



EUROPEAN CENTRE  
FOR WORKERS' QUESTIONS



# EDUCATIONAL PROGRAMME 2026

## European Social Dialogue



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## FOREWORD

Ladies and Gentlemen,

Dear Colleagues,

Europe is facing a profound economic transformation. Reliable multilateral cooperation has long depended on the rules-based international order, which has come under clear pressure. For Europe, this is resulting in more uncertainty in terms of trade relations and security issues, with direct consequences for the development of the European economy, employment and social cohesion.

Labour markets are being increasingly shaped by intense competitive pressure, industrial transformation, digital upheavals, demographic change and skills shortages. Companies face the challenge of operating in a climate-neutral and innovative manner, while workers need secure jobs, fair working conditions and good future prospects.

The European Union is responding to this situation with, among others, the 'Competitiveness Compass', which boosts strategic resilience. It is crucial that economic modernisation and the safeguarding of social achievements go hand in hand!

Social dialogue is now playing a key role here. A social partnership based on trust makes a significant contribution to shaping transformation in a fair process.

The European Centre for Workers' Questions has 70 members in 30 European countries and, as a network of workers' organisations across Europe, is committed to strengthening social dialogue through capacity building. Christian social values are our guiding principle, so we are therefore committed to ensuring that humanity remains at the centre of any economic and political action. Based on Christian social teaching, we view work not only as an economic factor, but as the foundation of dignity, participation and social cohesion.

Our educational program “European Social Dialogue 2026/27” is creating spaces for further education, exchanges, networking and the development of joint strategies for action. The aim is to empower and train multipliers from trade unions and other workers’ organisations to fulfil their role in the social dialogue in an optimal way. We would like to place particular emphasis on promoting young talent.

Our educational program this year focuses primarily on the following topics: competitiveness, Quality Jobs Roadmap, Clean Industrial Deal, Roadmap for Women’s Rights, Gen Z in the labour market and digitalisation/AI. As a long-standing campaign partner, we will support the current EU-OSHA campaign as we have previously, and will continue our special project for the EU candidate countries.

The following pages contain all the information on the content, project sponsors, venues, dates and working languages of our seminars. Please address questions regarding participation requirements and applications directly to the respective project sponsor. Please note that dates, locations and formats are subject to change. The current status is available on the [EZA website \(www.eza.org\)](http://www.eza.org) at all times.

We are united in our common aim of strengthening social dialogue in Europe and of ensuring decent work for all, and look forward to your participation.

Königswinter, March 2026

*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 30 European countries, we advocate the rights of workers with 70 member organisations. We combine socio-cultural workers' organisations, trade 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 education seminars a year on the European social dialogue, and we also enable thematic platforms on work mobility/migration, education systems, equal opportunities 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 trade 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

# Competitiveness compass and Union of Skills

## Long-term competitiveness and improved well-being for citizens. Compass for competitiveness and economic growth

Málaga / Spain

04.12. – 06.12.2026

The project aims to analyse the strategic value of the Competitiveness Compass and the key performance indicators of innovation initiatives under the Competitiveness Compass, to assess the Union of Skills framework in the context of the Competitiveness Compass, and to evaluate the strategic importance of strengthening Europe's technological sovereignty in strategic sectors. In particular, it will focus on Europe's socio-economic landscape and examine how the measures under the Competitiveness Compass affect employment, vocational training and citizens' social rights.

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Centro Español para Asuntos de los Trabajadores

Languages: en, es, it

01-01-26-SE

## 9th European Social Week

Königswinter / Germany

11.02. – 13.02.2027

Against the background of the reorientation of European economic policy towards increasing competitiveness, the project will discuss which values should determine the economic policy orientation in the EU. Based on these findings, there will be a discussion on how to change the direction of economic policy. To this end, the first question to be asked is where European companies are lacking in competitiveness and how effective solutions could look. In particular, the conditions for fair global trade must first be clarified, defined and established for the future.

From the perspective of trade unions and other workers' organisations, the question arises as to the social and environmental impact of possible changes resulting from economic policy in the EU. It must be prevented that workers' rights suffer under the guise of what may appear to be legitimate concerns of companies.

Valuable, meaningful and sustainable changes are achieved through the use of practical and concrete ideas that already bring about change on a small scale.

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**(European Social Responsibility Institute)**

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Languages: de, en, fr (es, it)

01-02-26-KO

## The Role of Education in the Integration of Migrant Workers - (Part 2)

Lucca / Italy  
or Canary Islands / Spain

30.11. – 03.12.2026

Europe is a region of immigration, a continent with a rapidly ageing population and a shortage of labour, particularly in sectors such as agriculture and tourism. At the same time, it is experiencing the rise of populist movements.

The project aims to achieve the following objectives:

- Identify the problems that exist in the countries participating in the project with regard to migrant workers and their families;
- Find solutions to identified problems with the help of insights gained from the two EZA platforms (Education Platform and International Platform for Cooperation and Migration);

- Analyse problems at educational, social and employment level and identify best practices in education and social and professional integration (labour market) in the European context;
- Gain an understanding of the realities of migration locally (host countries);
- Identify lines of action ranging from the reception of new immigrants to the integration of those already resident;
- Analyse how Europe can develop strategies to deal with the current situation;
- Consider the importance of strengthening integration policies in the labour market, as employment is one of the most important elements for integration.

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

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in cooperation with

**IPCM**  
**(International Platform for**  
**Cooperation and Migration)**



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

01-03-26-PF

## Developing skills to compete in change

Milan / Italy

14.10. – 16.10.2026

The general objective of the project is to support the Union of Skills initiative within the framework of the Competitiveness Compass by raising awareness of the skills gap in the EU, which is due to a low supply of people with tertiary education qualifications and limited continuing training opportunities for adults. All this represents a major gap that hinders competitiveness at a time of great change.

Specific objectives:

- Identify the causes of the gap: crisis in education systems, ageing population, low levels of continuing education, insufficient mobility and working conditions;
- Promote a new mindset: vocational education and training must be valued as highly as other educational pathways, especially in view of the growing demand for technical profiles;
- Highlight the urgency of lifelong learning: currently, only 40% of European adults participate in continuing education, which is well below the 60% target set for 2030;
- Promote dialogue and the exchange of best practices between companies, education providers, trade unions and other workers' organisations as well as other European actors;
- Stimulate joint reflection on concrete strategies to strengthen skills at EU level.

**FLC**

**(Fondazione Luigi Clerici)**

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 The logo for Fondazione Luigi Clerici, featuring the name in a stylized, green, cursive font.

Languages: de, en, es, it

01-04-26-SE

## Competitiveness Compass and Union of Skills

Prague / Czech Republic

21.05. – 23.05.2026

The main objective of the project is to empower leaders and representatives of trade unions and other workers' organisations with knowledge, strategic tools, and enhanced capacity to actively shape policies and practices related to competitiveness and skills development, ensuring a socially just and sustainable future of work in Europe.

Operational objectives include:

- Enhance understanding of the interplay between competitiveness and skills;
- Strengthen the capacity of trade unions and other workers' organisations in skills development and lifelong learning;
- Foster effective social dialogue on competitiveness and the future of work;
- Promote a human-centred approach to competitiveness and technological change.

