemic and digitisation

Căciulata (Vâlcea) / Romania

26.05. – 29.05.2022

The project is to

- analyse whether social dialogue has been affected by the pandemic in EU countries and whether at the union's level there is a general policy to support social dialogue in crisis situations,
- do an in-depth analysis of the consequences and effects induced by the pandemic on the functioning of social dialogue on EU level,
- draw attention on the vulnerability of stability of efficiency of social dialogue in case of crises.

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

Ioan Leon Naroși

Tel.: +40 - 21 - 310 20 80

E-mail: international@csdr.ro



Languages: de, en, es, ro

22-01-22-SE

Impact of the coronavirus pandemic on employment and social issues – lessons learned / measures for reconstruction

Lisbon / Portugal

22.09. – 24.09.2022

The project is to

- analyse the employment and social situation created by the virus in various European countries,
- assess the calls from social teaching of the church and especially from the latest proposals/calls of Pope Francis on these issues,
- draw up a final declaration to serve as a tool for dialogue in workers' organisations and in society and in the church.

ECWM - EBCA - MTCE
(European Christian Workers Movement)

Olinda Marques

Tel.: +351 - 919 52 68 00

E-mail: president@mtceurope.org



Languages: de, en, es, fr

22-02-22-SE

Jobs without the option to work from home are more vulnerable to unemployment. The role of workers' organisations in transforming the labour market after the COVID 19 pandemic

Ponta Delgada (Azores) / Portugal

26.01. – 29.01.2023

The project is to

- assess national and European measures related to labour and economy and whether they are effective in the sectors (i.e. tourism) most affected by the pandemic,

- understand market behaviour in this changing context brought about by the pandemic,
- assess the social and economic impact of working from home and of jobs where this is not possible,
- look at strategies in place to encourage workers to change into new and growing business sectors where there are sufficiently jobs, without causing social exclusion,
- assess regional solutions in overcoming the crisis, particularly in areas of low population density.

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

Maria Reina Martín

Tel.: +351 - 21 - 887 62 59

E-mail: mariareina.martin@gmail.com



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

22-03-22-SE

The future of work – post pandemic work, workers and workplace

Vilnius / Lithuania

23.09. – 24.09.2022

The project is to

- raise awareness of representatives of workers' organisations about policies and strategies of European Commission of post-pandemic world of work and the post-covid work environment and to discuss possible scenarios of job security and quality of work conditions,
- analyse physical and psychological impact of COVID19 and challenges for occupational safety and health to employees,

- discuss the impact and main challenges of pandemics to organisations representing workers and to share best practices and experiences from different countries,
- prepare recommendations regarding safe, healthy, and decent working conditions and environments in post-pandemic world taking into account best practices from different European countries.

LDF Education Center (Vsl Lithuanian Labor Federation Education Center)

Rasita Martišė

Tel.: +370 - 656 - 3 41 43

E-mail: rasitaj@gmail.com



Languages: de, en, es, lt

22-04-22-SE

Shaping the post pandemic recovery by securing interests of working people: new trade union strategies for the new forms of employment

Sofia / Bulgaria

22.06. – 24.06.2022

The project is to

- evaluate the impact of the pandemic on working people and to exchange on the involvement of trade unions in implementation and monitoring of national recovery plans to save jobs, improve working conditions and reinforce social protection,
- explore the possibilities to grant more adequate and sustainable protection of employees in new forms of work, including pay levels, rights, rights to connect and disconnect, working time and conditions,
- elaborate trade union proposals and actions to better shape response strategies, contributing to an inclusive decision making to the benefit of all workers, including those most vulnerable based on solidarity and convergence.

PODKREPA CL
(Confederation of Labour PODKREPA)

Veselin Mitov

Tel.: 00 359 - 2 - 987 98 87

E-mail: vesko@podkrepa.org



Languages: bg, de, en, fr

22-05-22-SE

Role of the social dialogue in financing the tasks of education during and after COVID-19

Gdańsk / Poland

12.05. – 14.05.2022

The project is about

- different models of financing educational tasks during and after COVID-19,
- identification of advantages and disadvantages of each of these models,
- participation of the social partners in development and delivery of each of the models,
- deepened analysis on how to conduct a modern social dialogue by trade unions.

