



EUROPEAN CENTRE  
FOR WORKERS' QUESTIONS



# EDUCATIONAL PROGRAMME 2023

## European Social Dialogue



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## FOREWORD

Ladies and Gentlemen,  
Dear Colleagues,

We are pleased to present our educational programme “European Social Dialogue” 2023/24.

Our capacity building for workers’ organizations makes EZA an important European training provider in line with the European Commission’s Social Dialogue Initiative published in late January.

The Covid-19 pandemic is now essentially behind us, and we are delighted that the EZA educational work can resume as “normal”. Success in educational work depends in particular on a physical presence, which was one of the lessons learned from the pandemic. Nevertheless, we should praise the EZA member centres for having made such positive use of the surge in online activities, as online services in addition or as a supplement to face-to-seminar work are now second nature.

However, the effects of the war in Ukraine, which has now been raging for over a year, are apparent in almost all the seminars in the EZA education programme. EZA and many of our members are supporting our Ukrainian member centre, Vost Volya, with expressions of solidarity and a range of activities. Now that Ukraine has attained EU candidate status, EZA will be able to offer even stronger support to our Ukrainian partners in capacity building in the future. The war is also influencing the themes of the seminars: over the past year we have all seen high inflation rates throughout Europe, the problems of maintaining purchasing power, supply chain issues for companies, Europe’s dependence on an external energy supply and the consequences of this, etc. These aspects ultimately have a direct impact on the realities of the lives and working conditions of workers in Europe.

This is also reflected in the EZA Education Programme 2023/24, which is divided into eleven thematic groups. Thematic focal points are the Twin Transition (European Green Deal / Digitisation), “Decent working conditions and decent wages” and “Democracy and rule of law as a basis for the work of workers’ organisations in Europe”. Other topics will include the European recovery plan, integration in the labour market, equal opportunities, the situation of young people in the labour market, quality education as a prerequisite for decent work, occupational health and safety, and capacity building for workers’ organisations.

The special project for workers’ organisations in the Western Balkans will also be continued, in particular as there is a new EU candidate country in the region, Bosnia-Herzegovina.

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

The following pages contain all the information relevant to participation in a seminar, from the seminar content, project sponsors, seminar locations to dates and the anticipated working languages. Please address questions regarding participation requirements and applications directly to the respective project sponsor. 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 news.

We are united in our common aim of strengthening social dialogue in Europe, and look forward to some lively participation in the various educational events.

Königswinter, March 2023

*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.

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](mailto:goeden@eza.org)).

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



## **GROUP OF THEMES 01**

**The European recovery plan,  
the labour market  
and education**

## Democracy and mobility in Europe: the role of workers' organisations

Rome / Italy

23.10. – 25.10.2023

The project deals on the one hand with the mobility of young workers and the EU-wide experience of hosting mobile workers and, on the other, with processes to promote active citizenship in the context of European mobility against the backdrop of the EU programme NextGenerationEU.

### ACLI - ENAIP

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

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Languages: en, fr, it

01-01-23-SE

## Lessons learned from the pandemic and reflections for the future: Education as a key factor in employment, reconstruction and economic recovery in Europe

Madrid / Spain

26.05. – 28.05.2023

The project addresses the challenges for education and training systems and institutions in terms of learning opportunities to acquire digital skills and competences to prepare for new opportunities and forms of employment and respecting workers' rights to achieve the objectives of the European Action Plan for Digital Literacy.

**CEAT**  
**(Centro Español para Asuntos de los Trabajadores)**

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Centro Español para Asuntos de los Trabajadores

Languages: de, en, es

01-02-23-SE

## The current pressure on the labour market: How to solve the shortage of personnel?

Amsterdam / Netherlands

23.10. – 25.10.2023

The project addresses labour and skills shortages and how this phenomenon will shape the economy and labour market over the coming years. The aim is to highlight the consequences and discuss potential solutions. The scope for workers' organisations to improve working conditions and increase wages will also be explored.