### KAP

(Hnutí „Křesťan a práce“)

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Languages: cs, de, en

01-05-26-SE

## The Role of Education in the Integration of Migrant Workers - (Part 1)

Venue not yet defined / Poland

08.10. – 11.10.2026

The project will deal with the Action Plan for Integration and Inclusion 2021-2027 (Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee, the Committee of the Regions) in the area of Education. Experiences will be shared and presented regarding:

- The level of participation in early childhood education and care of migrant children;
- Preparation of teachers to work in multicultural and multilingual classrooms;
- Facilitating the recognition of qualifications from third countries;
- Successes in creating multilateral learning communities in the local environment using schools, among others;
- The dynamics of migrants' participation in language training and citizenship awareness programmes.

Regarding the good practices shown and the possibilities of their use, a catalogue of tasks to be carried out by trade unions and other workers' organisations on a European and national scale will be discussed.

**KK NSZZ "Solidarność"**  
**(Komisja Krajowa NSZZ "Solidarność")**

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in cooperation with

## **PED (Platform for Education)**

Languages: en, es, it, pl, pt

01-06-26-PF

## **Competitiveness Compass. Promoting skills and quality jobs and strengthening social dialogue**

Vilnius / Lithuania

23.07. – 25.07.2026

The project aims to look on the compass for competitiveness and the union of skills to understand better them and Mario Draghi's recommendations.

It is to familiarize leaders of trade unions and other workers' organisations with EU policies on competitiveness issues and to present the Clean Industrial Deal to make industry competitive and create quality jobs. A reflection will be done on how social dialogue, as a basis for implementing fundamental changes, could strengthen trade unions and other workers' organisations and contribute to the implementation of the above-mentioned goals.

There is also the issue if new forms of employment relations and wage reductions will be the path that make Europe more competitive.

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

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Languages: de, en, lt, pl

01-07-26-SE

## Trade union mobilization to defend jobs and rights: we say NO to austerity and YES to solidarity!

Sofia / Bulgaria

02.07. – 04.07.2026

The project has the following objectives:

- Look at the impact of the new EU economic-governance framework and the Omnibus proposal on Europe's workforce;
- Develop demands from the workers' perspective with regard to an EU industrial policy that promotes internal demand and employment with social dialogue and collective bargaining as the rights-based tools in support of workers;
- Explore ways of mobilization of trade unions and of other workers' organisations for a forward-looking EU industrial policy in order to enhance competitiveness and drive quality employment;
- Discuss the engagement of trade unions and other workers' organisations for the future: manage workplace changes in times of digital and environmental transitions.

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**(Confederation of Labour PODKREPA)**

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Languages: bg, de, en, fr

01-08-26-SE

## Innovation, Sustainability, and Skills for the Future of Employment in Europe: Talent and Competencies in the Digital Age

Valencia / Spain

07.04. – 09.04.2026

The project has set itself the following objectives:

- Analyse the benefits of European strategies for digital and green transition that aim to close skills gaps and strategically strengthen competitiveness and economic resilience in a global context;
- Assess the importance of developing key skills and competences (digital, sustainable and transversal) as a tool for improving employability and productivity in the European Union;
- Examine the success indicators of innovation and continuing education initiatives and assessing their impact on labour market adaptation and business competitiveness, including important aspects such as talent retention and the promotion of intergenerational mentoring to strengthen knowledge transfer;
- Assess the strategic relevance of promoting technological autonomy and sustainability in critical sectors to ensure that the workforce is prepared for the challenges of digital and green transition, while preserving jobs linked to knowledge and traditions that are part of Europe's productive heritage.

### **CEAT**

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

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Languages: en, es, it

01-09-26-SE

## **GROUP OF THEMES 02**

**Pact for European social dialogue –  
roadmap for high-quality jobs**

## Pact for European Social Dialogue – Quality Jobs Roadmap

Venue not yet defined / Romania

06/2026 or 07/2026

The project aims to raise awareness about the importance of social dialogue in promoting fair working conditions, decent jobs, and inclusive labour markets. It seeks to build the capacity of trade unions and other workers' organisations by providing practical tools and best practices to engage effectively in social dialogue at local, national, and European levels. The project promotes critical thinking and active citizenship by encouraging participants to address challenges like digitalization, climate change, and demographic shifts, fostering innovative solutions for high-quality jobs. It also strengthens cooperation and networking among trade unions and other workers' organisations to support ongoing knowledge exchange. Finally, the project contributes to implementing the European Pillar of Social Rights by promoting fair wages, social protection, equal opportunities, and safe working environments. Overall, it empowers individuals and organisations to improve labour standards and advocate for social justice across Europe.

### CNSM

#### (Confederația Națională a Sindicatelor din Moldova)

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Languages: en, ro

02-01-26-SP

## Tourism as an economic factor from the perspective of workers' rights and challenges

Brixen / Italy

10.09. – 12.09.2026

The aim of the project is to gain a better understanding of tourism as an economic factor, to focus in particular on the working conditions of workers and to explore the challenges they face. Finally, it aims to identify possible solutions, for example by drawing on examples of good practice, or to highlight specific areas where action is needed. Another important concern is the perception of intra-EU migration in this specific labour market with its challenges (distance from families of origin, seasonal contracts, lack of continuous social security contributions). In addition, the project wants to look at critical aspects such as undeclared work or, in some cases, tax evasion, and it wants to facilitate a specific exchange with local political decision-makers, trade unionists and representatives of other workers' organisations as well as representatives of the business community.

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

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Languages: de, en (as needed), es, fr

02-02-26-SE

## Participation and internal workplace democracy

Venue not yet defined / Italy

28.05. – 31.05.2026

The project will address the issue of work and the role of democracy and active participation of workers with the following objectives:

- Ensure that workers' rights of information and consultation are fully implemented before any decision by management that affects employment and working conditions;
- Ensure that trade unions and other workers' organisations as well as workers' representatives have access to the necessary expertise to discuss possible alternatives to management plans, so as to ensure that restructuring processes are carried out in a socially responsible manner without negative consequences, including dismissals;
- Ensure that workers' representatives at board level are fully involved in discussions and decisions;
- Ensure that an adequate and thorough information and consultation process takes place before decisions on restructuring are taken;
- Provide the necessary resources and time to ensure comprehensive participation and linkage between the various levels.

### **MCL / EFAL**

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

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Languages: de, en, es, fr, it

02-03-26-SE

## Consequences of social media use in the public education system

Nicosia / Cyprus

09.12. – 11.12.2026

The project aims at identifying and analysing the currently biggest challenges teachers and professional staff in education face with regards to social media use. As topics, challenges and experiences on the national or regional level are multifaceted, the first phase of the project will focus on identifying two or three main themes that need to be most urgently discussed by trade unions and other workers' organisations. The first project phase will also include a mapping of partners and potential partners. The second phase of the project aims at bringing together the mapped actors in order to discuss the previously defined topics, exchange experiences and explore new cooperation opportunities on the European level. The main expected result for participants is to be able to voice their concerns and wishes and based on these, find a platform of cooperation with other trade unions and workers' organisations across Europe.

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

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Languages: de, en, BCMS

02-04-26-SE

## Dignity knows no boundaries: Christian perspectives on work migration

Herzogenrath / Germany

02.11. – 04.11.2026

The project aims to raise awareness and develop options for action for Christian trade unions and other workers' organisations on the following issues:

- Low-wage sector and precarious employment: Many migrants work in poorly paid, physically demanding sectors such as construction, care, agriculture, logistics or meat processing – often without adequate health and safety protection, on contract, as temporary workers or in undeclared employment.
- Housing situation and isolation: Migrant workers often live in overcrowded shared accommodation, isolated from the majority society.
- Legal uncertainty and exploitation: Many are unaware of their rights or are afraid to assert them. This makes them vulnerable to wage fraud, lack of social security or dismissal.