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

Agnieszka Rybczyńska and Józef Mozolewski

Tel.: +48 - 58 - 308 43 18

E-mail: a.rybczynska@solidarnosc.org.pl
and zr.podlaskiego@solidarnosc.org.pl



in cooperation with

PED (Platform for Education)

Languages: en, es, pl and others

22-06-22-PF

23 – The European Green Deal: The role of workers' organisations in the transition to a sustainable and climate neutral economy and employment

Climate protection and the world of work – how social is the Green Deal?

Brixen / Italy

20.05. – 21.05.2022

The seminar participants will discuss different scenarios for climate-friendly economic activity and consumption. The corresponding policy approaches will be examined for their effectiveness and viability.

AFB
(Arbeiter-, Freizeit- und Bildungsverein)
Heidi Rabensteiner
Tel.: +39 - 0471 - 25 41 99
E-mail: info@afb.bz



Languages: de, en, it

23-01-22-SE

Fair energy transition, social dialogue and decent work

Germany / Spain / Poland / Portugal

Dates not yet defined

The main objectives of the seminar will be to

- analyse the national action plans for the transition to a decarbonised society, notably from the perspective of humane working conditions,

- promote social dialogue in the search for a fair transition that protects workers' rights, in particular the right to employment, re-training, vocational training and social protection,
- promote the correct interaction between workers' organisations and environmental organisations such that they all work equally towards the convergence of climate and social objectives,
- inform and raise public awareness of the need to develop socially and environmentally sustainable methods of production and consumption.

CFTL
(Centro de Formação e Tempos Livres)

João Paulo Branco

Tel.: +351 - 21 - 812 07 20

E-mail: paulo.branco@stellantis.com



Languages: de, en, es, pt

23-02-22-AG

The ecologic transition: work and the new job profiles in a sustainable economy

Milan / Italy

25.11. - 27.11.2022

The seminar starts from the premise that sustainability will be a priority after the Covid-19 pandemic, but that environmental sustainability must go hand-in-hand with careful consideration of the use of resources. A transition to an environmentally sustainable economy must be well managed and contribute to the goals of fair work for all, social inclusion and the eradication of poverty. The focus will be on the analysis of new occupational profiles, the role of vocational training and environmental safety at work.

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

Giorgio D'Antoni and Maria Pangaro

Tel.: +39 - 06 - 92 09 68 36

E-mail: efal@mcl.it

presidente@efal.it (Giorgio D'Antoni)

m.pangaro@mcl.it (Maria Pangaro)



Languages: de, en, es, it

23-03-22-SE

The European twin transition (digital and green) and the role of the social dialogue on safeguarding the jobs

Bucharest / Romania

08.09. - 10.09.2022

The aim of the seminar is to analyse what impact the digital transformation and the Green Deal will have on the professional life of workers, both in the workplace and in terms of labour relations. Important issues will be discussed regarding the extent to which workers and the organisations that represent them are involved in this transformation, and the extent to which public administrations and employers are willing to listen to the views of trade unions and effectively involve them in decision-making processes.

**IFES (Institutul de Formare Economică
și Socială)**

Silviu Traian Ispas

Tel.: +40 - 264 - 41 25 27

E-mail: ifes@ifes.ro



Languages: en, es, fr or it, ro

23-04-22-SE

The European Green Deal – risk and/or opportunity for workers through transformation

Arles / France

24.08. – 27.08.2022

The objective of the seminar is to bundle and discuss trade union positions on the Green Deal and to transfer them as recommendations for action to workers' organisations.

NBH
(Nell-Breuning-Haus)
Rainer Rißmayer
Tel.: +49 - 24 06 - 95 58 - 18
E-mail: rainer.rissmayer@nbh.de



Languages: bg, de, fr, ro

23-05-22-SE

Green Deal: will it be a sustainable transition?

(Trentino) / Italy

04.11. – 06.11.2022

The seminar will deal with the profound structural changes that will arise from the Green Deal, which will lead to higher costs on the one hand and to the loss of many jobs on the other, forcing many workers to pursue further training accordingly. Will the subsidies and funds pledged by the EU be sufficient for a sustainable and social transition? Will they be a real economic and social support? Will new forms of poverty emerge, and will the gap between social classes and the economic and social dumping between European countries increase even further? Who will actually bear the costs of the transition? The seminar will focus on these and other questions.

