

# EDUCATIONAL PROGRAMME

2018

European  
Social  
Dialogue



*Coming together is a beginning,  
keeping together is progress,  
working together is success.*

*Henry Ford, American industrialist  
1863 - 1947*

Ladies and Gentlemen,  
Colleagues and Friends,

We are pleased to submit our educational programme “European Social Dialogue” 2018/19.

The European Centre for Workers’ Questions (EZA) is a network of 73 labour organisations from 30 European countries whose work is based on Christian-social values. The members of EZA include trade unions and socio-cultural labour organisations, as well as educational and research institutions that are concerned with workers’ questions.

EZA’s objective is to offer continuing education events for labour representatives across Europe to empower the same in view of the various new challenges in the world of work. At the same time, the European dimension of the events also serves as a basis for dialogue and for strengthening a European identity.

The contents of the EZA educational programme are based on three starting questions:

How can integration into the labour market be successful? Which factors have a direct impact on work life? Which elements of work life in turn affect workers’ quality of life?

Specifically, the programme focuses on the issues “New employment relationships: Digitisation and union strategies”, “Working and living in a digitised world”, “European Pillar of Social Rights” and “Quality of work”. In addition, the topic “Strategies of European Institutions” is also continued with this year’s focus on “Capacity-building”. The special project for labour organisations in the western Balkan region is also continued.

Other topics include the “Integration of migrants and refugees in the labour market”, “Youth employment and inclusive labour markets” as well as “Safety and occupational safety at the workplace: Healthy workplaces”.

Multipliers from unions and other labour organisations, particularly young talent, represent the target group of the EZA educational programme.

Information pertaining to the seminar contents that is of relevance for participation in the seminars, such as project organisers, seminar locations and dates as well as expected working languages, can be found in the pages below.

Please direct your registrations directly to the respective project organiser.

We would be pleased to send you our electronic Newsletter “EZA News”, which provides information about our work and is published four times a year. It can be requested through our website ([www.eza.org](http://www.eza.org)) or directly by e-mail ([goeden@eza.org](mailto:goeden@eza.org)).

We would also like to draw your attention to our publication series “EZA Contributions to Social Dialogue” - for further information, please consult the EZA website. Individual articles can also be ordered directly by e-mail ([znined@eza.org](mailto:znined@eza.org)).

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

Königswinter, March 2018

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

Group of themes 1

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

# 11 – Integrating migrants and refugees in the labour market – The role of workers’ organisations

## › Integrating migrants and refugees in the labour market – the role of workers’ organisations

Warsaw / Poland

18.10. – 20.10.2018

### **Europejski Dom Spotkań – Fundacja Nowy Staw**

Agata Dziubińska-Gawlik

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With this seminar, Fundacja Nowy Staw wants to provide representatives of unions and labour organisations from different EU countries with an opportunity to talk about their experience with the integration of migrants and refugees into the labour market and society. In addition, it aims to develop strategies for how labour organisations can fight against illegal practices in the labour market, how they can help foreign workers integrate into the local labour market, and how they can impress the importance of foreign workers in the labour market on the absorbing societies and thus create a positive attitude towards immigrants and refugees in the broader societal context.

Languages: en, de, pl

11-01-18-SE

## › The role of workers’ organisations in integrating refugees in the labour market: what has already been done and what we still have to do

Madrid / Spain

14.09. – 15.09.2018

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

Maria Reina Martin

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The rapid integration of refugees in the labour market is one of the prerequisites for successful integration into society, with family reunification, health, rehabilitation, legal advice and language skills representing additional elements in this context. The aim of the FIDESTRA seminar is to identify strategies for unions and labour organisations as to what they can do to prevent today's refugees from becoming tomorrow's long-term unemployed, and how they can promote better working conditions in sectors where refugees make up a large part of the workforce and where precarious employment is commonplace (such as the construction industry, hotel and food service industry, long-term care institutions and domestic help).

Languages: de/it, en, es, pt

11-02-18-SE

## ► Promoting the integration of migrants and refugees in the society and the labour market of the European Union

Madrid / Spain

22.02. – 24.02.2019

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

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The objective of the FIDESTRA working group, which is organised in conjunction with the International Platform for Cooperation and Migration, is to develop political strategies for the integration of migrants and refugees into the labour market. In this context, it will analyse in particular the situation in countries whose labour markets suffered greatly from the effects of the financial and economic crisis. Since these countries offer fewer opportunities for finding high-quality employment than other countries, the seminar also includes a discussion on how to help migrants and refugees access housing or education and further training, so that societal inclusion can be promoted even if integration into the labour market is difficult. During the seminar, labour organisations will be expected to present ways for the recognition of qualifications that were obtained in the home country, standardised access to labour law, social protection and public services, and the creation of working and wage conditions for migrants and refugees that are similar to those of the rest of the population.

Languages: en, es, it, pt

11-03-18-PF

## › New forms of work and European mobility

Trento / Italy

19.10. – 21.10.2018

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

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The financial and economic crisis, but also the digitisation of the work environment, have led to the emergence of new forms of employment that require employees to be more flexible while offering less security. The objective of this UNAIE seminar is to develop strategies for labour organisations as to how they can define and maintain workers' rights for these new forms of employment. These include social rights such as rights in connection with occupational safety and health, or social insurance and labour rights. The seminar also aims to investigate ways to prevent situations in which flexibility is achieved at the expense of workers, and in which the boundary between work and private life becomes increasingly blurred.

Languages: en, fr, it

11-04-18-SE

## › European Union and Mediterranean: work, legality, migration and integration

(Sicily) / Italy

25.05. – 26.05.2018

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

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It is particularly the economically weaker regions in the European Union that have registered large numbers of workers leaving the country because they expect to find better employment opportunities in a wealthier country. In this context, the expectations of younger and highly-qualified workers are more likely to be met than the expectations of workers with a lower level of education. It is particularly the latter who become vulnerable to precarious employment and illegal work in the host country. Successful integration into society depends

on successful integration into the labour market and finding a long-term workplace that is legally regulated and secure. The objective of this MCL / EFAL project is to take a critical look at the current situation of worker migration in Europe. In this context, it will investigate the motives behind the decision to migrate, which are often based on the poor labour market situation in the home country, and analyse the opportunities and risks of the migration process for individual workers and the affected countries.

Languages: de, en, es, it

11-05-18-SE

# 12 – Youth employment and inclusive labour markets

## › Youth Access to the Labour Market

Băile Felix / Romania

21.09. – 24.09.2018

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

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This project builds on the insights from last year's project and examines various factors that hinder young people from accessing the labour market. In the project last year, participants identified the fact that employers demand previous work experience, even for first jobs, as one of the reasons why young people find it difficult to enter the labour market. Therefore the project will examine the following issues: (1) the expectations of young workers with regard to jobs and working conditions, (2) skills that promote integration into the labour market, and (3) reference letters and confirmation of previous work experience that are essential when searching for a job. In addition, the project also aims to discuss the role of unions in striking a balance between young people's expectations of the workplace and the positions offered in the labour market. Finally, successful measures by different European member countries designed to integrate young people into the labour market will also be presented.