Awareness should also be raised about the significance of skilled workers leaving for the sending countries.

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

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Languages: de, en, fr

02-05-26-SE

## **For quality jobs in the agri-food sector: building social dialogue together in supply chains and rural areas**

Rome / Italy

04.12. – 06.12.2026

The main objective of the project is to raise awareness of the Pact for European Social Dialogue as a strategic tool for cohesion and quality at work. The focus is on the agricultural and food sector, where decent work is an urgent challenge. The project aims to create a structured space to define a common vision of high-quality

work in the agricultural and food sector based on fair wages, security, training, integration and sustainability. The project provides an opportunity for transnational exchange of good practices and promotes the participatory development of concrete tools (guidelines, recommendations, frameworks) useful for the implementation of the Pact. It also strengthens integration at several levels between institutions, association networks and social partners by enhancing the role of the European Commission, the European Social Dialogue Envoy and the EZA and ICRA networks as key actors for participation and innovation.

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(International Catholic Rural  
Association Europa)**

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I.C.R.A.

Languages: en, it

02-06-26-SE

## **Quality jobs. The perspective given for the social partners by the Pact for European Social Dialogue**

Cluj-Napoca / Romania

11.02. – 14.02.2027

The new Pact for European Social Dialogue declares the establishment of a long-term framework with concrete actions to be taken by the European Commission and social partners to strengthen, expand the scope of social dialogue, and promote a stronger consultation of social partners.

The objectives of this project are the following:

- Inform about the new instruments that exist in the EU regarding the quality of the workplace. Documents such as the Pact for European Social Dialogue, the roadmap and the annual work plans are of interest to all social partners and especially to trade unions and other workers' organisations;

- Provide a platform for trans-European discussions on jobs and the aspects that define their quality;
- Disseminate the results already obtained at European level as a result of the use of this instrument;
- Transmit the conclusions of these discussions to the representatives of trade unions and other workers' organisations acting at national and European level so that the opinions and conclusions of the participants can contribute to the adjustment of the working mechanisms and work plans for the following periods.

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

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Languages: de, en, ro

02-07-26-SE

## **Capacity building and new approaches for workers' organisations, for more active citizenship in Europe**

Lisbon / Portugal

04.06. – 07.06.2026

The project aims to examine the rapidly changing reality of work across Europe and reflect on declining civic participation in various areas of society. Against this background, new skills are to be developed, and answers found in order to meet today's new challenges – particularly with regard to insufficient wage increases coupled with strongly rising living costs and the associated poverty risks.

## LOC/MTC

### (Liga Operária Católica - Movimento de Trabalhadores Cristãos)

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Languages: de, en / fr, es, pt

02-08-26-SE

## Workers' organisations and solidarity in Europe

Lisbon / Portugal

29.05. – 31.05.2026

The project focuses on examining and enhancing the role of trade unions and other workers' organisations as actors of social cohesion and defenders of workers' rights in the European context. The objectives of the project are as follows:

- Historical analysis of workers' organisations;
- Reflection on current challenges such as precarious working conditions, digitalisation and labour migration;
- Promoting solidarity and transnational cooperation between organisations;
- Introducing young workers to trade unions and other workers' organisations in order to show them their essential role in defending democracy and social cohesion;
- Contributing to the development of a culture of European solidarity.

**SINERGIA**  
**(Sindicato da Energia Portugal)**

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Languages: en, pt

02-09-26-SE

## **Strengthening Road Construction sector: high-quality and safer jobs through increased vocational training**

Harderwijk / Netherlands

27.01. – 28.01.2027

The project has the following objectives:

- Strengthening cooperation between trade union representatives from Croatia, Serbia, France, Belgium, the Netherlands and Italy in the road construction sector;
- Improving understanding of health and safety conditions, workers' rights and practices of multinational companies in the road construction sector in the participating countries;
- Developing strategies to address common challenges, improve working conditions and promote social dialogue within the sector;
- Developing concrete action plans and recommendations for future cooperation and implementation of best practices in road construction;
- Researching and promoting the use of new, environmentally friendly products and technologies in road construction to meet green transition goals;
- Addressing the challenges posed by labour shortages and skills gaps by developing strategies to make road construction more attractive to potential employees and to retain staff.

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

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Languages: not yet defined

02-10-26-SP

## **The European Pillar of Social Rights: Advancing Labour Market Security through Minimum Rights and inclusive social dialogue**

Vienna / Austria

03.02. – 05.02.2027

This project will provide a focused exploration of labour market security within the framework of the European Pillar of Social Rights (EPSR).

Overall Goal: To contribute to the effective implementation of A New Action Plan to implement the European Pillar of Social Rights (EPSR) by strengthening labour market security and workers' rights in Europe, with particular attention to minimum standards, inclusive social dialogue, and gender equality.

Specific Goals:

- To prove participants' knowledge and understanding of current European initiatives and legislation related to minimum rights and social protection, as central elements of the EPSR's implementation (directly supporting EPSR Principles 5 and 6 on Fair Wages and Secure and Adaptable Employment);
- To strengthen the capacity of trade unions and other workers' organisations to promote pluralism in social dialogue, ensuring all relevant trade unions and other workers' organisations are

heard, thereby contributing to a more representative and effective articulation of workers' interests as envisioned by EPSR Principle 8 (Social Dialogue and Involvement of Workers);

- To analyse and discuss the #Tradwives phenomenon's potential impact on women's rights and their position in the labour market.

### **WOW**

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in cooperation with

### **FCG/GPA**

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Languages: de, en, es

02-11-26-SE

## GROUP OF THEMES 03

# Clean Industrial Deal and its impact on the labour market

## The impact of systemic changes in climate and security on the European labour market

Antwerp / Belgium

12.11. –13.11.2026

The project will focus on the upcoming systemic changes in EU and EU member states with regard to security and climate change and its impact on labour markets, labour and economy.

It aims at answering the following questions:

- What is the impact of the green, energy and security challenges on our economy?
- What's the impact of European measures like the Clean Industrial Deal on labour and the labour market?
- What are the opportunities offered by systemic changes in terms of a strategy towards strategic autonomy and economic leadership?
- How to incorporate the voice of workers in the answers given to systemic changes?
- How to prepare workers for future labour?
- How to include all European workers in the changes?
- Is there a need for a new alliance between workers and employers?

### **Beweging.academie vzw**

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Languages: de, en, fr, nl

03-01-26-SE

## The Clean Industrial Deal: how to ensure a just and social transition through social dialogue

Brussels / Belgium

10/2026

The project aims to explore and discuss how trade unions and other workers' organisations, through social dialogue, can ensure that the transition to a clean industry is just and social. It aims to educate participants about best practices and to develop an action plan to concretely shape the social aspect of the transition to a clean industry as well as to raise awareness at the political level about the necessity of social conditions facing that the debate is dominated by lobbying from large corporations and multinationals. The project aims to find a solution to how competitiveness can co-exist with social sustainability and high-quality jobs, emphasising the importance of social conditions.

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

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

03-02-26-SE

## Is the accession of the Western Balkans the last chance for a geopolitical Union?

Venue not yet defined / Croatia

21.09. – 23.09.2026

The project aims to draw attention to the role of social dialogue as a necessary instrument for the representation of workers and the full social and economic integration of the Western Balkan countries. The project aims to achieve the following objectives:

- Strengthening the integration of this region through vocational training experiences, especially for young people and women;
- Promoting social dialogue as an essential key to European integration;
- Strengthening relations between social partners;
- Promoting best practices.