UNAIE (Unione Nazionale delle Associazioni degli Immigrati ed Emigrati)
Armando Maistri
Tel.: +39 - 0461 - 23 43 79
E-mail: info@trentininelmondo.it



Languages: en, fr, it

23-06-22-SE

24 – Digital transformation at the workplace: new professional qualification requirements for workers

Challenges and opportunities in 21st century work scenarios in the European Union

Valencia / Spain

23.09. – 25.09.2022

The aims of the seminar are as follows:

- consider the development and training of digital competences as a challenge for workers,
- develop new STEM skills and knowledge to achieve digital literacy in an inclusive and sustainable Europe,
- raise awareness through social dialogue of the new occupational health risks posed by the use of digital technologies and the need for training as a strategy to maintain employment and the dignity of work.

CEAT (Centro Español para Asuntos de los Trabajadores)

David Cervera Olivares

Tel.: +34 - 648 16 48 87

E-mail: asociacionceat@gmail.com



Centro Español para Asuntos de los Trabajadores

Languages: en, es

24-01-22-SE

The impact of digitisation at work

Alcalá de Henares / Spain

16.06. – 17.06.2022

The following questions will be the focus of the seminar:

- Which sectors will be most affected by digitisation and how can we prepare them for it? How can we protect the most vulnerable workers?
- What role does artificial intelligence play in the digitisation of work?
- Are all the member states prepared for the challenges ahead? How do rural and urban areas differ?
- What are the issues around privacy? What influence does our digital life have on our working life? What are the consequences of constant availability? What are the issues around the right not to be available?

CEAT (Centro Español para Asuntos de los Trabajadores)

David Cervera Olivares

Tel.: +34 - 648 16 48 87

E-mail: asociacionceat@gmail.com



Centro Español para Asuntos de los Trabajadores

Languages: de, en, es, it

24-02-22-SE

Digital transformation of public services – skills development and training

Vienna / Austria

13.10. – 15.10.2022

The seminar will focus on the competences and qualification of workers in the context of the digital transformation of the public sector and the digitisation of the activities of workers' organisations.

EUROFEDOP (Europese Federatie van het Overheidspersoneel)

Bert Van Caelenberg

Tel.: +32 - 2 - 230 38 65

E-mail: bert.vancaelenberg@eurofedop.org



Languages: de, en, fr, sh

24-03-22-SE

New technologies and digitisation: perspectives on the future of vocational education and training

Milan / Italy

23.11. – 25.11.2022

The main topics of the seminar are new technologies and the digitisation process, and their impact on the labour market, including the progressive automation of production processes or the increasing use of robotics and artificial intelligence in the world of work. The seminar will also discuss related topics such as innovative teaching, STEM promotion and digital literacy and education and training issues.

FLC (Fondazione Luigi Clerici)

Paolo Cesana

Tel.: +39 - 02 - 41 67 57

E-mail: clerici@clerici.lombardia.it



Languages: de, en, it

24-04-22-SE

Digital transformation: new skills for new job profiles and new forms of work

Portorož / Slovenia

Date not yet defined

The aims of the seminar are to

- identify the areas where digitisation can make the greatest contribution to the economic value added (EVA) and the wellbeing of workers,
- identify the skills that workers will need for a successful digital transformation,
- analyse the legal framework of European countries for a successful transition to digitisation,
- provide practical advice for the technological transformation of companies towards more digitisation,
- analyse the impact of the dangers of digital transformation for workers, particularly from a psychosocial aspect.

ZD NSi
(Združenje delavcev
Nove Slovenije)

Jakob Bec

Tel.: +386 - 1 - 241 66 68

E-mail: jakob.bec@nsi.si

združenje delavcev
NOVA SLOVENIJA

Languages: de, en, sl

24-05-22-SE

25 – Working conditions

Human Rights Due Diligence (HRDD): strengthening social partners, workers' representatives and (European) works council members to actively integrate upcoming national and European HRDD legislation in the social dialogue

Brussels / Belgium

22.11. – 23.11.2022

The project is to discuss about the role of social dialogue in creating and monitoring of legislation about responsibility of enterprises regarding the respect of human rights (due diligence) in supply chains and to look on initiatives of European institutions about these issues.

BIE Int. (Bouw-Industrie & Energie International)

Laetitia Baldan and Jan Franco

Tel.: +32 - 2 - 499 41 30 84 (Baldan)

Tel.: +32 - 2 - 285 02 59 (Franco)

E-mail: laetitia.baldan@acv-csc.be and jan.franco@acv-csc.be



Languages: en, es, fr, it, nl, pl

25-01-22-SE

8th European Social Week: How can the digitalisation of the world of work and the transition to a sustainable and climate-neutral economy be shaped in a socially just way?