**WOW**  
**(World Organisation of Workers)**

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Languages: de, en, es

01-03-23-SE

## GROUP OF THEMES 02

# Integration in the labour market

## Changing labour market – challenges for professional activation of groups with fewer employment opportunities: older workers, young people, refugees

Kazimierz Dolny / Poland

13.10. – 15.10.2023

The project is about (re)integrating older/younger workers and refugees from Ukraine into the labour market through vocational activation, overcoming language barriers and legal obstacles. There should be an exchange of good practices/experiences.

### Europejski Dom Spotkań – Fundacja Nowy Staw

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Languages: en, es, pl

02-01-23-SE

## Between emigration and equal opportunities: working in Europe

Trento / Italy

13.10. – 15.10.2023

The seminar deals with the issues of migration and unequal treatment in the workplace as well as integration and tolerance within the borders of Europe where equal treatment of workers is assured. It also explores the reasons for workers to leave their country in the past and compares them with the factors that play a role in migration today.

**UNAIE**  
**(Unione Nazionale delle Associazioni degli**  
**Immigrati ed Emigrati)**

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Languages: en, fr, it

02-02-23-SE

## GROUP OF THEMES 03

# The challenge of equal opportunities

## Family policy as a key instrument of social development

Brixen / Italy

14.09. – 15.09.2023

The project explores family policy and its role in terms of reconciling work and family, equal opportunities between women and men, partnership and family as an area of responsibility and learning, and care structures and services relating to the risk of poverty, participation in a living wage and prospects for receiving a pension. An ideas and discussion paper on improvements to be sought as a priority is to be developed.

### **AFB**

**(Arbeiter-, Freizeit- und Bildungsverein)**

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in cooperation with

### **IPEO**

**(International Platform  
for Equal Opportunities)**



Languages: de, en, it

03-01-23-PF



## Equal opportunities on the labour market and equal pay for equal work

- System of binding pay transparency, pay gap
- EU gender equality strategy

Vilnius / Lithuania

09.06. – 10.06.2023

The aim of the seminar is to examine what progress has been made in overcoming the gender pay gap, which persists in many EU countries and is still considerable in some cases, through the EU's equality strategy and the system of binding wage transparency. Furthermore, it will be discussed which trade union actions can be promising in order to achieve more equality and a better reconciliation of work and family life for women and men at the workplace.

### LPS „Solidarumas“ (Lietuvos Profesinė Sąjunga „Solidarumas“)

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Languages: de, en, lt

03-02-23-SE

## Migration from certain regions: a threat to equal opportunities – Part 1

(El Bierzo) / Spain

24.05. – 26.05.2023

The project addresses the responsibility of social dialogue and workers' organisations to combat migration from regions that are weak in terms of the economy and labour market and to shape the consequences of demographic development on the labour market.

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

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Languages: de, es, it, pt

03-03-23-SE1

## Migration from certain regions: a threat to equal opportunities – Part 2

Venue not yet defined / Italy

14.06. – 16.06.2023

The project addresses the responsibility of social dialogue and workers' organisations to combat migration from regions that are weak in terms of the economy and labour market and to shape the consequences of demographic development on the labour market.

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

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Languages: de, es, it, pt

03-03-23-SE2

## GROUP OF THEMES 04

# The situation of young people on the labour market

## Problems of youth employment and social life of young workers – impact and consequences of the coronavirus pandemic

Zagreb / Croatia

01.06. – 03.06.2023

The project examines the situation of young workers in dealing with the effects caused by the pandemic crisis and the Ukraine war. In particular, it explores the challenges of a difficult labour market and the decreasing financial resources that can be allocated to education in the wake of these crises.

**HKD Napredak**  
(Hrvatsko kulturno  
društvo Napredak)

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Languages: de, en, hr, it

04-01-23-SE

## Mobility and social security for the young workers in the hospitality branch

Limassol / Cyprus

09/2023

The project focuses on labour mobility in the hospitality sector and how to increase the level of organisation of foreign workers, and to promote the cooperation of workers' organisations to support and advise the relevant workers. A paper will be prepared with the corresponding proposals.