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

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Languages: en, it, sr

03-03-26-SP

## **The competitiveness of the economy and the development of a prosperous society in the European Union in the era of the Green Deal**

Venue not yet defined / Poland

13.01. – 15.01.2027

The project wants to look on the goals, risks and impacts of the European Green Deal regarding the EU policies to strengthen the competitiveness of the European Union. Against this background the state of implementation of the adopted national energy and climate plans for 2021-2030 will be analysed, relevant risks identified, and strategies discussed to avoid energy poverty.

**KK NSZZ "Solidarność"  
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Languages: de, en, fr, pl

03-04-26-SE

## GROUP OF THEMES 04

# Roadmap for women's rights

## Afammer and its 44-year contribution to strengthening the rights of rural women

Venue not yet defined / Spain

09.02. – 10.02.2027

The project aims to promote women's employment and female entrepreneurship in rural areas. To this end, the following topics are to be discussed:

- Inequalities in the work-life balance in rural areas;
- Promoting women's leadership in decision-making processes;
- Ending the gender pay gap and ensuring equal employment opportunities;
- Improvements in education, wage and income equality, women in leadership positions, work-life balance, recognition of the care economy and other unpaid work.

### **Afammer (Confederación Nacional de Federaciones y Asociaciones de Familias y Mujeres del Medio Rural)**

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Languages: en, es, it, pt

04-01-26-SE

## Care work in the social focus

Brixen / Italy

07.09. – 08.09.2026

In this project, it will be discussed how the European Care Strategy adopted in 2022 can provide impetus for putting social policy on a forward-looking track regarding care work. According to the European Pillar of Social Rights, individual states are called upon to con-

tinue expanding early childhood care services and to ensure access to affordable and high-quality care services. Using examples and scientific studies, the project will describe the current situation, in which women are willing to sacrifice career opportunities and interrupt their professional careers in order to fulfil care responsibilities for children and other family members in line with social expectations. Various care models from individual countries will be presented, comparing tax-funded childcare services with unpaid care provided by parents at home.

By comparing care models of different countries, the aim is to highlight how differently the regulations are designed according to the cultural background of family and social policy. Measures for a more equitable distribution of care work are to be defined and necessary innovations in labour market, social and family policy promoted. The exchange is intended to provide impetus for better legal protection for women and greater involvement of men in family care work.

**AFB**  
**(Arbeiter-, Freizeit- und Bildungsverein)**  
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in cooperation with

**IPEO**  
**(International Platform**  
**for Equal Opportunities)**



Languages: de, en, it

04-02-26-PF

## The time is now: Building a future where gender doesn't define opportunity

Kladovo / Serbia

19.06. – 21.06.2026

The project aims to share examples of good practices regarding gender equality and acquire new information and skills from experts in the field. The goal is to implement the gained knowledge in the working environment of the participants and to gain insight into the real situation in the countries of the participants concerning gender equality and women's positions in the labour market. Additionally, it is planned to exchange experiences about women's most significant challenges related to equal pay, work-life balance, equal employment opportunities, adequate working conditions, and other gender equality issues.

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

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Languages: bg, de, en, sr

04-03-26-SE

## Female migrants: countering „brain waste“

Milan / Italy

27.01. – 29.01.2027

The project aims to raise awareness about the phenomenon of “brain waste” with a particular focus on the situation of women. It also aims to create a space for sharing experiences, identifying critical issues, and developing concrete strategies to reduce this phenomenon.

Specific objectives are:

- Raise public awareness by promoting better understanding of the phenomenon of skills waste among migrants, with a focus on women;
- Investigate obstacles to qualified integration into the labour market, such as non-recognition of qualifications, discrimination and language barriers;
- Valorise women's skills by highlighting the potential of female migrants as a resource for the labour market and society as a whole;
- Exchange best practices at European level by presenting successful projects, strategies and measures;
- Promote dialogue between key actors, involving trade unions and other workers' organisations, institutions, educational establishments, third sector organisations and migrant communities;
- Identify strategies to improve professional integration;
- Promote the empowerment of women.

### **FLC**

**(Fondazione Luigi Clerici)**

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in cooperation with

### **IPCM**

**(International Platform for  
Cooperation and Migration)**



Languages: de, en, es, fr, it

04-04-26-PF

## Standing tall instead of worn out – focusing on women’s health

Haltern am See / Germany

15.06. – 20.06.2026

The project has the following objectives:

### 1. Society level:

- Establish women’s health as a separate issue in social dialogue;
- Develop strategies to raise awareness of time prosperity and time autonomy as issues of justice in the relevant contexts and make them visible in the political sphere.

### 2. Worker organisation level:

- Integrate health issues such as work intensification and time policy into the agendas of the participating trade unions and other workers’ organisations;
- Initiate a debate that is critical of capitalism within the participating trade unions and other workers’ organisations and highlight the links between economic structures and women’s health.

### 3. Participant level:

- Free participants from the logic of individual blame by helping them recognise health burdens as a structural problem;
- Raise awareness of the importance of actively protecting one’s own health and that of others and of demanding health-promoting measures in social dialogue.

At the end, participants develop action plans that have an impact at these three levels and initiate change processes in their trade unions and other workers’ organisations.

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

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Languages: de, en

04-05-26-SE

## **Paving the Way for Equality: A Roadmap for Women's Rights in the European Labour Market**

Málaga / Spain

20.10. – 22.10.2026

The project focuses on discussing persisting challenges regarding equality of men and women on the labour market. Such challenges are besides the gender pay gap issues like unequal distribution of domestic labour, underrepresentation of women in leadership, gender-segregated professions, and the pervasive problem of sexual harassment at workplace. The participants should analyse the gender pay gap and discuss ways to combat it, address „mental load“ and work-life balance, find strategies to counter labour market segregation, discuss effective prevention and intervention strategies against sexual harassment at workplace and in educational institutions, ensuring safer environments and fostering a culture of respect and accountability.

Additionally, the issues will be raised how to optimise parental leave policies, how to facilitate Cross-European best practice exchange and how to empower trade unions and other workers' organisations.

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

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Languages: de, en, es

04-06-26-SE

## **GROUP OF THEMES 05**

**Generation Z in the labour market /  
Strengthening the role of the  
younger generation in workers'  
organisations**

## European citizens – Work, integration and participation for true European citizenship

Utrecht / Netherlands

09.02. – 11.02.2027

The project aims to raise awareness of active European citizenship among young workers and to strengthen their awareness for intercultural, social and professional skills so that they can act effectively in today's European context. Given that only 49% of young people feel that the EU listens to them, the project will address the question of how access to decent work and vocational training can be supported through counselling, skills development and the promotion of European mobility.

### ACLI - ENAIP

**(Associazioni Cristiane Lavoratori Italiani -  
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Languages: en, it

05-01-26-SE

## Generation Z in the labour market

Amara / Romania

18.05. – 21.05.2026

The project's primary objective is to equip participants with both the knowledge and the tools to strengthen the role of the youth within trade unions and other workers' organisations, ensuring that young voices are involved in collective decisions.

By situating Generation Z's priorities – mental health, flexibility, sustainability and digital rights – within the broader framework of social dialogue, the project seeks to inject fresh energy into collective bargaining and policymaking at all levels.