Lyon / France

01.12. – 03.12.2022 or 02.02. – 04.02.2023

During the 8th European Social Week, the seminar will explore what new challenges mean for the future of work and for the affected workers, and what contribution workers' organisations in Europe can make to ensuring that the forthcoming changes are socially just. The focus will be the transition to a sustainable and climate-neutral economy, digitalisation and sustainable business and commerce.

ESRI

(European Social Responsibility Institute)

Bruno Machiels

Tel.: +32 - 475 - 72 47 74

E-mail: brumac@telenet.be



Languages: de, en, es, fr, it

25-02-22-KO

Work – decent and fair! Growing the good in Europe

Brixen / Italy

12.06. – 18.06.2022

The aim is to develop ethical and environmental criteria and essential measures that are significant factors in work in the digital age, taking into account the changes arising from the Covid-19 pandemic from the perspective of workers. The main theme of the seminar is to discuss work that is humane, fair, social and just. In this context, we will present, examine and evaluate future concepts such as the common good economy, the activity society and the post-growth society.

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

Contact details:

KönzgenHaus

Christoph Holbein-Munske and Norbert Jansen

Tel.: +49 - 23 64 - 105 - 0

Fax: +49 - 23 64 - 105 - 100

E-mail: holbein-munske@koenzgenhaus.de
and jansen@koen



Languages: de, en

25-03-22-SE

Europe and wage inequality: The introduction of a European minimum wage and the role of the trade unions

Limassol / Cyprus

22.09. – 23.09.2022

The project is to

- exchange views and experiences between social partners on the issue of wage inequalities and the minimum wage,
- strengthen the unions in the context of the dialogue that is being held for the establishment of the European Minimum Wage,
- develop cooperation and joint action between unions against wage inequality and ensure fair wages for workers,
- develop tools and implement measures to strengthen collective bargaining agreements for fair wages and social benefits.

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

Constantinos Eleftheriou
Tel.: +357 - 22 - 21 03 60
E-mail: constantinos@deok.org.cy



Languages: en, el and others

25-04-22-SE

The future of work in the Baltic States and other EU countries: automation, workforce transition and quality of employment

Jūrmala / Latvia

26.05. – 28.05.2022

The focus of the seminar is how to overcome the discrepancy between supply and demand in the labour market in a post-Covid world, including in particular addressing the skills shortage, improving access to jobs in dynamic growth centres, revitalising the labour market and increasing labour force participation.

LKrA
(Latvijas Kristīga Akadēmija)

Skaidrīte Gūtmane
Tel.: +371 - 6 - 775 33 60
E-mail: rektore@kra.lv



Languages: en, lv

25-05-22-SE

Preserving the rule of law and a working democracy as a pre-requisite for social prosperity: the role of workers' organisations

Leiria / Portugal

13.10. – 16.10.2022

The seminar will discuss the value of the rule of law and functional and participatory democracy and what they can mean for the social wellbeing of workers and societies in Europe. The role that workers' organisations should play in defending and promoting the stability and security of these values in terms of human dignity and social development will be discussed.

LOC/MTC

(Liga Operária Católica - Movimento de Trabalhadores Cristãos)

Américo Monteiro and Alice Marques

Tel.: +351 - 21 - 390 77 11

E-mail: americo.monteiro1960@gmail.com

and mariaalicepereira867@gmail.com



Languages: de, en or fr, es, pt

25-06-22-SE

Modernizing the social security systems: European unemployment re-insurance scheme, mobility and social security

Vilnius / Lithuania

09.06. – 11.06.2022

The seminar will cover the following topics:

- social security systems in Europe – what are they like? What do they guarantee and how can one use them?
- modernizing social protection systems – challenges and coordination

- the European employment (unemployment) system – the complex functioning of national system models
- transformation and challenges of Employment Services
- ensuring worker mobility in the European Union. Social guarantees for workers from third countries in the European Union
- worker mobility and social protection – the opportunity to enjoy safety and dignity at work in the EU

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

Kristina Krupavičienė

Tel.: +370 - 5 - 262 17 43

E-mail: kristinalpss@hotmail.com



Languages: de, en, es, lt, pl

25-07-22-SE

Impact of the new active labour market policy in Europe

St. Julian's / Malta

12/2022

The seminar will concentrate on current labour market policies in Malta and other European countries and the EU, with a particular focus on

- the challenges posed by increasing labour force participation in terms of a work and family life balance,
- the impact of the Covid-19 pandemic on the labour market and the risk of a lost generation,
- improving employment opportunities for people with disabilities,

- experiences of third-country nationals working in low-paid jobs and the downward pressure on the wages of other workers,
- retraining and up-skilling the workforce to meet the needs of the changing economy and new challenges,
- meeting the needs in specific sectors where there is a shortage of workers,
- effects of automation and artificial intelligence on the labour market,
- combating the shadow economy and empowering low-income earners to fight for their rights.