Languages: de, en, es, ro

12-01-18-SE

## › Inclusive labour market

Baia Mare / Romania

20.09. – 23.09.2018

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

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The purpose of this project is to prepare an overview of the new challenges for an inclusive labour market. They include a growing and permanent sense of insecurity, an ageing population, high levels of long-term unemployment and youth unemployment, and changing job qualification requirements. In addition, the project will also provide an overview of the effects of these aspects on young and older workers, as well as workers in weaker positions in the labour market. By developing a better understanding of these challenges and their effects, labour organisations can build greater awareness and develop strategies for meeting these challenges, with a special emphasis on the concept of life-long learning as a way to integrate younger and older workers, as well as workers in potentially weaker positions.

Languages: de/es/it, en, ro

12-02-18-SE

## › Inclusive labour market and youth employment: Europe-wide analysis

Jūrmala / Latvia

31.05. – 02.06.2018

**LKrA (Latvijas Kristīga Akadēmija)**

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The European Pillar of social rights serves as a compass for this project, which investigates how this political initiative can assist with the employment of young people. In particular, the organisation responsible for the project will provide insights into specific legislative and non-legislative initiatives, and the potential of the European Semester as a government instrument. Participants in this educational measure are invited to develop resolutions with regard to opportunities for implementing the youth guarantee as a part of the Pillar. Additionally, the project will also take a closer look at national social policy measures that resulted in high levels of youth unemployment in the Baltic states, and will compare these with the recommendations made under the Pillar. Participants are asked to suggest measures designed to fight youth unemployment by identifying the responsibilities of employers and young people.

Languages: en, lv

12-03-18-SE

## › Young people in the labour market – how to improve their situation?

Osijek / Croatia

07.06. – 09.06.2018

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

Franjo Topić and Vanja Gavran

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The employment and non-employment situation of young people in southern European countries and EU candidate countries is characterised by a number of special features. This project will discuss the specific causes and consequences of high levels of youth unemployment in southern and eastern Europe. With a dialogue and discussions between decision-makers, representatives of labour organisations and young workers, the participants will try to find an answer to the question of what are the main obstacles for better integrating young people into the labour market, and how their needs and requirements can be better addressed. The measures implemented in the context of the youth guarantee and employment initiative will be analysed. Recommendations to improve the education system will be developed, and the consequences of the emigration of young and well-educated citizens for the region and the social insurance system will be discussed. The emigration of young and educated workers from countries with lower incomes into countries with high incomes contributes to the steadily growing growth gap among the countries in the European Union. Another purpose of the project is to adopt best practice examples from other EU member states.

Languages: de, en, hr, it

12-04-18-SE

## › Millennials at work

Sofia / Bulgaria

24.09. – 26.09.2018

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

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The general objective of this educational project is to create a platform for the representation of young workers to exchange information about the challenges faced by the Millennial generation with respect to em-

ployment conditions, strengthening awareness for these challenges, exchange of best practice examples and lessons learned examples. The main goal of this project is to study the employment-related challenges faced by Millennials with regard to work-life balance. “Millennials” refers to the generation that already grew up with the new technologies as “Digital Natives”, which means that this generation is most familiar with the use of digital skills at the workplace. Their desire to play an important role and contribute to society, along with their preference for flexible working hours, means that Millennials often find themselves in situations in which they are constantly working everywhere. In addition, the project will also discuss the transition from education to employment. Because of the democratisation of tertiary education, Millennials are probably the best-qualified generation of all times. It is likely that their attitude towards work, which differs from earlier generations, will lead to new models in the area of working hours, leadership culture and employee development. Notwithstanding the fact that this generation considers work to be important, young workers nevertheless find themselves part of a new group that is characterised by precarious working conditions as well as badly paid and highly insecure internships. Therefore this project aims to develop recommendations for Millennials to smooth the transition from education to working life.

Languages: en

12-05-18-KO+PF

Group of themes 2

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

# 21 – Strategies of European institutions – Capacity building

## 1) „Strengthening social dialogue – shaping European integration“: special project for workers' organisations in the Western Balkans

Countries of the Western Balkans

01.04.2018 – 31.03.2019

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

Sigrid Schraml

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The western Balkan countries are on the way to stabilising and strengthening their relationships with the EU. Some of them are striving for EU membership in the long term. Several EZA partners have long maintained relationships with labour organisations in the region, and have noted that considerable work is needed with regard to shaping the social dialogue. Therefore EZA has decided to once again focus on strengthening the social dialogue in this region in the coming education year.

The situation of workers in the western Balkan region will be analysed in a variety of educational events. Another objective is to discuss the experiences of western Balkan and EU countries in shaping the social dialogue at various levels. Adapted to the European approach, this project also aims to develop strategies for the development, reorganisation and strengthening stable regional structures of social dialogue.

Languages: not yet defined

21-02-18-SP

## › Capacity building of workers' organisations – the future image of workers' organisations in the light of changing general conditions

(Majorca) / Spain

06.02. – 08.02.2019

### **Krifa (Kristelig Fagbevægelse)**

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With this project, Krifa intends to investigate the internal challenges for labour organisations. On a more general level, the public perception of unions, and in particular the strike action concept, which is coming under increased criticism, will be examined in more detail. With regard to the reputation of unions, the project also aims to investigate the other reasons why large portions of the population are not (or no longer) willing to join unions. After all, membership in a union forms the basis of unions and is an integral part of their organisational strength, as well as an essential part of its reason for their existence and recognition. In addition, this course also intends to examine the advantages of union membership and strategies for recruiting new members. An investigation of the internal challenges will be used to gain insights into how unions in various parts of Europe are managing this new reality. Finally, the project will also highlight the external factors that affect the political power of unions.

Languages: de, en, es

21-03-18-SE

## › Best practices of services in alternative dispute resolution

Budapest / Hungary

24.05. – 25.05.2018

### **MOSZ (Munkástanácsok Országos Szövetsége)**

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The strength of the social dialogue in the different EU member states varies. The same is true with regard to the respect for social partners and the agreements established by them. For this reason, MOSZ plans

to analyse the available services for alternative dispute settlement (ADR) in the different EU countries as a means to settle tariff disputes before resorting to the courts. In view of the current Hungarian labour law, ADR mechanisms offer real added value for workers, because alternative conflict resolutions are generally preferred over court proceedings. The national association of labour representations established the labour consultation and dispute settlement services in the year 2017. In the context of this project, the method and experience with labour advisory services and conflict resolution services will be analysed through comparisons with similar services in other EU countries, with a special emphasis on the role of labour organisations in the context of such services, and the added value of advisory services for the prevention and settlement of collisions of interests.

