

# EDUCATIONAL PROGRAMME

2019

European  
Social  
Dialogue



*In times of rapid economic and technological change,  
education, training and further training  
become a decisive factor.*

*Richard von Weizsäcker, German politician  
1920 – 2015*

Ladies and Gentlemen,  
Colleagues and Friends,

We are pleased to submit our educational programme “European Social Dialogue” 2019/20.

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 are trade unions and socio-cultural workers’ organizations, as well as educational and research institutions that are concerned with workers’ questions.

EZA’s objective is to offer continuing education events for workers’ 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 influence on professional life? What elements of working life influence workers’ quality of life?

In light of the imminent Brexit, the European elections in May 2019 and the resulting rotation in the European Commission, the 2019/20 educational year will face a number of special challenges.

Specifically, it will focus on “Youth employment”, “The future of work - Changing changing labour relations” and “Safety and health at work”. In addition, the topic “Strategies of European Institutions” will also be continued, with this year’s focus area “The future of a social Europe - effects and prospects for the European Pillar of Social Rights and other social policies”. The special project for workers’ organizations in the Western Balkans is also continued.

Other topics include “Integrating migrants and refugees in the labour market”, “Inclusive labour markets”, “Capacity building”, the “Contribution of workers’ organizations to social justice in Europe” as well as “Working and living in a digitized world”.

Multipliers from unions and other workers' organizations, particularly young talents, represent the target group of the EZA educational programme.

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

Please direct your registrations to the respective project organizer.

Please note that these dates may change. For up-to-date information, please consult the EZA website.

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 brochures 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 2019

*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’ organizations

## › Migrants and refugees in Europe: problems and challenges

Lucca / Italy

11/2019

The objectives pursued with the MCL/EFAL working group, which is organised in cooperation with the International Platform for Cooperation and Migration (ICPM), are as follows: 1) to develop strategies for how workers’ organizations can promote the social integration and labour market integration of migrants – those who come for economic reasons, migrants due to family reunification as well as refugees. In this context, the aim is to illustrate the great potential of an effective integration of migrants and refugees for the accepting countries – also against the background of demographic change. 2) to direct the focus on the causes of migration and flight in the countries of origin and ask what the EU can do to improve the situation of young people in Africa, for example.

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

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in cooperation with

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

Languages: en, es, it, pt

11-01-19-PF

## › NEET youths among Euro-orphans and unaccompanied minor refugees: approach and prevention

Poland

03.10. – 05.10.2019

The objective of the EUROMF seminar is to clarify the problems and needs of NEETs in the EU, with a particular focus on two specific target groups: Euro-orphans (children and youths who remain in the country of origin while their parents work in another EU country) as well as refugees who are unaccompanied minors. The seminar starts with an overview of the already existing measures for NEETs. Seminar participants are asked to check how measures and targets can be better coordinated in the future, and which approaches are best suited to prevent Euro-orphans and unaccompanied minors from becoming NEETs, or that help them to escape such a situation. In addition, the seminar also aims to establish the role and importance of workers' organizations.

### EUROMF

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11-02-19-SE

## › Workers' rights and employment conditions: only as strong as their enforcement. Towards a new European Labour Authority for fair, simple and effective enforcement of European rules on labour mobility

Lisbon / Portugal

23.-25.01.2020

In the last ten years, the number of citizens who live and/or work in another EU member state has almost doubled, reaching 17 million in 2017. There are many EU laws that regulate the mobility of these workers, and a number of these regulations were recently strengthened, including the directive on employee secondments and the coordination of social security systems in the EU. On 13 March 2018, the European Commission adopted an initiative to set up a European labour authority with the objective of guaranteeing fair labour mobility and improved cooperation in enforcing the regulations. In the FIDESTRA seminar, participants will be asked to exchange and compare information from workers' organizations and national controlling authorities about the

prevention of fraud and abuse, as well as the enforcement of national and European regulations pertaining to working conditions (with a focus on employee secondments, social insurance contributions and letterbox companies). In addition, the seminar aims to develop strategies for workers' organizations to provide better information to workers about their rights and obligations when they work in another country, along with direct recommendations for European and national political decision-makers for improving the application and enforcement of regulations for labour mobility and working conditions at the European and national level.

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

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11-03-19-SE

## 12 – Youth employment

### › Youth – a vulnerable category on the labour market

Căciulata (Vâlcea) / Romania

30.05. – 02.06.2019

The planned project aims to investigate the integration of young people into the labour market, taking into account formal qualifications, practical training at the workplace and life-long learning. Using a study conducted in Romania, the expectations of young people in various European countries will be compared. Ideas for the development of a national strategy, which is discussed within the union structures, will also be collected (with contributions from European partners). This strategy would also include concrete measures for reforming school and professional training, so that young people have the tools that are required to work in Industry 4.0 environments. School and professional training programmes should also include practical experience, since a lack of the latter is considered a hindrance to the ability to integrate into the labour market. Finally, the project includes an investigation of examples in national databases on professional education, as well as a discussion of how they provide information to young job seekers.