To achieve this, first a shared understanding of the current labour-market trends affecting Generation Z is needed, including gig economy dynamics and remote-work policies. Further it is necessary to identify the main barriers – structural, cultural and technological – that hinder young workers’ full participation in social dialogue, mapping existing structures of trade unions and other workers’ organisations and pinpointed entry points for youth representation at local, national and European levels.

**CNS “Cartel Alfa” / F.N.CORESİ  
(Confederația Națională Sindicală  
“Cartel Alfa” / Fundația Națională  
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Languages: en, fr, ro

05-02-26-SE

## **Intergenerational cooperation in the labour market – engaging and use of potential of Generation Z**

Lublin / Poland

21.01. – 24.01.2027

The aim of the project is to discuss with representatives of different generations in the labour market, on areas such as:

- intergenerational differences in expectations at workplace and towards employers, with particular emphasis on Generation Z;
- the potential of Generation Z as a resource to be used;
- benefits and challenges of hiring Generation Z: workers’ – employers’ experiences;
- cooperation between workers of different generations; mutual needs and expectations, and difficulties they face at workplaces;

- challenges facing age-diverse work teams in the context of mutual cooperation, as well as challenges facing employers in terms of human resource management;
- resilience and mental health of the generation Z;
- hard and soft skills of Generation Z – discussion on educational challenges;
- engaging young people in social activities – discussion on the declining interest of young people in trade union activities and ways to counteract this situation;
- legal solutions conducive to the employment of young people;
- exchange of good practices in the field of employment and cooperation with Generation Z.

**Europejski Dom Spotkań –  
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Languages: en, es, pl

05-03-26-SE

## **Designing the Future of Youth Participation in Trade Unions: An Interactive Training Workshop**

Leuven / Belgium

01.09.2026 – 15.02.2027

The project seeks to strengthen capacities towards the role of younger generations in trade unions and other workers' organisations by combining knowledge-sharing, strategic reflection, and participatory practice among representatives of trade unions and other workers' organisations. Specifically, the project will:

- Provide participants with up-to-date research and demographic insights on youth membership in trade unions and other workers' organisations in Europe;

- Introduce concrete frameworks developed by trade unions and other workers' organisations to support youth integration;
- Encourage reflection on challenges and barriers to youth involvement, both within trade unions and other workers' organisations as well as at the workplace;
- Create a safe and creative space for representatives of trade unions and other workers' organisations to share experiences and strategies to increase the membership of youth in trade unions and other workers' organisations;
- Promote cross-national dialogue and network-building between actors of trade unions and other workers' organisations working on youth issues;
- Equip participants with practical tools and methods to design and implement small-scale, concrete actions in their own organisations.

**HIVA -  
Onderzoeksinstituut  
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Languages: en

05-04-26-SE

## Generation Z in the labour market: Challenges, opportunities, and perspectives

Zadar / Croatia

08.10. – 10.10.2026

One of the main focuses of the project is understanding what Generation Z expects from their work environment – from the flexibility of working hours, the possibility of remote work, to the importance of work-life balance and opportunities for continuous learning and advancement. The project will try to give answers to the questions of how to encourage the development of practical skills of workers, belonging to the Generation Z, entering the labour market, entrepreneurship and innovation through project-based and experiential learning, which is one of the key problems and shortcomings of young/new generations. In addition, the project will try to answer the following questions:

- How to adapt teaching methods to specific learning styles of Generation Z, using digital tools, interactive content and teamwork?
- How to improve communication and presentation skills and the ability to work in a multicultural and virtual environment?
- How to connect education and the labour market through cooperation with employers, organisation of internships and information about real employment opportunities?
- How to promote work-life balance, flexibility and lifelong learning as core values of Generation Z?
- How to create an inclusive and supportive environment for the development of each worker's individual potential?

The achievement of these goals will enable young people to acquire the knowledge and skills necessary for successful inclusion in the labour market, personal development and active participation in the society of the future.

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

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Languages: de, en, hr, it

05-05-26-SE

## Generation Z in the labour market

Velehrad / Czech Republic

18.09. – 20.09.2026

The project aims to identify specific challenges related to the development of Generation Z in the labour markets of selected EU countries. At the same time, the aim is to find modern ways of involving and applying this young generation within trade unions and other workers' organisations, which would enable better intergenerational connections and contribute to greater social cohesion. The project will focus on issues and challenges related to the work priorities of Generation Z and previous generations, particularly from the perspectives of work-life balance and flexible work arrangements, such as working from home, as well as the search for meaningful work and social impact. The project will also focus on communication and providing feedback, which is often emphasised by this generation as part of meaningful and adequately valued work. It will include the identification of examples of good practice and historical experience with changes in the labour market towards work-life balance.

### **KAP**

**(Hnutí „Křesťan a práce“)**

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*Hnutí Křesťan a práce  
Miroslav Chládek and work  
Praha, Česká republika*

Languages: cs, de, en

05-06-26-SE

## Next Gen Union: Igniting youth power in workers' organisations

Larnaca / Cyprus

13.05. – 15.05.2026

The project aims to empower young trade unionists and representatives of other workers' organisations to take an active role in shaping the future of the labour movement. This includes strengthening youth leadership within trade unions and other workers' organisations, promoting intergenerational dialogue, and fostering innovative approaches to organizing in a changing world of work. The project should explore strategies to engage and mobilize young workers, address barriers to youth participation, and enhance cooperation across European structures of trade unions and other workers' organisations. Through participatory sessions, peer learning, and practical exercises, participants will build skills, share experiences, and develop joint actions. Ultimately, the project seeks to inspire a new generation of leaders of trade union and other workers' organisations ready to defend workers' rights and promote social justice.

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

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Languages: el, en

05-07-26-SE

## Generation Z – Alone? Excluded? Unemployable?

Venue not yet defined / Greece

07.10. – 09.10.2026

The project focuses on loneliness among young people and its social, psychological and economic dimensions. The aim is not only to address the individual problem, but also to develop an understanding of the associated common social and labour market policy challenges in Europe.

To this end, the following topics will be examined:

- Sharpening understanding of the causes of loneliness among young people;
- Reflecting on the consequences for the labour market;
- Strengthening the role of trade unions and other workers' organisations;
- Developing perspectives for action;
- Raising awareness and recognition (integrating loneliness among young people into the social dialogue at EU level as a serious social phenomenon with relevance for labour market policy);
- Discussing corporate social responsibility.

### **NBH**

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

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Languages: de, el, en



05-08-26-SE

## Generation Z on the labour market - Strengthening the role of the younger generation in workers' organisations

San Ġwann / Malta

26.11. – 27.11.2026

The project wants to contribute to:

- Strengthen the role of Generation Z in trade unions and other workers' organisations by promoting their active participation and leadership;
- Raise awareness among leaders of trade unions and other workers' organisations and stakeholders about the challenges young workers face, including precarious employment and lack of representation;
- Empower young participants with knowledge of labour rights, social dialogue, and collective bargaining through interactive sessions and peer learning;
- Promote intergenerational dialogue to bridge the gap between traditional structures of trade unions and other workers' organisations and the expectations of younger workers;
- Explore innovative approaches for making trade unions and other workers' organisations more appealing and accessible to Gen Z, including digital engagement and flexible activism;
- Foster a sense of solidarity and belonging among young workers by showcasing the relevance and impact of trade unions and other workers' organisations in their lives;
- Share best practices and success stories from trade unions and other workers' organisations across Europe that have effectively engaged young members;
- Develop concrete recommendations for trade unions and other workers' organisations as well as policymakers to support youth integration into the leadership of trade unions and other workers' organisations as well as decision-making;

- Ensure sustainability of youth engagement by encouraging trade unions and other workers' organisations to invest in training, mentoring, and inclusive structures.