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

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in cooperation with

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(KIKEA) - DEOK)**

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Languages: bg, el, en, ro

04-02-23-SE

## Young workers engaging for solidarity - Why? How? Who?

Linz / Austria

09/2023

The project will conduct a survey-based study on the self-organisation of groups of young workers to improve improving living and working conditions and their relationship or access to trade unions in different European countries.

**JOC Europe**  
**(Jeunesse Ouvrière Chrétienne - Europe)**

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Languages: en, es, fr

04-03-23-SE

## Young people in the midst of the transformation of the world of work: uncertainties – conditions – visions

Herzogenrath / Germany

01.11. – 05.11.2023

The main aim of this project is to provide a platform to young workers' representatives to help shape changes in the labour market, where they can discuss and raise awareness of the multiple challenges faced by young workers in the labour market, share best practices and experiences and develop (common) options for action.

### **NBH**

#### **(Nell-Breuning-Haus)**

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in cooperation with

### **PYW**

#### **(Platform**

#### **for Young Workers)**



Languages: en

04-04-23-PF+KO

## GROUP OF THEMES 05

**Ongoing digital transformation:  
a lasting challenge for the world  
of work**

## Digital transformation, new forms of work and workers' representation – focus on young workers

Predeal / Romania

22.05. – 24.05.2023

A comparative analysis of digitalisation in society, the economy, the state and the world of work will be carried out in this project and challenges for workers' organisations relating to digital change will be determined, and conclusions drawn for potential trade union action.

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

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Languages: en, fr, it, ro

05-01-23-SE

## Employment opportunities in a more ecological, more digital and more resilient Europe

Granada / Spain

06.10. – 08.10.2023

The project explores the aims of the EU regarding the development of an economic structure that meets the requirements of digitalisation. Solutions are being sought regarding how high-quality jobs can be preserved and created within the tense situation between dependency on raw materials and labour shortages.



**CEAT****(Centro Español para Asuntos de los Trabajadores)**

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Centro Español para Asuntos de los Trabajadores

Languages: en, es

05-02-23-SE

**Digital transition, opportunities and risks for workers**

Rennes / France

14.11. – 18.11.2023

The project will examine the connection between decent working conditions, employee satisfaction and productivity with respect to digital challenges. The aim is to highlight the advantages and disadvantages of digitalisation for workers and to discuss how workers' interests can be represented more effectively when digital technologies are introduced into companies and sectors.

**CFTC****(Confédération Française des Travailleurs Chrétiens)**

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Languages: de, en, fr

05-03-23-SE



## GROUP OF THEMES 06

**Quality education as a  
prerequisite for decent work**

## European Pillar of Social Rights: Social dialogue and industrial relations in the education sector in the Baltic States and other EU countries

Jūrmala / Latvia

25.05. – 27.05.2023

This seminar examines education systems in the area of tension between reforms, staff and financial shortages, and the impact of new education models (introduction of private sector management models, Public Private Partnership/PPP etc.) on the workforce of teaching staff. The role of social dialogue is examined before and during the implementation of reforms in the education system and a comparison is made between corresponding developments in the Baltic States and other European countries.

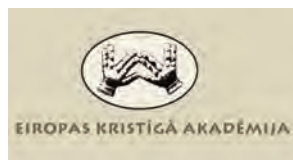
### EKA

**(Eiropas Kristīgā Akadēmija) =  
ECA (European Christian Academy)**

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Languages: en, lv

06-01-23-SE

## Can Europe afford underinvested education?

Poznań / Poland

24.05. – 26.05.2023

The project questions the difference between the perception of education as a cost and as an investment, when investment in education is profitable and how to embed a conviction in the general consciousness that investment in education is not a choice but a necessity, and that no European country can afford to impose restrictions in this respect.