Languages: de, en, and others

21-04-18-SE

## › Age diversity management – challenges for and expectations of the social partners

Warsaw / Poland

23.04. – 25.04.2018

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

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At present, Europe is characterised by an ageing population. National social security systems can only be protected if older workers remain active in the labour market longer, while young workers are simultaneously integrated into the market. The employment of multiple generations in the labour market creates special challenges for corporate human resources departments. In addition, unions can no longer rely on being the representatives of a homogeneous group of workers. The requirements of workers and their attitudes to work vary depending on the age group. Therefore the project aims to present and analyse the initiatives for age management from different countries, which were recommended in the context of the project and some of which were already implemented. In this way, KK NSZZ „Solidarność” endeavours to develop and strengthen the capacities of labour organisations to enable them to act as competent and responsible partners in the social dialogue. It will also focus on the European autonomous framework agreement on active ageing and an inter-generational approach. Finally,

Solidarnosc plans to make a contribution to strengthening the social dialogue by strengthening the role of unions in creating and monitoring an age diversity management system.

Languages: de, en, fr, it, pl

21-05-18-SE

## › From trade unions to industrial relations services: a new model

St. Julians / Malta

06.12. – 07.12.2018

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

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With this project, UHM focuses on strengthening the capacities of labour organisations to remain an indispensable partner in the social dialogue in European society. Technological developments, globalisation, increasing worker mobility and new forms of work put increasing pressure on the structures of traditional social dialogue and the traditional role of unions. This is even more true in light of the challenges for the young generation of workers in the EU. With this project, UHM wants to expand on the concept of change management to prepare labour organisations for the challenges of today and tomorrow. Also, with this project UHM will encourage union representatives to actively participate in initiatives that can be used to find answers to these challenges. Another objective is to identify possible measures that can be used to permanently support capacity-building and change management and reduce the divide between older and younger generations of workers. Future financing mechanisms for unions, as well as the role of the European umbrella associations and how they can support these labour organisations at the national level will also be identified.

Languages: es, it, pl, en

21-06-18-SE

## › The future of workers' organisations in a changing Europe: analysis and strategies for involving young people

Madrid / Spain

03.12. – 05.12.2018

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

Dulce María Moreno Hernández

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At the start of this project, USO analyses the general trends in the European labour market and in European society, which are characterised by a decreased willingness on the part of citizens to join unions, and dwindling confidence in labour organisations. The USO also investigates the challenges and opportunities of digitisation for labour organisations. Specifically, it will present options for the application of digital tools that can be used to target young workers in new forms of employment. The programme also includes an exchange of information with other labour organisations as well as a presentation of the initiatives of labour organisations at the European level. In this way, USO intends to become a part of a continuous renewal process that allows labour organisations to adjust to the new realities in society and in the labour market. All of the above is required to achieve an effective, collaboration-based and constructive social dialogue.

Languages: en, es, pt

21-07-18-SE

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

Bucharest / Romania

22.11. – 25.11.2018

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

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The objective of the “kick-off seminar” is to present the thematic focus areas of EZA’s “European Social Dialogue” 2019 educational programme and offer an opportunity for an in-depth reflection of current

social dialogue issues – also against the background of the Agenda for Jobs, Growth, Fairness and Democratic Change of the European Commission, the European Pillar of social rights and other political strategies of the European institutions.

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

21-08-18-KO

## » **Strategies for workers' organizations to design employment and social policy with European funding possibilities**

Vilnius / Lithuania

Autumn 2018

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

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The European Social Fund (ESF) is regularly used by labour organisations to shape worker, employment social policies in the EU. The projects of the 2014 – 2020 funding period are currently in the implementation phase, and will soon be evaluated in preparation for the new funding period. EZA has initiated a network that allows participants to exchange and assess ideas and experiences regarding their ESF projects. The purpose of this project, among others, is to generate ideas as to how objectives that are of general importance to labour organisations can be advanced with the help of the ESF in the future.

Languages: not yet defined

21-09-18-AG

## » **Social dialogue in the education sector**

Part 1: Katowice / Poland

25.05. – 27.05.2018

Part 2: Warsaw / Poland

12.10. – 14.10.2018

### **KK NSZZ „Solidarność“ (Komisja Krajowa NSZZ „Solidarność“)**

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Societal changes – particularly those resulting from digital developments – must be picked up particularly in the educational and school system. At the same time, these institutions are often very rigid and slow to implement reforms, while the above developments are advancing very rapidly. Schools, which are actually supposed to prepare learners for the imminent changes affecting their lives and jobs, are less and less able to meet this requirement. The use of digital technologies and digital knowledge in education must increase. This project will discuss the options offered by digital education instruments; experiences in this area will be exchanged, and the contribution that the social dialogue can make in this process will also be considered.

Languages: en, fr, pl

21-14-18-PF

## **› A more united, stronger and more democratic Europe for social partners**

Brussels / Belgium

25.09. – 26.09.2018

**Beweging.academie**

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The objective of this project is the development of a requirements catalogue from the viewpoint of the social partners and in particular from the worker's viewpoint with regard to the development of a social AAA seal of approval in Europe. In his speech on the state of the union in the year 2017, Commission President Juncker described the efforts to achieve a Europe with a social AAA rating in more detail: an EU that guarantees political measures that warrant the economic and social well-being of its citizens through prosperity for all, the redistribution of wealth, respect for cultural diversity, creation of a solidarity society, and equal access to good services. The project will analyse the White Book on the future of Europe, the reflection paper on the social dimension in Europe, and other reflection papers that had an impact on social policies, e.g. the reflection paper on the expansion of the economic and currency union. Finally, the participants in this activity will also analyse and formulate concrete suggestions for a European Employment Authority on the basis of the experiences of the social partners and labour organisations.

Languages: de, en, es, fr, nl

21-15-18-AG

## Rejuvenating workers' organisations to develop capacity and knowledge

Lisbon / Portugal

11.10. – 13.10.2018

### **CIFOTIE (Centro Internacional de Formação dos Trabalhadores da Indústria e Energia)**

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The main objective of this project is to increase the attention of labour organisations to their ageing membership base, and to initiate a change process by which labour organisations prepare for the changes in the labour representation at the European level in view of the current economic developments. It is very important that this process is initiated now, so that experienced worker representatives can transmit their skills and knowledge to young representatives, since otherwise the labour organisations will lose this knowledge and experience when the older representatives retire. To start this process of renewal in the labour organisations, the project will present new union concepts that are based on the socio-economic developments in exactly these organisations. Best practice examples designed to strengthen the viability of labour organisations in Europe through participation in social and economic programmes, e.g. participation in and provision of professional education for young and unemployed individuals, participation in and implementation of statutory and private health care systems, participation in and management of pension funds, will be presented as part of this education initiative. Suggestions for concrete and active campaigns that can be used to target and mobilise young workers will also be discussed. Finally, the future of the social dialogue in Europe will also be discussed as part of the project.

Languages: en, pt

21-16-18-AG

## 22 – New working relationships: digitalization and trade union strategies

### › Digitisation and social protection of employees in new forms of work

Predeal / Romania

24.05. – 27.05.2018

**CNS „Cartel Alfa“ / F.N.CORESİ (Confederația Națională Sindicală „Cartel Alfa“ / Fundația Națională CORESİ)**

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The digital transformation is accompanied by far-reaching changes in the economy and society at the national, European and international level. In this context, it has become clear that this process, while creating positive effects for some areas, can also lead to negative impacts if the corresponding adjustments are not made. One such area could be the social security system. On-line platforms that are used to assign work assignments in the form of contracts make it difficult to clearly identify employer and employee, since this form of employment does not usually involve the use of individual employment contracts. At the same time, such contracts regularly form the basis of functioning social security systems in the member states of the EU. For those affected, it means that they are no longer covered under health, pension or unemployment insurance schemes. The project intends to identify solutions as to how social protection can be maintained for these new forms of work at the level of the member states. The social dialogue must be strengthened so that the negative effects of the digital transformation can be addressed.