UHM (Union Haddiema Magħqudin)

Josef Vella

Tel.: +356 - 99 02 04 73

E-mail: jvella@uhm.org.mt



Languages: en, es, it, pl

25-08-22-SE

Digitisation, remote work and the workplace: Has the pandemic truly opened a door of no return?

Vienna / Austria

30.05. – 01.06.2022

The aim of the project is to start discussion about employment and social matters after COVID-19. What are the consequences of the pandemic? Will labour and the way it is organized truly change? Is it so that a door of no returned was opened? Or was it already open a little, but opened wide by the pandemic?

In many ways the labour-relations as we know it will have to change and adapt. But until what point? When looking at company-culture for example? This is an important asset. Will this change too when the way we increasingly work remotely? And how to prevent the

loss and disappearance of company-culture? And what about certain values perceived as very important to the company and organization?

WOW (World Organisation of Workers)

Bjørn van Heusden

Tel.: +32 - 476 94 64 06

E-mail: bavanheusden@wownetwork.be



Languages: de, en, es

25-09-22-SE

26 – Safety and health at work

Well-being at work: a practical and concrete prevention policy

Ireland

06/2022

Longer working hours, stress at work, constant availability and increased productivity cause not only physical but also psychological problems at work. In this context, the seminar will, among others, explore the issue of long-term illnesses and the options for action by the social partners. The aim is to produce a practical guide that can be used in the context of social dialogue at national, sectoral and enterprise level.

Europees Forum VZW

Dirk Uyttenhove

Tel.: +32 - 2 - 475 36 03 84

E-mail: dirk.uyttenhove@acv-csc.be

Languages: not yet defined

26-01-22-SE

Sustainable and resilient agriculture to enhance workers' safety and safeguard the environment

Italy

10/2022

Agricultural workers are among those at high risk of contracting occupational diseases or even suffering fatal accidents. Prevention and safety at work are therefore crucially important for agricultural enterprises. The topics to be discussed at this seminar include

- how the health of agricultural workers can be sustainably protected and maintained,

- how to promote quality and environmental safety policies that reduce risks to both workers and the environment,
- how social dialogue can provide guarantees to improve and modernise the sector, which includes adequate training for sustainable and digital agriculture.

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

Alfonso Luzzi

Tel.: +39 - 06 - 700 56 10

E-mail: sg@federagri.it



Languages: de, en, es, it

26-02-22-SE

Digital transformation and new forms of work

Ružomberok / Slovakia

10.06. – 11.06.2022

The seminar will tackle the following topics:

- The impact of digitalisation on employment, working time, wages and social benefits. How can value creation be shared?
- The impact of digitalisation on working conditions: stress, work-life balance, work monitoring. How can you make the best of technology and avoid the worst aspects?
- The impact of digitalisation on skills. What training do workers require?
- Analysis of the impact of digital transformation on working conditions and the organisation of work in economic sectors.
- Identify tools and responses developed by trade unions to influence the social consequences of the introduction of digital technologies.

NKOS**(Nezávislé kresťanské odbory Slovenska)**

Lubica Černá

Tel.: +421 - 903 29 73 22

E-mail: centrum@nkos.sk

Languages: en, sk

26-03-22-SE

27 – Capacity building for workers' organisations

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

Gdańsk / Poland

01.06. – 03.06.2022

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 two 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”)

Agnieszka Rybczyńska and Józef Mozolewski

Tel.: +48 - 58 - 308 43 18

E-mail: a.rybczynska@solidarnosc.org.pl

and zr.podlaskiego@solidarnosc.org.pl



Languages: de, en, fr, it, nl

27-02-22-KU

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

Countries of the Western Balkans

01.04.2022 – 15.02.2023

The special project for workers' organisations in the Western Balkans will be continued in the established form of seven 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 contribute to the EU accession strategy.