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

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Languages: de, en, fr, pl and others

06-02-23-SE

## Participation of social partners in monitoring national recovery plans in the field of education

Wrocław / Poland

12.10. – 14.10.2023

The project explores the monitoring of national recovery plans by workers' organisations in education. Particular attention will be paid to planned reforms, compliance with implementation, corrective options and measures, and the nature, scope and methods of monitoring national recovery plans by workers' organisations.

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

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in cooperation with

**PED  
(Platform for Education)**

Languages: de, en, es, fr, hu, pl

06-03-23-PF

## **GROUP OF THEMES 07**

**Safe and healthy working  
conditions in times of digital  
transformation**

## Work is more than just the act: How to improve the well-being of employees – also in view of increasing harassment at the workplace?

Venue not yet defined / Cyprus

20.02. – 22.02.2024

The project concerns violence, abuse and harassment in the workplace. The aim is to raise awareness on this issue among the social partners. It will also explore preventive measures and positive examples and experiences to increase well-being at work.

**Krifa**  
(Kristelig Fagbevægelse)

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Languages: not yet defined

07-01-23-SE

## Safe and healthy work in the digital age

Ružomberok / Slovakia

09.06. – 10.06.2023

The project aims to raise awareness of the challenges and opportunities for occupational health and safety using digital technology.

**NKOS**  
(Nezávislé kresťanské odbory Slovenska)

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Languages: en, sk

07-02-23-SE

## New strategy Health and Safety in the workplace: EU strategic framework on health and safety at work 2021-2027

Vilnius / Lithuania

07.09. – 09.09.2023

The project focuses on strengthening the competences of members in occupational health and safety committees in the workplace at a company, municipal and national level based on the EU Strategic Framework 2021-2027 on Health and Safety at Work.

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

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Languages: de, en, lt, pl

07-03-23-SE

## The future of work based on dignity and respect – The role of the social partners in view of increasing harassment at the workplace

Struga / North Macedonia

25.05. – 27.05.2023

The project discusses the protection against psychological and sexual violence and against bullying and discrimination in the workplace, and the effective implementation or creation of the corresponding legal regulations and the role of workers' organisations in this respect.



**YHACM - UNASM - UIATUM  
(Union of Independent Autonomous  
Trade Unions of Macedonia)**

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Languages: en, mk, sq, sr



07-04-23-SE

## **GROUP OF THEMES 08**

**The European Green Deal:  
the role of workers' organisation  
on the way to a sustainable and  
climate-neutral economy and  
employment**

## The Green Deal and employment: A strong and just transition through a strengthened social dialogue within the EU

Houffalize / Belgium

28.11. – 29.11.2023

In the aftermath of the Covid 19 crisis and as the war in Ukraine is raging, the European Union is facing the challenges of unprecedented inflation, an explosion of energy prices, supply chain disruption and a skills shortage. In this situation is an important but difficult chance to advance the European Green Deal, particularly while also observing the principles of a just transition. The aim of the project is to identify ways in which greater involvement of social dialogue and trade unions can safeguard workers' rights in this process and ensure that the necessary transition can become a socially just transition.

### **BIE Int. (Bouw-Industrie & Energie International)**

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

08-01-23-SE

## Just transition and the European Green Deal: which role for workers' organisations?

Brussels and Genk and  
Maasmechelen / Belgium

28.09. – 29.09.2023  
or 05.10. – 06.10.2023

Under the European Green Deal, net greenhouse gas emissions will be reduced to zero by 2050. The seminar will focus on the regions in the European Union where the highly polluting industries are located. By presenting innovative larger and smaller projects, the aim is to show how socially just structural change can ensure dignified work for all workers who have to move to a new job.

### **EUROMF**

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Languages: en, it, nl, ro

08-02-23-SE

## A fairer, greener, more effective and more supportive Agricultural Policy

Rome / Italy

10/2023

Agricultural production plays a central role in achieving the ambitious goal of the European Green Deal to make the European Union climate-neutral by 2050. The project aims to develop strategies - also based on concrete practical examples - on how small and medium-sized agricultural enterprises, which play a prominent role in the sector, can operate sustainably and take into account the interests of their employees without failing when faced with the competition from large enterprises.