Languages: en, es, fr, ro

22-01-18-SE

## › New forms of employment and working methods: the impact of new technologies on employment

Vienna / Austria

21.06. – 24.06.2018

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

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The emergence of new technologies has enabled concepts such as working from home, group and mobile work, as well as the development of new forms of work in Europe. At the same time, questions with regard to social protection and security should not be neglected even if these changes are a reaction to existing expectations and requirements. “Atypical” workers are particularly vulnerable, because they do not have the same rights/working conditions enjoyed by workers in regular employment situations. Therefore, this project intends to document and rank the needs and difficulties encountered by atypical workers, so that their expectations can be addressed and they can be defended as a whole, and to identify the protective and defensive mechanisms that are used by atypical workers. In addition, the project aims to exchange information about current considerations and good practices from various European countries, and to develop a preview of imminent developments in new forms of work and their impact on society and work environments.

Languages: en, fr, and others

22-02-18-SE

## › The digital world of work and the resultant demands on „digital“ trade unions and workers‘ organisations

Pula / Croatia

26.09. – 28.09.2018

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

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The occupational landscape is changing rapidly: Someone originally trained to work on the turning lathe is now working with 3D printers. At the interface of human and machine, new occupations are emerging, while others disappear forever. Technological progress leads to the

emergence of new business models, and puts pressure on long-established companies. At the same time, the digital workplace is changing the global division of labour and creates new value chains. “Crowd-sourcing” is one such example. In this scenario, orders are tendered and awarded digitally for a global labour pool. Where businesses are organising themselves as networks, they still rely on salaried employees, but also use freelancers as flexible employees. The work performed on digital platforms goes beyond the scope of current labour law. The boundary between employer and employee is becoming increasingly blurred, and there are now forms of employment that are no longer covered under the labour laws.

The purpose of this seminar is to offer a discussion and exchange platform in view of the current requirements for labour organisations. Do we need new terms to define what is an employee or business? How can rights and protective standards be expanded? Where and how can a new “dispute and strike culture” be established? How can and must labour organisations position themselves in the digital sphere? These questions will be discussed in seminars by way of introductory presentations, best practice examples, and in dialogue with various stakeholders.

Languages: de, en, fr, sr

22-03-18-SE

## **› KGZE 2018: Capacity building in the digital age: trade unions – democracy – social dialogue**

Thessaloniki / Greece

26.04. – 29.04.2018

**ÖZA (Österreichisches Zentrum für Arbeitnehmerbildung)**

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Based on the focus areas of the last KGZE projects, it has become very evident that we are entering a new era. While in the year 2000 about 75% of all data in the world was present in an analogue form, this figure had shrunk to less than 1% by 2015. More than 99% of worldwide data is now stored in digital form. This radical shift not only affects the world of work, but is also advancing into more and more areas of life. Therefore, basic forms of work and negotiation must be designed so as to ensure their future viability. This affects the work performed by unions with regard to education, member recruitment, campaign fitness, negotiation management, as well as the relationship between po-

litical parties and their voters, which form important pillars of democratic order and the rule of law together with the media (freedom of the press and opinion) and an independent justice system. The “social dialogue” process is a preferred method for balancing the different interest in the European countries. The exchange of ideas and the comparison with best-practice models in the form of country reports aims to achieve capacity-building for labour organisations with a focus on the “West Balkan” region. This should also lead to the continuous strengthening of the structures for the social dialogue in this region – but also across Europe.

Languages: de, el, en, it

22-04-18-KO

## **Human dimension of the digital age: trade union commitment for effective responses to shape the future of work, prioritising social integrity and employment protection**

Sofia / Bulgaria

05.07. – 07.07.2018

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

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Digitisation is one of the most important issues of our time. It penetrates our daily organisational, social and economic activities in a way that is not incidental but systematic. Digital progress has great power to change, which creates numerous and enormous opportunities for some, but is also accompanied by considerable challenges. It creates breaks in traditional industry segments, well-functioning employment relationships and social values. Not all workers are able to adapt to the changes quickly enough. It can be described as an asymmetrical development that hits workers and their representatives very hard. While the positive effects largely benefit the economy, workers are suffering from unclear/non-existent employment, bad working conditions, unclear social status and dwindling social security. Unions are the main actors in these fields, and therefore need to exchange information about the effects of digitisation on employment and working conditions.

The project also aims to summarise ideas how worker protection that respects the dignity of work can be jointly achieved at the political and social level. At the same time, it also aims to analyse the driving forces

that are changing the economy and society, and present good practices of union activities for dealing with this situation.

Languages: bg, de, en, fr

22-05-18-SE

## Workers' organisations 4.0: workers searching for greater human dignity in the new era

Slovenia

05.10. – 06.10.2018

### ZD NSi (Združenje delavcev Nove Slovenije)

Jakob Bec

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The sociological and technological changes of the past 20 years have significantly changed the meaning of work. Workplaces, the required skills and working conditions have all changed. Today's social dialogue is driven by the following issues: How can workers follow the new social trends, how can they adapt to new situations in line with a life-long learning process, and how can employment relationships be regulated? The objective of this project is to investigate how labour organisations can meet the requirements for workers in the world of Industry 4.0.

The following questions arise in this context:

- What differentiates the situation before and after the fourth industrial revolution, how do these differences affect labour organisations, and what good practices do we find in this area?
- How can labour organisations better represent workers and contribute to strengthening the social dialogue?
- How can the capacity building of labour organisations be strengthened for greater influence in the social dialogue?

Languages: de, en, sl

22-06-18-SE

## 23 – Quality of work

### › Technological evolution: challenge for proactive personnel and employment policies

Trogir / Croatia

03.05. – 04.05.2018

#### **Europees Forum VZW**

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Technological progress is leading to the increasing computerisation and automation of production processes and services. Workers are running the risk of losing their job if they do not possess the required qualifications and skills for employment in a technologically-oriented work environment. Companies often decide to hire new workers who already possess digital skills instead of retraining their existing workforce. With this project, the Europees Forum aims to raise awareness for pro-active human resources and employment policies, which strive to provide workers with an opportunity to work in suitable roles in the same company for longer periods through continuous further training and re-orientation at the workplace. In addition to a theoretical analysis, the seminar is primarily concerned with presenting practical and model examples.