## **UHM**

**(Union Haddiema Magħqudin)**

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Languages: en, es, pl

05-09-26-SE

## **Future Generations in the world of work**

Lavis (Trento) / Italy

02.10. – 03.10.2026

The aim of the project is to raise awareness among participants about the dynamics of entry and the role of Generation Z in the labour market. It will examine the strategic role that young people can play within trade unions and other workers' organisations to make them more inclusive and representative and enable them to respond to changes in the world of work. Particular attention will be paid to issues that are of utmost importance to young workers: job insecurity and fragmentation, psychosocial well-being, sustainability of work, digital and green skills, active participation in negotiations. The aim is to stimulate reflection on how the leading role of Gen Z in the world of work can be strengthened against the background of current social, economic and technological changes in Europe.

The project will analyse expectations, critical issues and new models of youth participation and examine ways of strengthening the participation of young people in trade unions and other workers' organisations.

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

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Languages: en, fr, it

05-10-26-SE

## **GROUP OF THEMES 06**

# **Digitization – AI at the workplace**

## Future of work: How AI is changing our world of work

Brixen / Italy

14.05. – 15.05.2026

The project aims to show how AI is changing the labour market, work organisation and working processes, and what impact this has on working conditions, employment contracts and social protection for workers. The opportunities and critical aspects of using AI will be discussed. The basis for this is the AI Regulation adopted by the European Parliament and the Council of the European Union in 2024. It is important to determine the extent to which trade unions and other workers' organisations have rights to information and participation in the introduction of AI-supported work processes. Key issues include safeguarding social protection systems and consumer rights in general, as well as respect for fundamental civil rights and the protection of intellectual property.

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

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Languages: de, en, it

06-01-26-SE

## Impact of AI on work in public services

Helsinki / Finland

08.07. – 10.07.2026

The project aims at looking into the current opportunities and challenges of using AI in the working processes of the public sector from the workers' perspective. The two most essential themes in this regard are transparency and education and training. From both social partners' perspective, reducing repetitive tasks, cost- and time-savings and so forth can be very beneficial. The use of AI must be regarded as trustworthy by workers managing and carrying out

such tasks, and in order to ensure trust on the side of workers, they need to be well-informed, and they need to be sure that their rights are respected. Transparency requires the active involvement and information of workers' representatives. With regards to education and training, the project aims at informing and training workers regarding ethical questions and a human-centric approach to AI.

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

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Languages: de, en, BCMS

06-02-26-SE

## **Agriculture of the future: work, innovation, sustainability and environment**

Venue not yet defined / Italy

08.10. - 10.10.2026

The project focuses on agriculture, which plays an important role in the overall perspective of sustainable development. Currently, the environmental impact of agricultural operations is often not sustainable because it limits soil fertility and threatens biodiversity. At the same time, the conditions under which people working in agriculture live and the impact of agricultural activities on society and the regions must also be considered when assessing sustainability in agriculture. The project aims to address these issues by highlighting how so-called Agriculture 4.0 represents both development and a potential limitation on the employment of workers in the field.

The project will focus on:

- General introduction to the topic;
- Analysis of the consequences on jobs of digitisation of production processes in agriculture, the use of new devices such as GPS

and GIS (geographic information systems) for high-precision mapping and management of field activities (precision farming), drones and satellites for monitoring crop conditions;

- drastic reduction in jobs.

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

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Languages: de, en, es, fr, it

06-03-26-SE

## All together in the age of AI: Securing safe, fair and inclusive workplaces

Vilnius / Lithuania

03.12. – 05.12.2026

The digital transformation of the labour market, driven by the rapid integration of AI is reshaping work processes, employment relationships, and power dynamics in the workplace. While these technological advancements offer new possibilities for productivity, innovation, and flexibility, they also present serious challenges for workers, including risks of job displacement, increased surveillance, biased decision-making, and the exclusion of vulnerable groups. Trade unions and other workers' organisations are witnessing profound changes in how decisions about workers are made, often by systems that lack transparency, accountability. Many of these technologies are introduced without negotiation or consultation with workers, undermining existing frameworks of social dialogue. This project responds to the urgent need to ensure that the digital transformation of work proceeds in a way that is fair, safe, and inclusive. The project seeks to build awareness, foster exchange, and develop practical solutions to ensure workers are not left behind in this new era.

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

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Lietuvos darbo federacijos  
ŠVIETIMO CENTRAS

Languages: en, es, lt

06-04-26-SE

## **Confrontation or synergy – humans and artificial intelligence at the workplace (KGZE 2026)**

Vilnius / Lithuania

27.05. – 29.05.2026

The aim of the project is to analyse the changing realities of work and highlight areas where action is needed by representatives of workers' interests. Examples of good practice will also be exchanged. The aim is to raise awareness and sensitivity to possible changes in regulations that may be necessary to protect and promote people on the workplace. For trade unions and other workers' organisations, the question is where they can have a positive impact, what tools they can develop or help develop and make available to ensure fair working conditions for those whose environment is changing because of digitalisation and AI. Steps need to be defined to ensure that interests are represented at company level, but also within trade unions and other workers' organisations.

Democratic participation, especially at company level, both active and passive, must be adapted to changing circumstances. This is key to creating modern workplaces that continue to focus on people.

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Languages: de, en, lt, sr

06-05-26-KO

## Digitalisation and algorithmic control of work and collective bargaining: ethics and good practices against discrimination

Cantabria / Spain

19.10. – 22.10.2026

The project aims to analyse the current reality of labour relations, which are characterised by the use of both AI and algorithms. Among other things, it examines the criteria used to organise work, how performance is measured and how remuneration is determined. So far, this has mostly not been clearly explained, and neither workers nor their representatives can do anything about it.

This raises the question of how these new forms of relationships are considered in current legislation, both at EU and national level.

To this end, success stories that go beyond legislation are also analysed: regulations in agreements, conventions, codes of conduct and other documents that regulate the application of these new forms of control, at least at company or sectoral level.

Although AI and algorithms are not just the future, but already a reality, labour legislation and collective bargaining are only just beginning to set limits. Trade unions and other workers' organisations have had to negotiate conditions in cases, companies and sectors where the harmful consequences of this new era of human resources have already become apparent. It is therefore very important to exchange successful experiences in different countries in order to contribute to the design of a future European legal framework that will remove the difficulties that have already arisen.

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Languages: en, es, it

06-06-26-SE

## **GROUP OF THEMES 07**

**Safety and health at work  
(EU-OSHA campaigns)**

## Eradicating violence at work: risk prevention strategies and occupational health. Good practices in the EU

Seville / Spain

15.06. – 16.06.2025

The project has the following objectives:

- To learn about the categorisation of workplace violence, addressing its extent, types and characteristics;
- To collect and analyse current data on workplace violence in the EU in order to understand its significance. To identify risk factors and vulnerabilities, taking into account internal factors such as the working atmosphere and external factors such as working conditions and digitalisation, which can exacerbate violence;
- To examine the ILO's recommendations and European and national legislation on the prevention of violence in the workplace;
- To evaluate data from ESENER 2024 on violence against workers by customers and the high percentage in the health and social care sector;
- Evaluate good practices in violence prevention and analyse the effectiveness of reporting and support protocols;
- Highlight the importance of collective bargaining and collective agreements in combating workplace violence;
- Produce a diagnosis of the current situation and the regulations in force, with recommendations for improving the application of legislation on health and safety at work.