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

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Languages: en, es, it, de/fr

08-03-23-SE

## **From Linear to Circular: The role of workers' organisations in the circular economy**

(Algarve) / Portugal

11.05. – 12.05.2023

The aim of the seminar is twofold: on the one hand, representatives from workers' organisations will be informed of the European Union's action plans for the transition to a circular economy. On the other, the seminar will explain what workers' organisations and consumers can do to help protect jobs and dignified work in the transition to a circular economy. In this context, the focus will be on the importance of sustainable tourism.

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

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Languages: de, en, fr, it, pt

08-04-23-SE

## The Just Transition Fund: How the trade unions can protect the rights of the workers whose workplaces are subject to reconversion

Reșița / Romania

02/2024

“Leaving no one behind” – this basic concept of the “just transition” mechanism will be scrutinised in the project, and will seek answers to the following questions: what is the impact of the transition to a climate-neutral economy on workers, their jobs and their quality of life? How can trade unions and other workers’ organisations ensure that they are adequately involved in the implementation of the just transition mechanism and also have the opportunity to make any corrections and improvements for the benefit of workers particularly affected by the transition?

### IFES

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

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Languages: en, fr or it or de, ro

08-05-23-SE

## Green transition: Challenges and opportunities for the trade unions

Limassol / Cyprus

18.05. – 19.05.2023

The requalification of workers is an important keyword in the transition to a climate-neutral economy. The aim of the project is to examine the existing green skills programmes and to explore how trade unions and other workers’ organisations can use social dialogue to expand and improve this form of vocational training.

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

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Languages: el, en and others

08-06-23-SE

## European Green Deal and employment

Setúbal / Portugal

08.06. – 11.06.2023

The coronavirus pandemic has made the labour market situation significantly worse for workers in some sectors. The Ukraine war has led to sudden and rapidly rising price increases, particularly for energy and food, which has significantly reduced the purchasing power of all workers. In view of the climate change that is happening more quickly than anticipated, however, the importance of European climate policy – and here in particular the goals of the European Green Deal – must not be pushed into the background. The project aims to show workers' organisations in Europe ways in which they can achieve dignified work and a dignified wage in the transition to a climate-neutral economy, particularly in today's world.

**LOC/MTC**  
**(Liga Operária Católica - Movimento de  
Trabalhadores Cristãos)**

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Languages: de, en or fr, es, pt

08-07-23-SE

## The European Green Deal – making the socio-ecological transformation a future project for all

Medulin / Croatia

23.08. – 25.08.2023

Shaping the European Green Deal in a way that is socially acceptable, reconciling climate protection and the preservation of jobs, successfully representing workers' interests in the transformation process – the project will discuss these challenges and will develop the corresponding strategies for action for trade unions and other workers' organisations.

### **NBH**

#### **(Nell-Breuning-Haus)**

Rainer Rißmayer

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Languages: bg, en, hr, ro

08-08-23-SE



## **GROUP OF THEMES 09**

# **Decent working conditions and decent wages**

## Precarious work

Băile Felix / Romania

25.05. – 28.05.2023

The project focuses on how to combat precarious work. Here, the legal regulations on labour relations, social protection and the labour market will be analysed and the project will examine the influence of digitalisation on precarious work. Effective examples of measures and initiatives of workers' organisations will be exchanged, taking into account the EU's efforts to set minimum wages to combat precarious work.

**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

09-01-23-SE

## Decent work promoting economic growth and full employment

Marsala / Italy

Date not yet defined

The objectives of European Union form the reference points of this project, namely to achieve employment by 2030, ensure decent work for all, inclusion and equal pay for equal work. The discussion will focus on how employment contributes to economic growth. We must always bear in mind that, particularly in times of high inflation, purchasing power ensures growth and enables the development of sustainable enterprises and especially small businesses, which can then in turn hire workers. Decent work generates more tax revenue in individual countries, which are therefore able to finance social policies designed to support people who cannot find

work or who are unable to work. Strategies for workers' organisations on how to strengthen purchasing power and secure decent work will be developed in the seminar.