Languages: en, fr, nl

23-01-18-SE

### › Understanding the world of work and of employment in terms of workers' quality of life and dignity

Braga / Portugal

07.06. – 10.06.2018

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

José Augusto Gomes Paixão and Glória do Nascimento Fonseca

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With this seminar, LOC/MTC pursues two objectives: First, to identify the effects of the devaluation of work, as evidenced by the rise of structural unemployment and precarious employment, on the lives of workers and their families. The impoverishment of parts of the workforce, the disappearance of collective agreements and the resulting loss of collective rights, along with mental illnesses triggered by increasing job uncertainty will be discussed in this context. Second, the seminar also aims to initiate an in-depth debate about how labour organisation can counteract the tendency to devalue work by searching for technical and human principles that have the potential to promise stable and sustainable growth in the businesses and countries of Europe on the basis of Christian values, social teachings, human rights, ecology and human dignity.

Languages: de, en, es, fr, pt

23-02-18-SE

## ➤ **Towards socially fair and competitive road transport in the European Union**

Budapest / Hungary

17.01. – 18.01.2019

### **MOSZ (Munkástanácsok Országos Szövetsége)**

Anita Diana Rácz and Imre Palkovics

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The starting hypothesis of this MOSZ seminar is that a company's competitiveness in international markets and the existence of socially fair working conditions must not be mutually exclusive concepts. The event starts with a presentation of practical experience with regard to the working conditions in the road transport sector (focus: driving and resting periods, applicable wages and letterbox companies), as well as the European and national legal framework. By drawing on qualified experts from the government agencies of the member states, social partners in different sectors and from the European Commission, this event aims to formulate political recommendations targeted at improving the education of representatives of labour associations in the fight against illegal employment practices, supporting employees who are abused by illegal employment practices, and achieving convergence in working conditions (driving and resting times, applicable wages, fight against letterbox companies) and their enforcement at the European and national level. The challenges for the social partners and their roles will be discussed in this context.

Languages: de, en, fr, hu

23-03-18-SE

## › Sustainable growth and inclusive labour market – what is the role of the social partners?

Vilnius / Lithuania

04.07. – 06.07.2018

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

Kristina Krupavičienė

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Opportunities for professional development and life-long learning are a central component of an inclusive labour market and the quality of work. This project by Solidarumas presents different initiatives of the European Union (such as the New Skills Agenda for Europe) and identifies the social partners' power to shape policy with regard to further training. It will scrutinise, from the perspective of an individual worker, whether it is sufficient to possess the skills required for the job in order to encounter good opportunities in the labour market and find a quality workplace. An action plan for the social partners for promoting an inclusive labour market and quality workplaces will be developed at the end of the seminar.

Languages: de, en, fr, lt, pl

23-04-18-SE

## › Equality in the labour market: the position and role of women

Leiden / Netherlands

02.10. – 04.10.2018

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

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Equal opportunity for women and men in the labour market has been a top agenda item for politicians and unions for many years. Even if steps designed to strengthen the position of women have already been implemented, there is still much work to do, as evidenced by the latest numbers. Only 65% of women with children under 12 years are in the labour force, compared to 90% of men. Women also make up 75% of part-time employees. Finally, women continue to earn low wages, which also means that women are much more likely to take advantage of parental leave than men. The objective of this WOW seminar is to

critically examine the actions taken by unions for better integrating women into the labour market, and to consider what future strategies may look like. In this vein, the image and model function of unions, the management of which is often dominated by men, will also be scrutinised.

Languages: de, en, es

23-05-18-SE

## **› The rights of workers and their participation in the labour market – recognition of these rights in the EU legislation and national law**

Madrid / Spain

05.10. – 07.10.2018

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

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The digitisation of the world of work means that workers must acquire new skills for their job; it has also led to the emergence of numerous new and often precarious forms of employment. This seminar by C.E.A.T aims to create a new awareness for the significance of life-long learning as a key prerequisite for maintaining existing employment, and to call for more engagement and awareness for the maintenance and quality of workplaces at European and national institutions. It will investigate which workers' rights are most at risk, and which labour law regulations should fall under EU law.

Languages: en, es, it, pt

23-06-18-SE

## **› The future of work (Contribution to ILO 100th anniversary)**

Bucharest / Romania

04.02. – 06.02.2019

**CNS „Cartel Alfa“ / F.N.CORESI (Confederația Națională Sindicală „Cartel Alfa“ / Fundația Națională CORESI)**

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The ILO's "Future of Work Centenary Initiative" will become an important reference point for shaping the future of work in the coming years. In a global world, the interests of workers in Europe are continuously intertwined with those of other employees in other parts of the world, and lead to a variety of interactions. This process is gaining in speed as a result of the current digitisation processes in the work environment, which are felt by workers in almost all areas. Therefore, it is very important for the future social dialogue in Europe to become involved in this ILO initiative, so that the changes and challenges that are considered critical in a global context can be appropriately adopted into one's own actions. The Cartel Alfa / CORESI project aims to address the following questions in particular: What are the values shared by the attending labour organisations? What is the diagnosis/analysis with regard to the main challenges? What are some of the possible solutions and existing experiences? What role can the ILO play in this context? What reforms are needed? Which perspectives/strategies/networks can be initiated and designed in this regard? How can the results of the seminar be included in the ILO "Future of Work Centenary Initiative"?

Languages: en, es, fr, ro and another one

23-07-18-SE

## 1) „Focus on economy“: Decent work and living in Europe – vision or reality?

Kirchhundem / Germany

03.06. – 09.06.2018

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

Wilfried Wienen

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The effects of the financial and economic crisis on European labour markets, increasing competitive pressures on companies through globalisation and the resulting global competition and digitisation of work have resulted in increased unemployment and precarious employment, the hollowing-out of workers' rights, a decrease in workers' quality of life, and an increase in mental illnesses ("burnout"). In this seminar, KAB Deutschland aims to analyse the features of present working conditions (based on key points such as working hours, security and occupational health at the workplace, minimum wage, precarious employment, temporary labour, equality of men and women, social security, fair wages) and remind participants of the core work standards

defined by the International Labour Organisation (ILO) and their implementation. In addition to acting as an exchange of experiences, the objective of the seminar is to develop opportunities for action across national borders, along with concrete action fields and steps, with the goal of ensuring humane working conditions in Europe and strengthening the EU's social dimension.

Languages: de, en

23-08-18-SE

### **7th European Social Week: Common good, subsidiarity, solidarity – Ways of overcoming poverty and social inequalities in Europe through renewed social dialogue**

Milan / Italy

14.02. – 16.02.2019

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

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Social inequality between the countries in the European Union and also within these countries has increased in recent years – a development that is not solely but rather also due to the financial and economic crisis. The objective of the 7th European Social Week is to highlight ways in which regulations can be developed with regard to taxes, education and training as well as digitisation and the robotisation of work, which can lead to more social justice. Another key question in the conference will centre on how good social security can be maintained for all in the long term. Particularly the role of the social partners and the social dialogue will be investigated in this context.

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

23-09-18-KO

### **Employment in the health care sector**

Vilnius / Lithuania

25.10. – 27.10.2018

#### **EPSIN (European Platform for Social Integration)**

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Technological developments, quality improvements and rising life expectancies have changed the occupational requirements for those working in the health sector. In addition, new workplaces (including the care segment) have emerged, and working conditions have changed. This overall environment requires a social dialogue that not only broaches the issue of higher wages, but also develops solutions for improving working conditions and avoiding irregular overtime work, while also focusing on workloads and the considerable responsibility that is assumed by those working in health care. This seminar aims to present practical examples – also through visits to operations – and promote the exchange of ideas at the European level. Recommendations that participants should pass on to their colleagues in their role as multipliers in their organisations will be formulated at the end of the seminar.