### **CEAT**

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

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Centro Español para Asuntos de los Trabajadores

in cooperation with

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Languages: es, fr

07-01-26-AG

## **Safety and health of care workers in the public, private and social sectors**

Porto / Portugal

04.02. – 06.02.2027

The project aims to

- assess the health and safety conditions of care workers in public, social and private sectors;
- discuss ways to strengthen and improve trade union activities in this sector within the framework of social dialogue;
- develop recommendations for public measures to improve care conditions with the aim of improving the well-being of workers and users;
- develop recommendations for improving the status of care workers and informal carers;
- raise public awareness about the importance of an excellent care system.

The project will address the working conditions and in particular the health and safety of care workers. The following topics will be covered:

- Working conditions in the care sectors of the EU and the perspectives of the European Commission and the European Parliament in this regard;
- Prevention of accidents at work and occupational diseases, with particular attention to musculoskeletal disorders;
- Prevention of psychosocial risks in the care sector, with a focus on avoiding fatigue, stress and bullying.

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Languages: en, es, pt

07-02-26-SE

## **Strengthen Health and Safety at Work, particularly for workers in the most vulnerable sectors**

Azores / Portugal

05.11. – 08.11.2026

The new EU-OSHA Strategy 2025-2034 is a groundbreaking proposal to ensure that transitions are safe, healthy and socially just.

The project takes up this European context and highlights the essential role of trade unions and other workers' organisations in defending health and safety at work through a more resilient, inclusive and sustainable working environment in increasingly digital and complex situations. The project has the following objectives:

- Disseminating up-to-date knowledge about the new EU-OSHA strategy and empowering trade unions and other workers' organisations to implement it;
- Understanding the risks and opportunities associated with the digitalisation of work;

- Identifying the basic principles of the new EU-OSHA strategy and its practical application in the workplace;
- Strengthening trade union and collective action to promote health and safety at work;
- Promoting a prevention culture adapted to the digital age, with a focus on risk prediction and the sustainable well-being of workers.

**FIDESTRA**  
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Languages: de / it, en, es, fr, pt

07-03-26-SE

## **Under Pressure: Mental Health of Workers in a Changing Europe**

Venue not yet defined / France

02.07. – 05.07.2026

The project aims to examine the growing challenges young workers face in relation to their mental health. It seeks to identify common problems and the impact of working conditions on mental well-being. An important objective is to inform young leaders of trade unions and other workers' organisations about current EU initiatives.

Participants will share experiences and present best practices from their organisations, with a focus on prevention, mutual support and combating stigma. By confronting their own realities and projects with the political framework and institutional efforts at European level, the group will critically evaluate what works – and what is still missing. The project will conclude with the formulation of concrete

demands to decision-makers to ensure that the mental health of young workers is recognised, supported and protected.

Expected outcomes are:

- Common challenges will be identified;
- The realities and projects of others in relation to mental health will be learned about;
- EU initiatives on mental health will be learned about and suggestions for their improvement will be made;
- Concrete demands will be formulated for decision-makers at European and national level.

### **JOC Europe**

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Languages: en, es, fr, it

07-04-26-SE

## **Occupational Safety and Dignity in the Digital Age**

Budapest / Hungary

11.06. – 12.06.2026

The project aims to respond to the new occupational safety and health (OSH) challenges arising from the rapid spread of digital technologies, with particular focus on workers' safety, health, and dignity. Digitalisation is not only a technological shift, but also a social transformation that introduces new types of workloads, risks, and inequalities in the world of work. The project seeks to ensure that trade unions and other workers' organisations are prepared and actively engaged in this transition.

One of the main objectives of the project is to enhance the knowledge of workers' representatives regarding the emerging risks in digital working environments. Special attention will be given to psychosocial risks – such as isolation, burnout, and the expectation of constant availability – which often remain invisible although they deeply affect workers' well-being. The project aims to provide practical guidance on how to identify, manage, and prevent these risks effectively.

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Languages: de, en, hu

07-05-26-SE

## **“Always on” – Mental Health in the Digital Work Era**

Herzogenrath / Germany

08.04. – 12.04.2026

The aim of the project is to provide young workers' representatives with a platform where they can address mental health challenges in the digital world of work and actively contribute towards shaping healthy working conditions. The project aims to raise awareness of the effects of permanent availability, the blurring of boundaries between work and private life, and social isolation, especially when working from home.

Participants will exchange experiences, present successful strategies from their countries and organisations, and jointly develop options for action. The focus will be on how mental health can be better protected in the workplace – individually, at company level and politically.

There will be a particular focus on giving young people entering the labour market a voice and bringing their perspectives into the social dialogue. How can rules for availability be designed? What support do young workers need in flexible working models? And how can mental health be firmly established as an integral part of modern working culture?

### **NBH**

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in cooperation with

### **PYW**

#### **(Platform for Young Workers)**



Languages: en

07-06-26-KO+PF

## **Safety and protection of soft targets in organisations: New forms of risks for workers**

Ružomberok / Slovakia

10.06. – 12.06.2026

The project addresses the need to protect soft targets, especially in schools as vulnerable spaces where staff and students face diverse threats. School employees face increasing risks of attacks, violence, and aggression from internal or external actors. These incidents—physical or psychological—severely impact staff well-being, education quality, and the overall atmosphere. Students also face physical violence, bullying, and harassment. This escalating pressure calls for proactive solutions, which will be developed by the participating representatives of trade unions and other workers' organisations.

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Languages: cs, en, sk

07-07-26-SE

## **GROUP OF THEMES 08**

**The involvement of workers' organisations in EU accession procedures**

## The importance of public services for democracy

Podgorica / Montenegro

18.01. – 19.01.2027

The project aims at exploring and discussing, as well as reflecting on the interplay between democracy and public services. Public service trade unions, especially, from administrative and judicial sectors, will exchange experiences and views and learn and reflect about the topic. Public services and democracy are undergoing several crises and profound structural changes. In the light of these experiences, while going back to fundamental ideas behind democracy and a well-functioning state, the project wants to enable members of trade unions and other workers' organisations to reflect and propose strategic ideas about the future. On the theoretical side, the project aims to examine the results of past or ongoing research projects on democracy and public services at European level. On the practical side, participants will come up with constructive changes and improvements and other ideas that have a practical approach towards the future. The project also aims at discussing the relationship between people, public services and the state and thinking about how to safeguard and enhance democratic processes in this regard.

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

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Languages: de, en, BCMS

08-01-26-SP

## Workers' organisations and the enlargement of the European Union. The EU accession procedures and the integration of new member states

Chişinău / Republic of Moldova

24.09. – 26.09.2026

The objectives of the project are:

- examining the admission process of states to the EU considering the aspects with impact on social dialogue, the situation of workers and the relevant trade unions and other workers' organisations;
- presenting the challenges of the process of integration into the EU (post-accession stage), again from the perspective of social dialogue, the situation of workers and the relevant trade unions and other workers' organisations;
- creating a framework for expression and exchange of practices (better or less good) based on the experiences of workers and their organizations in these countries especially from Eastern Europe that have joined the EU. On this basis, a consultation and exchange mechanism can be established that would be useful for workers and their organizations in the candidate countries.
- formulating possible proposals addressed to decision-makers for adjusting the procedures for admission of states to the EU.