### **MCL / EFAL**

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

Giorgio D'Antoni and Maria Pangaro

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[presidente@efal.it](mailto:presidente@efal.it) (Giorgio D'Antoni)

[m.pangaro@mcl.it](mailto:m.pangaro@mcl.it) (Maria Pangaro)



Languages: de, en, es, it

09-02-23-SE

## **The position of the most vulnerable workers in a labour market in (r)evolution**

Antwerp / Belgium

23.11. – 25.11.2023

Crises in the labour market arising from the coronavirus pandemic and the economic impact of the war in Ukraine, and also challenges such as the transition to a climate-neutral economy and the digitalisation of the world of work further complicate the existing difficult situation for the most vulnerable groups of workers. The aim of the seminar is to collect statistical data on the labour market integration of these groups of people, to present examples of best practices and to study the relevant projects of civil society, particularly workers' organisations.

### **ESRI**

#### **(European Social Responsibility Institute)**

Bruno Machiels

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Languages: en, nl

09-03-23-SE

## Current challenges for workers in the judiciary sector

Bucharest / Romania

01.06. - 03.06.2023

The project aims to assess the impact of the coronavirus pandemic and other current economic and political developments on workers and workers' rights in the justice sector. Regulations that have emerged as a result of the coronavirus pandemic in the justice sector will be examined, particularly with respect to safety equipment for workers to ensure occupational health and safety. In addition, the current situation of judiciary employees will be analysed in terms of recent developments, including digitalisation and privatisation.

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

Bert Van Caelenberg

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Languages: de, en, ro, sh

09-04-23-SE

## Preserving the rule of law and a functioning democracy – the role of workers in the public sector

Strasbourg / France

21.09. – 23.09.2023

The project aims to analyse the causes and background of the labour shortage and the difficulties in recruiting new staff in the public service sector, and to explore how the previous appeal of employment in the public sector can be regained and what role workers' organisations and social dialogue can play in this respect.

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

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Languages: de, en, fr, sh

09-05-23-SE

## **Privatisation of social risks in the context of cross-border mobility in the EU**

Leuven / Belgium

04.12.2023

Not all mobile workers in the EU are covered by the regulations on the coordination of the relevant national social security systems. They are therefore forced to take out private insurance to protect themselves against social risk.

This project aims to identify the groups of mobile workers in the EU who do not fall within the scope of the coordination regulations and the reasons for this. The project will also examine the extent to which private insurance is used as an alternative in the cross-border context, with a particular focus on private health insurance, and will analyse why mobile workers are forced to take out private insurance.

The project consists of three parts: the preparation of a preliminary thesis paper, the discussion of the paper in a seminar and the drafting of a final scientific working paper.

**HIVA -**  
**Onderzoeksinstituut**  
**voor Arbeid en Samenleving**

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and Nancy Vertongen

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Languages: en

09-06-23-FP+SE

## Ensuring high-quality and sustainable employment in a changing world

Vilnius / Lithuania

12.10. – 14.10.2023

The project examines the changes in the world of work due to the global crises (notably the pandemic and the Ukraine war) and the effects on employment, income, purchasing power, education and training as well as European values are explored. An improvement in the impact of the trade unions and their action in times of crisis will also be discussed.

### **LDF Education Center (Vsi Lithuanian Labor Federation Education Center )**

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Languages: de, en, es, lt

09-07-23-SE

## Stop waiting for the next crisis: decent working conditions and fair wages now!

Sofia / Bulgaria

29.06. – 30.06.2023

The project highlights the European approach and the initiatives of workers' organisations to defend democracy and workers' rights in a time of violent conflicts at the EU borders and to put common values and long-term goals to the test. The project will therefore:

- explore new ideas on how to lay the foundations for a just, green and digital society in a time of multiple crisis;
- identify the major challenges in terms of priorities in social policy to shape economic recovery while addressing inequalities;
- stimulate debate on the link between decent work and economic recovery from a trade union perspective.