Languages: de, en, It

23-10-18-SE

## 24 – European Pillar of Social Rights

### › The European Pillar of Social Rights: how to foster implementation of social rights and make it more „biting“ for social partners?

Turin / Italy

17.05. – 18.05.2018

#### **Beweging.academie**

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The project by Beweging.Academie will analyse the implementation of the European Pillar of social rights as compared to the implementation of social rights in other legislative texts, for example in the European Social Charter and the International Covenant on Economic, Social and Cultural Rights from 1966. Strengthening social rights at the European level can contribute to balancing the contrary trends under the member states and reducing the risk of socio-economic shocks. The project consists of an analysis of the political process by which the pillar came about, as well as an in-depth analysis of the specific social rights contained in the pillar, and the opportunities for implementation, with a special emphasis on those opportunities formulated by the pillar for improving the quality of life of workers, particularly of workers from middle and lower income groups. This will be followed by a presentation of the different national social developments and the implementation of social rights in the national social policy measures using best practice examples from the labour organisations. In this way, Beweging.academie wants to identify ways in which the implementation of the pillar can be supported and the confidence of workers from lower and middle-income groups in the European Project can be re-established. The project also aims to develop concrete suggestions for monitoring the social upward convergence using a social policy priorities list, for the standardisation of political measures and for the promotion of political coherence between social, economic and financial policies.

Languages: en, es

24-01-18-SE

## › The European Pillar of Social Rights: opportunities and challenges for the sectoral social dialogue on company, national and European levels

Brussels / Belgium

22.10. – 24.10.2018

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

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BIE International vzw wants to gather union leaders and representatives of various sectors at one table to take advantage of the “new spirit” within the EU with regard to social issues and the social dialogue, and to develop a map outlining the opportunities, risks and challenges. The project will result in a paper that will become a useful instrument for union representatives during successful negotiations as part of a newly strengthened social dialogue. The project initially investigates the reasons for the financial crisis and the effects of austerity policies on workers and the social dialogue. It will also analyse the reasons for workers’ distrust of the European Project, and identify possible solutions. Practical solutions for union leaders and negotiation partners will be developed after a debate over how a social dialogue can be successfully managed via the European Pillar of social rights. In this way, BIE International vzw wishes to strengthen unions so that they can play an active role in the dialogue on the European Pillar of social rights.

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

24-02-18-SE

## › The future of Europe – the social dimension

Utrecht / Netherlands

04.04. – 06.04.2018

### **CNV (Christelijk Nationaal Vakverbond)**

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The main focus of this project is the reflection process on the future of Europe in the next five to ten years. The CNV wants to underline the importance of the social dimension of Europe for workers, citizens and

social organisations. The lacking strength of the social dimension in Europe forms the starting point in this regard. As part of this project, the CNV aims to further develop its argument as to why the social dimension in Europe must be strengthened in the future so that workers and member states can compete on the basis of high-quality employment, and not on the basis of lacking social legislation or differences in wages. Another educational objective of this project is to highlight how the European Pillar of social rights can contribute to a more social Europe. Starting with a general examination of the future of Europe and concrete political measures that have a direct impact on the lives of workers, the organisers will develop a series of concrete suggestions for policy-makers regarding practices in the European labour market. The work for the seminar will be completed in the context of thematic workshops.

Languages: de, en, fr, nl

24-03-18-SE

## › **A social Europe, workers' movements and social dialogue: a joint vision for the "European Pillar of Social Rights"?**

Manchester / United Kingdom

08.11. – 10.11.2018

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

Pontien Kabongo

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The European Pillar of social rights forms the starting point in this project, which aims to find out what "fair working conditions" really means. It will analyse parallels and differences between EU member states in terms of employment, wages, working conditions, termination, social dialogue and work-life balance, and add these to the recommendations for the criteria. Concrete suggestions for the Europe-wide introduction of criteria to secure appropriate work for all citizens will be submitted at the end of the project. The project will be implemented using the "seeing, judging, acting" methodology. Other parameters for discussion include the Christian-social traditions, Catholic social teachings and human rights.

Languages: de, en, fr, pt

24-04-18-SE

## › The European Pillar of Social Rights: towards a more equal and social Europe

Vilnius / Lithuania

08.11. – 10.11.2018

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

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The project by the LDF Education Centre aims to evaluate – building on the results of the previous year – the extent to which the European Pillar of social rights can provide the member states with a guideline for responding to the changes in the labour market that were identified in last year's project, and help them to get ready for the new forms of employment. A second objective of the project is to assess the extent to which the pillar has already been implemented. LDF Education Centre will evaluate implementation on the basis of the unions' expectations for the pillar: binding, EU-wide goals or "benchmarks", e.g. for the expenditures for social policy as part of GDP, the pressure exerted by the pillar on national political decision-maker to achieve these goals, and to provide more social orientation to national policies. Just working conditions, appropriate and sustainable social protection and work-life balance will be particularly emphasised in this context. Similarly, the opportunities resulting from the pillar to also achieve the associated intentions in eastern European member states will also be analysed in detail. Finally, the representatives of the labour organisations will be asked for their assessment of how the pillar can respond to the challenges for workers in the face of a digitised labour market and its effects on the social systems.

Languages: de, en, es, lt

24-05-18-SE

## › The future of Europe – the social dimension of the EU

Vienna / Austria

13.12. – 14.12.2018

### **ÖZA (Österreichisches Zentrum für Arbeitnehmerbildung)**

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This seminar analyses and evaluates the European Commission's measures in the area of the social dimension of the EU. It focuses in particular on the debate surrounding the future of a European Union consisting of 27 member states, and the reflection paper on the social dimension of the EU. Finally, this debate on the future of Europe will form the starting point for a process for the EU27, through which a joint decision must be achieved on the future of European integration, beginning with the summit in Rome, the celebrations for the 60 years of European integration and the European parliamentary elections in 2019. The European and national social partners should play a key role in the decisions that must be made regarding the future of Europe, and not only because these decisions will in turn have significant consequences for the social dialogue in Europe. In the context of the project, the options for the future of Europe's social dimension will be analysed and evaluated from the viewpoint of the workers. The project will investigate the challenges that the EU27 should tackle together, and which instruments of the EU represent added value in this process. Concrete ideas, suggestions and options will be drawn up, and strategies for how labour organisations can become involved in this debate will also be developed. The result of the project will enable workers' organisations to defend a common position in the debate on the future of Europe and the social dimension in EU vis-à-vis the employers' organisations, national governments and national parliaments, and will enable them to formulate direct political recommendations.