### IFES

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Languages: en, ro, uk

08-02-26-SP

## Drivers to enhance social dialogue in EU candidate countries by improving negotiation capacity and strengthening regional cooperation

Sofia / Bulgaria

02.11. – 04.11.2026

The general objective of the project is to respond to problems identified by trade unions and other workers' organisations across the candidate countries in three directions:

- first to support the capacity building by equipping representatives of trade unions and other workers' organisations with new social dialogue tools on how to facilitate policy discussions; to collect information most effectively and to build consensus on common grounds;
- second to explore new frontiers for collective bargaining in face of the important shifts in the world of work, related with the environmental and digital transitions;
- third to discuss possible paths to activate regional and bilateral cooperation

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

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Languages: bg, de, en, sr

08-03-26-SP

## Special project for workers' organisations in candidate countries – Concluding perspective seminar

Venue not yet defined

Date not yet defined

The EU candidate countries continue to work on stabilising and strengthening their relations with the EU, with the common goal of achieving full membership. Trade unions and other workers' organisations in these countries are increasingly establishing networks with partners in the EU, a process that has been ongoing within EZA for several years. Some EZA partners maintain active relationships with corresponding organisations in the candidate countries and have identified important and specific needs for the development of social dialogue. In order to meet these needs, EZA has set itself the goal of strengthening social dialogue in these countries in the coming educational year. This decision also takes into account the findings of the European Commission's progress reports on EU accession in 2025, which highlight the challenges for social dialogue and the need to further develop the skills of trade unions and other workers' organisations in all EU candidate countries.

The final perspective seminar, scheduled for the end of the training year, will assess whether and to what extent these challenges still exist. It will review and discuss the results of the training activities carried out as part of the special project for EU candidate countries and evaluate their contribution to strengthening social dialogue. The seminar will also examine the progress made by trade unions and other workers' organisations in these countries – what they have achieved and what remains to be done. In addition, the seminar will serve to identify the current priorities of trade unions and other workers' organisations in the candidate countries, thus laying the foundation for planning future measures.

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Languages: not yet defined

08-04-26-SP-SE

## GROUP OF THEMES 09

# Capacity building

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

Luxembourg / Luxembourg

26.11. – 28.11.2026

This project is intended to continue the series of EZA kick-off seminars that have been held annually since 2001.

The project will provide an opportunity to explore a specific current topic of social dialogue and the priorities of European employment and social policy (taking into account the European Pillar of Social Rights and the European Commission's policy guidelines), thereby giving the representatives of the EZA member centres present ideas for improving the quality of the seminar content.

The representatives of the member centres will deal in detail with the main topic, which will be further specified in the course of the educational year on the basis of current political initiatives of the European Commission. This also includes the role of trade unions and other workers' organisations in implementing the strategies of the European institutions. The aim is for those project organisers who are planning seminars and/or workshops on the same or similar topics in 2027 to exchange ideas with each other in order to achieve synergies in terms of content.

**LCGB**  
**(Lëtzebuenger Chrëschtleche**  
**Gewerkschafts-Bond)**

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

09-01-26-KO

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

Brussels / Belgium

Date not yet defined

The aim of the EZA conference in Brussels is to take up a highly topical EU issue in the field of employment and social affairs and to discuss its further development and political implementation with representatives from trade unions, other workers' organisations, political decision-makers and other EU actors, as well as experts from the scientific community. The conference thus provides a timely platform to critically examine these developments from the perspective of the priorities and experiences of EZA member organisations and other stakeholders.

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Languages: not yet defined

09-02-26-KO

## 3 Snack Debates

Brussels / Belgium

Dates not yet defined

Life in Europe has become faster and faster in recent years. This affects the world of work as well as society and politics. Social media have created resonance spaces that make it possible to present almost any event in real time and without geographical boundaries to a large audience, which in turn can comment on, evaluate and disseminate this information.

The policies of the European institutions have also speeded up. In order to keep up with this increased pace in important core areas

of European educational work for representatives of workers' interests, the three „snack debates“ should be able to deal with key issues that are important for the European social dialogue briefly and at short notice. The focus is always on how such policies affect the interests of workers and what action should and can be taken by the people representing them.

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Languages: not yet defined

09-03-26-AG and 09-04-26-AG  
and 09-05-26-AG

## Young leaders

Venue not yet defined / Poland

27.05. – 31.05.2026

In a rapidly changing working world, leaders are required to be able to constantly adapt their organisations to changes, to meet the requirements and interests of a more diverse membership, to use existing experience as well as new knowledge and to deal flexible with a wide range of situations. In doing so, they are dependent on broad, particularly European, networking and are increasingly faced with a public with whom they must interact just as intensively as with their own membership and alliance partners.

In trade unions and other workers' organizations, changes occur not only in membership structure and strength but also in management tasks and the individuals involved. New, young leaders are often well-educated but may lack the socialization in trade unions and other workers' organizations that leaders from previous generations had before assuming responsibility. Therefore, it is crucial to provide these new and young leaders with training that imparts knowledge in areas specific to the tasks and mission of trade unions and other workers' organisations. Such training should also cover the unique structures of trade unions and other workers' or-

ganisations and their role in the world of work and society. Most importantly, it should convey knowledge of the European dimension of workers' representation and its associated values.

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Languages: not yet defined

09-06-26-KU

## Strengthening the effectiveness of social dialogue projects in Europe

Venue not yet defined

Date not yet defined

The role of educational work on European social dialogue in the EZA network is to convey knowledge, exchange experiences, connect stakeholders and pass on acquired knowledge. European seminars feature cultural diversity, multilingualism, and differing educational needs and ranges of experience. These factors help determine the quality of educational events.

After the COVID-19 pandemic educational work on the European social dialogue have changed. Now the use of digital, internet-based and video-assisted devices in seminar formats is more common.

The aim is to convey how digital learning differs from traditional educational formats in a practice-oriented way and which requirements learners and teachers should meet in digital forms of learning. It is also the aim to discuss what digital learning frameworks and scenarios can look like, as well as to present different digital learning methods and the right tools and applications. The project will be focussing mainly on methods and tools on impact-orientation and impact measurement.

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09-08-26-KU

Languages: not yet defined

## Project and financial management training

Part 1: Lisbon / Portugal 05.05. – 07.05.2026

Part 2: Venue not yet defined Autumn 2026

The aim of the project is to improve the quality of educational work for multipliers in trade unions and other workers' organisations in the long term. The focus is on the central phases of educational projects: planning, implementation and follow-up. Particular emphasis is placed on a holistic approach that integrates content, financial and organisational aspects.

Participants will learn to define the financial framework for projects precisely, adapt content to specific needs and describe it in a structured manner. At the same time, they will be trained to take organisational possibilities and requirements into account and to keep an eye on impact orientation from the outset. With regard to funding from the European Commission, particular emphasis is placed on the correct application of financial guidelines.

Another focus of the project is the development of educational content tailored to the target group. This includes the selection of relevant topics, the definition of clear objectives, and the planning and specification of the content of the measures. In addition, the consideration of multilingualism in European educational events is addressed in order to do justice to the different cultural and linguistic backgrounds of the participants.

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Languages: not yet defined

09-09-26-KU

## What you need to know for your registration:

EZA's work helps trade unions and other 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 other 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

BCMS	Bosnian-Croatian-Montenegrin-Serbian
bg	Bulgarian
cs	Czech
de	German
el	Greek
en	English
es	Spanish
fr	French
hr	Croatian
hu	Hungarian
it	Italian
lt	Lithuanian
nl	Dutch
pl	Polish
pt	Portuguese
ro	Romanian
sk	Slovak
sr	Serbian
uk	Ukrainian