**PODKREPA CL**  
**(Confederation of Labour PODKREPA)**

Veselin Mitov

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Languages: bg, de, en, fr

09-08-23-SE

## Adequate minimum wages – The way forward

Venue not yet defined / Malta

30.11. – 01.12.2023

The project examines the draft directive on adequate minimum wages in the EU and the assessment of its potential effects. Different minimum wage models will be presented and compared. A critical analysis will also be carried out on the potential effects of minimum wages on the increase in the cost of living, on combating gender pay gaps and on supporting low-paid workers.

**UHM**  
**(Union Haddiema Magħqudin)**

Josef Vella

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Languages: en, es, it, pl

09-09-23-SE

## **GROUP OF THEMES 10**

# **Capacity building for workers' organisations**



## Capacity building for workers' organisations: Boosting negotiation skills: win-win negotiations

Belgrade / Serbia

21.09. – 24.09.2023

The project aims to strengthen the negotiation skills of trade union representatives in social dialogue. The aim is to demonstrate, also using practical exercises in the seminar, how joint, goal-oriented approaches to solutions can be filtered out of the often different negotiating positions of employer and employee representatives, and which negotiating techniques and mutual confidence-building measures are required for this.

**RS BOFOS**  
**(Republican Trade Union**  
**of Employees in Banks,**  
**Insurance Companies and other**  
**Financial Organizations of Serbia)**

Mara Erdelj

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Languages: de, en, sh

10-01-23-SE

## Young leaders

Lisbon / Portugal

06/2022

The project is part of a course for leaders in workers' organisations. This module will provide learning units on the European dimension of the actions of workers' organisations, conflict management and communication in workers' organisations.

**CFTL**  
**(Centro de Formação e Tempos Livres)**

João Paulo Branco  
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E-mail: [paulo.branco@stellantis.com](mailto:paulo.branco@stellantis.com)



Languages: fr, pl, pt

10-02-23-KU

## Young leaders

Venue not yet defined / Poland

Date not yet defined

The project is also part of a course for leaders in workers' organisations. This module will also provide learning units on the European dimension of the actions of workers' organisations, conflict management and communication in workers' organisations.

**Europejski Dom Spotkań –  
Fundacja Nowy Staw**

Agata Dziubińska-Gawlik  
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Languages: fr, pl, pt

10-03-23-KU

## Digitalisation: a tool to spread workers' rights and reach vulnerable groups

Valencia / Spain

17.10. – 19.10.2023

The project relates to capacity-building for workers' organisations in terms of developing digital networks, online working groups, digital tools and information chains to boost social dialogue.

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

Laura Estévez Fernández  
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Languages: de, en, es, fr, pt

10-05-23-SE

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

Countries of the Western Balkans

01.04.2023 – 15.02.2024

The special project for workers’ organisations in the Western Balkans serves to address the specific training needs of workers’ organisations in the region and aims to strengthen social dialogue in the area and contribute to the EU integration of the respective countries.

**EZA**  
**(Europäisches Zentrum**  
**für Arbeitnehmerfragen)**

Sigrid Schraml  
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Languages: not yet defined

10-06-23-SP

## Project and financial management training

Königswinter / Germany

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 provided since 2018 in the context of the EZA educational programme. One focus area concerns the efficient use of financing/grant resources.

**EZA**  
**(Europäisches Zentrum  
für Arbeitnehmerfragen)**

Sigrid Schraml

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Languages: not yet defined

10-07-23-KU

## Kick-off seminar: priorities of the European social dialogue

Sofia / Bulgaria

23.11. – 24.11.2023

The aim of this project is twofold: on the one hand, to continue the series of kick-off seminars held since the 2001 academic year and to present the priority themes of the EZA education programme “European Social Dialogue” 2024. On the other, it will be an opportunity for an in-depth reflection on the current topics of the 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). This will enable the participating representatives of the EZA member centres to develop ideas for improving the quality of the seminar content. Focus topic this year: European Year of Skills.