Languages: de, en, es, fr, it

24-06-18-KO

# 25 – Safety and health at work: Healthy Workplaces

## › Three years after the migration and security agendas: where does the public sector stand?

Bucharest / Romania

20.09. – 22.09.2018

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

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With this project, EUROFEDOP intends to undertake a stock-taking process for the public service in various sectors three years after the migration and security agenda of the European Commission. Individuals working in the police and defence sector are assigned to the fight against terrorism in order to ensure security in our society; workers in the justice system are confronted with radicalised prisoners, and employees of ministries and local and regional authorities are tasked with helping people who are in need after leaving their home countries. This seminar aims to investigate how these tasks and situations affect the mental well-being of these employees. Being confronted with human tragedy can put considerable stress on workers in the public service, which is why the seminar will ask whether governments have plans to help them to deal with situations of human misery and suffering.

Languages: de, en, es, ro

25-01-18-SE

## › Safety and health at work

Košice / Slovakia

28.06. – 01.07.2018

### **NKOS (Nezávislé kresťanské odbory Slovenska)**

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Workers in the electrical and metal industries are vulnerable to special health and safety risks. The movement of machines and equipment, falls from heights and falling objects can lead to injuries, poisoning (if

chemicals leak into the air), and also contact with carcinogens. A concrete occupational safety management system with defined rules and accident prevention procedures is a key component in this context, in addition to a general awareness on the part of employers and employee regarding the issue of safety and health protection in the workplace. The objective of this project is to identify risks, present examples of preventative measures, and to develop strategies for labour organisation and company interest representatives. The project will be placed in the context of the respective activities of the European Agency for Safety & Health at Work, as well as the strategic framework of the EU for safety and health protection at the workplace for 2014 – 2020.

Languages: de, en, sk

25-02-18-SE

## › Environment, quality and security: workers and innovation

Padua / Italy

28.09. – 30.09.2018

**FEDER.AGRI. (Federazione Nazionale per lo Sviluppo dell'Agri-coltura)**

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Even if the number of accidents in the agricultural sector has steadily decreased in recent years, new risks have emerged particularly with regard to the operation of machines and equipment – risks that are due to ever increasing qualification requirements as a result of technological advances and digitisation, as well as the advanced age of workers in the industry and the fact that it employs many foreign temporary workers who are not sufficiently trained to safely operate more complex machines and equipment. With this project, FEDER.AGRI wants to draw attention to this problem and identify ways in which agricultural workers can be trained to safely operate machines and equipment, and how technological equipment can be designed in such a way so that it is easier to operate.

Languages: de, en, es, it

25-03-18-SE

Group of themes 3

**What elements of working  
life influence workers'  
quality of life?**

# 31 – Working and living in a digitized world

## › The digital world of work – Industry 4.0: new opportunities for the young

Strasbourg / France

13.11. – 14.11.2018

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

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In its 2018 seminar, ACLI will once again address the issue of “Industry 4.0” for a more in-depth understanding and examination of the effects of Industry 4.0, artificial intelligence and robots on different work areas. The areas on which the debate on Industry 4.0 will be based are: social and medical care and care activities, sustainable tourism, and an analysis of the use of large data volumes (bit data). Another objective of the seminar is the exchange of information and a discussion about the practices pertaining to professional training and further training, which are used in the participating countries and which must be maintained along with the development of the technology. In particular, the seminar aims to investigate which new skills could be integrated into already existing occupational profiles and which could be required for new occupations. It also aims to discuss how digitisation affects young people with regard to their access to employment and the education system.

Languages: en, fr, it

31-01-18-SE

## › The digital world of work’s opportunities and risks for women

Brixen / Italy

14.09. – 15.09.2018

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

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In many industry and service sectors, forms of digital communication and supporting electronic devices are widespread, and software-controlled work processes have become the norm. According to a European survey of working conditions (EWCS) in 2015, the distribution of telecommuting and ITC-supported mobile work ranges from 7 percent (Italy) to 37 percent (Denmark). Technological progress and the digitisation of all relevant processes and information in production and service processes act as great innovation drivers: new occupations continuously emerge, while others disappear. The replacement of human work by machines is under way mainly in those areas where this leads to savings or productivity increases. Integrated production methods, big data and robotics are the key words associated with another fundamental transformation of the labour society. This transformation creates new challenges for labour organisations, since the structural upheavals in the labour market also have the effect of changing working conditions and therefore must be accompanied by changes to labour legislation and with regard to social security. Even the definition of labour seems to be called into question, and the boundary between employee and freelance status is becoming blurred. This project aims to examine this transformation from the perspective of gender. The enforcement of equality of opportunity with regard to parental leave and family-related support tasks is an important priority for IPEO. It offers the opportunity to anchor gender mainstreaming in the process of the digitisation of work from the beginning, and thus better establish the interests of workers in the consciousness and actions of unions.

Languages: de, en, it

31-02-18-PF

## › Work less, live better – organising working time in the new economy

Porto / Portugal

07.02. – 10.02.2019

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

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New information and communication technologies have a growing influence on the economy and working hours, and play a key role in blurring the boundaries between work and off-work hours, i.e. time for oneself, one's family and the social environment. The digital economy creates new and important challenges for the traditional working hour

model, which has its origins in the industrial age. In this context, the legal and union debate about these issues is gaining in relevance, since it is essential that more flexible labour laws do not lead to the end of the same, and thus trigger a continuous reduction in workers' right to rest, family life and social contacts.

The seminar aims to investigate this topic taking into account the most recent labour reforms in Portugal and other participating countries, and compare it to the requirements for the common legal framework for the social and economic progress of the European Union. Working hours are one of the most complex and most difficult to negotiate aspects of the social dialogue in each country, and also in the European framework. The European working hours directive demonstrates the complexity and difficulty of formulating the widely diverging interests of companies, workers and the various member states with their respective cultures and different models of work relationships. There are however also examples of successfully negotiated forms of workplace design, which benefit both workers as well as companies.

Languages: de, en, es, pt

31-03-18-SE

## **› The digital world of work – Industry 4.0: working conditions, requirements of new vocational skills, reform of education and training systems, employment trends and income distribution in society**

Leuven / Belgium

22.10. – 23.10.2018

**HIVA – Onderzoeksinstituut voor Arbeid en Samenleving**

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Industry 4.0 and the resulting industrial policies in all EU member states will have far-reaching effects and trigger upheavals in companies, employment relationships, education systems and the entire society. Despite the political attention currently enjoyed by Industry 4.0, there are a series of societal and political questions that are not given enough consideration at present. This is due to the often technocratic attitudes that accompany processes of technical change. While the effects of these changes on the labour market are viewed with pessimism, the use of technologies is very often viewed too optimistically. This leads to misguided actions in numerous political projects; also due to employer demands for changes to the education system. At the same time,

the strategy for intelligent industrial specialisation promoted by the European Commission and the EU member states not only targets technology and available skills in the labour market, but also how companies and educational systems deal with these skills.

The effects of the changes on working conditions, employment and income distribution as a result of the increasing separation of productivity and wage growth deserve the recognition and renewal of the social dialogue in handling these societal challenges. Therefore, the main objectives of this project are as follows:

- A discussion of the business – more so than individual – perspectives of skills in connection with the digitisation transformation, and an investigation of the conditions for regional “ecosystems of skills”.
- Finding answers to the effects of Industry 4.0 on work, working conditions, employment and income distribution from the worker’s point of view.
- Formulating conditions under which the social dialogue can play an important role with respect to the potentially far-reaching changes in companies, the economy and the labour market.