EZA (Europäisches Zentrum für Arbeitnehmerfragen)

Sigrid Schraml

Tel.: +49 - 22 23 - 29 98 - 0

E-mail: eza@eza.org



Languages: not yet defined

27-03-22-SP

Adult education on European social dialogue in the digital era

Arles / France

22.08. – 24.08.2022

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

Rainer Rißmayer

Tel.: +49 - 24 06 - 95 58 - 18

E-mail: rainer.rissmayer@nbh.de



Languages: not yet defined

27-04-22-KU

Young leaders

Poland

09/2022

This training course starts a new “Young leaders” course cycle. Its objective is to provide managers in workers’ organisations with skills such as leadership styles and strategies, leadership in organisations 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 organisations, the communication of values, management in workers’ organisations with European networks and management ethics.

Europejski Dom Spotkań Fundacja Nowy Staw

Agata Dziubińska-Gawlik

Tel.: +48 - 81 - 534 61 91

E-mail: eds@eds-fundacja.pl



Languages: not yet defined

27-05-22-KU

Young leaders

France

02/2023

This training course continues the “Young leaders” course cycle. Its objective is to provide managers in workers’ organisations with skills such as leadership styles and strategies, leadership in organisations 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 organisations, the communication of values, management in workers’ organisations with European networks and management ethics.

CFTC (Confédération Française des Travailleurs Chrétiens)

Joseph Thouvenel

Tel.: +33 - 1 - 73 30 49 17

E-mail: jthouvenel@cftc.fr



Languages: not yet defined

27-06-22-KU

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

Brussels / Belgium

02/2022 or 03/2022

The purpose of this EZA conference is to pick up on a highly current EU issue from the Social and Employment segment and to discuss its further development and political implementation with workers' organisations and EU stakeholders.

EZA (Europäisches Zentrum für Arbeitnehmerfragen)

Sigrid Schraml

Tel.: +49 - 22 23 - 29 98 - 0

E-mail: eza@eza.org



Languages: not yet defined

27-08-22-KO

Kick-off seminar: priorities of the European social dialogue

Vilnius / Lithuania

29.09. - 30.09.2022

The aim of this project is twofold: on the one hand, the series of kick-off seminars held since the 2001 education year is to be continued and the thematic priorities of the EZA education programme „European Social Dialogue“ 2023 are to be presented. On the other hand, the project is to provide an opportunity for in-depth reflection on the current topics of social dialogue and the priorities of European employment and social policy (taking into account the European Pillar of Social Rights and the political guidelines of the European Commission) and thus to give the participating representatives of the EZA member centres ideas for improving the quality of the seminar contents.

EZA (Europäisches Zentrum für Arbeitnehmerfragen)

Sigrid Schraml

Tel.: +49 - 22 23 - 29 98 - 0

E-mail: eza@eza.org



in cooperation with

LDF Education Center (Vsi Lithuanian Labor Federation Education Center)



and

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



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

27-09-22-KO

GROUP OF THEMES 3

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

31 – The importance of social dialogue in European society

31 – The importance of social dialogue in European society

KGZE – How can we build a viable society based on a „new balance“ after overcoming the global coronavirus pandemic? Could more dialogue between trade unions and civil society stakeholders contribute to building a new society?

Ljubljana / Slovenia

30.06. – 02.07.2022

The project is to

- look on the social dialogue and its role regarding the creation of a sustainable European society which is able to deal with big challenges like globalisation, digitisation, demographic development, climate change in a democratic and participatory way,
- analyse in which way social dialogue has to be enlarged and reviewed to remain a strong instrument in order to balance not only the interests of the “classical” social partners but to include also other interests of civil society with regard to the above-mentioned challenges.

ÖZA (Österreichisches Zentrum für Arbeitnehmerbildung)

Andreas Gjecaj

Tel.: +43 - 1 - 534 44 39 480

E-mail: andreas.gjecaj@oegb.at



Languages: de, en, sl/hr

31-01-22-KO

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
it	Italian
lt	Lithuanian
lv	Latvian
nl	Dutch
pl	Polish
pt	Portuguese
ro	Romanian
sh	Serbo-croatian
sk	Slovak
sl	Slovenian
sr	Serbian



QUALITY MANAGEMENT SYSTEM
 pCC-certified in accordance with DIN EN ISO 9001
 Certificate registration number: 004192 ISO