**PODKREPA CL**  
**(Confederation of Labour PODKREPA)**

Veselin Mitov

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

10-08-23-KO

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

Brussels / Belgium

03/2024

The aim of the EZA conference in Brussels is to discuss a highly topical EU issue in the field of employment and social affairs and to discuss its further development and political implementation with workers' organisations and EU actors.

**EZA**  
**(Europäisches Zentrum für Arbeitnehmerfragen)**

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Languages: not yet defined

10-11-23-KO

## **GROUP OF THEMES 11**

**Democracy and rule of law  
as a basis for the work of workers'  
organisations in Europe**

## Democracy in times of crisis: the role of workers' organisations

Brixen / Italy

18.05. – 19.05.2023

The theme of the seminar is the fundamental importance of solidarity and democracy for workers' organisations and society, and the application and adaptation of the values of equality and solidarity in a changing world of work as the core of the trade unions' own understanding of their role. Workers' organisations and social dialogue are defined as guarantors of democracy, the rule of law and solidarity, and as a force to counter populism.

**AFB**  
**(Arbeiter-, Freizeit- und Bildungsverein)**

Heidi Rabensteiner

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Languages: de, en, it

11-01-23-SE

## Mobilisation and participation of workers in promoting decent work

Lisbon / Portugal

01/2024 or 02/2024

The work of the trade unions was particularly difficult during the coronavirus pandemic. Negotiations in the social dialogue could often only be conducted online; the same applied to contact with existing members and the acquisition of new members. The seminar will analyse how to improve the representativeness of trade unions and works councils and how to strengthen and extend the validity of collective agreements in the period after the coronavirus pandemic. Recommendations will also be developed for trade unions and other workers' organisations on how to achieve decent work through the greater mobilisation and participation of workers.

**CFTL**  
**(Centro de Formação e Tempos Livres)**

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Languages: en, es, pt and others

11-02-23-SE

## The rule of law and a functioning democracy as prerequisites for social welfare: the role of workers' organisations

Barcelona / Spain

21.09. – 23.09.2023

The project will analyse the social constitutional state, the European social model and the social security systems. The aim is to question how the various recent crises have affected these, and what workers' organisations can do to restore European ideas and structures.

**ECWM - EBCA - MTCE**  
**(European Christian Workers Movement)**

Olinda Marques

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Languages: de, en, es, fr

11-03-23-SE



## Post-covid-19: Dialogue with the youth: new challenges in tomorrow's world of work

Paris / France

19.10. – 22.10.2023

The project will address fundamental questions of how to build a new, post-Covid society and will fundamentally rethink how work, the economy and social dialogue can be shaped in the future as the generations change.

### **GEPO (Groupe Européen de Pastorale Ouvrière)**

Claude Holper and Pontien Kabongo

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Languages: de, en, fr, pt

11-04-23-SE

## Social security – A foundation for peace and democracy

Bolzano / Italy  
and Haltern am See / Germany

23.06. – 25.06.2023  
and 17.11. – 19.11.2023

This project explores the importance of social inequality/security for peace and democracy in Europe and social security systems will be examined from the perspective of co-creation and proactive responsibility. Precarious work and cross-border labour mobility and the associated need for action in Europe will also be examined, revealing differences and similarities in social security systems in various European countries.

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

KönzgenHaus

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Languages: de, en

11-05-23-SE

**KGZE 2023: How can trade unions contribute to the future viability of our society? Do our Christian social values have a motivating and inspiring effect?**

Vienna / Austria

20.04. – 22.04.2023

The project focuses on the impact of the various crises on workers and the importance of Christian social values for trade union action and social dialogue in the face of these crises.

**ÖZA  
(Österreichisches Zentrum  
für Arbeitnehmerbildung)**

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Languages: de, en, fr or it and others

11-06-23-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](http://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
mk	Macedonian
nl	Dutch
pl	Polish
pt	Portuguese
ro	Romanian
sh	Serbo-croatian
sq	Albanian
sr	Serbian



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 Certificate registration number: 004192 ISO