Languages: de, en and another one

31-04-18-SE

## **› 50+ Workers – Green and digital jobs, robotics and economic trends and new technologies: overcoming challenges for new knowledge and skills through VET and re-training and the role of trade unions**

Larnaca / Cyprus

16.05. – 18.05.2018

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

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Green economy, digitisation and robot technology in the world of work represent significant challenges for workers trying to access, maintain their position in, or return to the labour market. Employees must address the new requirements for their skills. This affects particularly workers in the 50+ age group. They are especially affected by terminations and long-term unemployment due to a lack of training in skills that are required for “green” and digital activities. The social dialogue (both at the national and European level) must be intensified and must

focus more on the new innovative economic environment and the resulting working conditions. Engaging in a democratic, meaningful and effective social dialogue, the social partners on the worker side must define the required policies, measures and actions at all levels, which can lead to worthy employment, the creation of high-quality workplaces and also work opportunities for workers over 50 years of age and the long-term unemployed.

During the course of the seminar, experts and managers of unions will analyse and discuss educational and further training requirements in connection with the green economy, digitisation and the use of robot technologies in the world of work for employees over 50 years of age, as well as the opportunities for a corresponding effective social dialogue for investigating employment trends, income distribution and educational requirements.

Languages: el, en, fr

31-05-18-SE

## Work opportunities 4.0 in the cultural/arts sector as a result of a changing and innovating Europe

Doorn / Netherlands

29.07. – 31.07.2018

### Association Christian Artists

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For many people, the economic and financial crisis has been overcome; this does not apply to the arts and culture sector. Government and municipal budget cuts have seriously affected the opportunities of many to find gainful employment in this sector. Ninety-five percent of artists and individuals engaged in the cultural sector leave this area ten years after completing their education. The drastic increase in flexible working conditions is another phenomenon in this regard. It begs the question of how such a situation can lead to humane income situations, a regard for health, social relationships and time for learning and renewal? What are well-thought-out measures and regulations that can help the growing segment of the self-employed? Another question is what additional learning value can be drawn from an examination of the new world of industry and digitisation. This seminar builds on the results of a previous seminar.

Languages: de, en, fr

31-06-18-SE

## › The digital world of work: flexible, anywhere, autonomous

Brixen / Italy

03.05. – 05.05.2018

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

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Technical progress and global data networks have fundamentally changed not only entrepreneurial activity (including work organisation) but also people's social relationships. Examples include information and communication portals, eCommerce and the digitisation of transmission technologies, citizen's data, logistics and media. But it was the digitisation and connection of information (big data) that formed the prerequisite for an innovation thrust that is now having far-reaching effects on the world of work and life in general. The innovation potential of linking digital information with production systems and processes is applied and gradually further explored across all production sectors as well as public and private services. The digitisation of the world of work and life in general leads to new opportunities, but also runs the risk of exacerbating already virulent problems that were caused by economic crises, neo-liberal deregulation offensives and sweeping structural upheavals: mass unemployment, precarious employment, an increasing gap between poor the rich, the hollowing out of social protective standards, and loss of union influence.

This project examines the problems associated with digitisation and Industry 4.0 from two points of view:

1. An analysis of current developments in the context of digitisation and deregulation, for which scientific research and experience values from union representation are already available.
2. Information about possible development scenarios, which appear to be plausible thanks to digitisation and the technical progress in the world of work and the organisation of society (mobility, education, communication and information).

The question is whether and how unions and other labour organisations can enforce social sustainability and fair distribution as a guideline for statutory and concerted regulations in the work and living environments of the future.

Languages: de, en, it

31-07-18-SE

## › Digital work – working anytime, anywhere – the impact on workers, their families and society

Birmingham / United Kingdom

18.10. – 20.10.2018

### **ECWM – EBCA – MTCE (European Christian Workers Movement)**

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New information and communication technologies (ICT) have revolutionised work and daily life in the 21st century. Cloudworking makes it possible to work independent of time and space. Notwithstanding all the ambiguities that still exist with regard to the concrete effects of digital work, it is already clear that the new technology is radically changing the relationship of work and recreation as well as family and communal life. The future is unknown – no one knows how we will work in 10, 20 or 50 years. But that does not mean that we cannot shape tomorrow's world of work. This seminar intends to contribute to the societal dialogue surrounding these issues, and to formulate demands for policy-makers and unions. The following aspects will be examined in particular:

- Positive effects should be strengthened while negative consequences must be reduced.
- The organisation of working hours is changing, therefore work time regulations must be instituted and the performance of unpaid overtime must be reduced.
- Working on call, the permanent state of restlessness requires regulations under labour law.
- Particular attention must also be paid on employment protection, occupational safety and health protection.

Languages: de, en, es, fr

31-08-18-SE

## › The digital world of work – Industry 4.0

Milan / Italy

10.10. – 12.10.2018

### **FLC (Fondazione Luigi Clerici)**

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This seminar focuses on an analysis of education. One focus area is the question of the importance of promoting the transition to qualified employment, which is more suited to the new needs with regard to sustained employment. On the other hand, the impact of the digitisation of work on the number of employed and wages must also be dealt with. With respect to education, it is essential that the role of educational and university institutions is strengthened, and that alternative occupational training with combined school-work experience is promoted. Furthermore, the education sector must also revise and adapt university courses with regard to the skills that are required in Industry 4.0. It will also be necessary to actively train workers with average or fewer skills, in order to maintain and improve their future employment opportunities and fill the gaps in the use of digital technology. To this end, the seminar aims to enable a thought and experience exchange process.

Languages: de, it

31-09-18-SE

## **) The impact of the digital world of work on the lives of workers and their families, socio-ethical considerations**

Velehrad and Starého Města / Czech Republic 28.09. – 30.09.2018

**KAP (Hnutí „Křesťan a práce“)**

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The fourth industrial revolution will continue to progress. While this technological development has led to a number of positive aspects, such as an end to strenuous/monotonous work and a reduction in working hours, more problematic aspects are expected to emerge in both the societal and private sphere. This means that society must address these urgent challenges in a national, European and global context.

It is important to think about the changes to work, and its significance. Forms of work and working conditions are changing.

The impact of the influence of digitisation is already being felt, and the consequences are difficult to estimate at this time.

Often it is only possible to determine afterwards how this development should have been connected with significant changes to education processes.

Without complex legislative, educational and social security, the digital world can become a threat to many people. Such threats could include a declining importance of ethical aspects and a growing orientation of the economy towards rapid profit maximisation, as well as a threat to the dignity of work and the destruction of family and societal ties.

The purpose of this project is to discuss a defensive strategy against the negative impact of the digital environment on workers and their families in the world of work, and to draw attention to the changing social conditions, so that social tensions can be better avoided.

Languages: cs, de, en, it

31-10-18-SE

## › What you need to know for your registration:

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

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## › Conference languages

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



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