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

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12-01-19-SE

### › The labour market and youth as promoters of social cohesion in society

Zagreb / Croatia

06.06. – 08.06.2019

While the situation has generally improved, youth unemployment continues to be a problem in south-eastern Europe. The seminar is supposed to provide a critical overview of the various approaches and solutions for integrating young people into the labour market, and to

investigate whether the measures in the context of the youth employment initiative are enough to provide new perspectives and initiatives, with the aim of providing answers to the biggest causes of youth unemployment in south-eastern Europe and the question of how they can be addressed. After all, social cohesion greatly depends on ensuring that young people in this European region have options and are willing to pursue a future in their own country instead of emigrating to western Europe. At the same time, the social dialogue will only have a future if young people are effectively integrated into the labour market and into the social dialogue process. Therefore the seminar also aims to present ideas and practical examples for integrating young people into the social dialogue.

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

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

12-02-19-SE

## **› The reality of life and challenges facing young Europeans today**

Brussels / Belgium

13.06. – 17.06.2019

The purpose of this project is to compare the reality and labour market situation of young people from different European countries, as well as differences in labour law. In addition, the project also aims to provide young workers from different European countries with an opportunity to think about the future of the European Union. The intention of the project is to develop a detailed analysis of the challenges faced by workers at the European level, to effect changes in the real-life situations of young people in the European Union and to enable them to access high-quality and fulfilling employment. In addition, JOC Europe also wants to strengthen the collaborative aspect through the exchange of information between workers' representatives and to develop ideas for joint cross-border activities designed to increase the quality of life and employment of young people. These different activities make it possible to strengthen the sense of belonging to the European culture and to develop a vision and a European public opinion, so that the participating workers' representatives obtain the knowledge and skills to take positions on societal issues that fall under the jurisdiction of the European Union.

## **JOC Europe (Jeunesse Ouvrière Chrétienne – Europe)**

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12-03-19-SE

## **› A lifecycle approach to work: fighting long-term youth unemployment through the development of skills, lifelong learning and cross-generation fairness**

Velehrad / Czech Republic

04.10. – 06.10.2019

This educational project focuses on the development of skills during a person's entire work life. Skills and talents are key factors in the fight against long-term unemployment (of young people), and to achieve intergenerational justice. What types of skills are essential for the different occupations? What types of skills and expertise can be learnt effectively? Are enough time and resources available to develop these skills? Are the applicants in a position (motivation and ability) to obtain these skills? What types of skills can different generations learn from each other at the workplace? Before workers' organizations can engage in a bi- or tri-partite social dialogue, they must know the challenges faced by their members. Therefore the project aims to foster an exchange of experiences with approaches for long-term unemployment (particularly of young people) with other European workers' organizations. Concrete recommendations for the Czech Republic are supposed to be developed on the basis of the European exchange process.

## **KAP (Hnutí „Křesťan a práce“)**

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12-04-19-SE

## ► From youth for youth: recipes for fighting labour market insecurities

Sofia / Bulgaria

19.09. – 21.09.2019

During the last few years, the economic situation has improved and youth unemployment in Europe has declined. At the same time, many young Europeans find it difficult to find work in a labour market that no longer offers stable forms of employment to all. A third of young workers no longer has what could be described as a normal job. Rather, their employment situation is characterised by term contracts and part-time work. In addition, studies have shown that employment risks are re-distributed primarily at the expense of young workers. It is exceedingly difficult for young people to become independent and stay employed. The purpose of this educational project is to provide young workers' representatives with a platform, to discuss the many challenges faced by young workers in the labour market, to strengthen awareness for these challenges and to exchange information about good practices and the lessons learnt from this situation. The project contents are implemented using a participatory process. The participants in the conference of young workers in Europe 2018 are invited to become involved in the development of the 2019 seminar programme. In this way, PODKREPA and the EZA Platform for Young Workers will ensure that the seminar programme meets the requirements of the young representatives of workers' organizations.

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

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in cooperation with

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

Languages: en

12-05-19-PF

## › Youth on the labour market: an evaluation of the Youth Guarantee

Cluj-Napoca / Romania

12.09. – 15.09.2019

On average, the number of unemployed young people has declined across Europe. But the situation is not as positive in all countries. The Youth Guarantee is an instrument designed to fight against youth unemployment. At this time, discussions are under way at the European level regarding the new medium-term financial framework, and the corresponding dialogue at the national level will also be implemented in short order. Therefore workers' organizations at the European and national level should be informed about the current status of the Youth Guarantee and the results of this programme. This enables them to actively position themselves in the upcoming negotiations about the future EU budget and advocate for additional measures to fight against youth unemployment. The seminar will offer an opportunity to report on the situation of young people in the labour markets of the different EU member states, as well as a forum to share information about the effectiveness of the Youth Guarantee in the different countries. This enables workers' organizations to develop a joint position for future discussions.

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

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Languages: en, ro and de or es or it

12-06-19-SE

## › The view of social partners for implementing the dual education system: success, challenges and future

Ružomberok / Slovakia

20.09. – 22.09.2019

Social partners play a decisive role at every stage of a well-functioning dual education system. With this project, NKOS aims to collect information about the practice of school-based and practical professional education from workers' organizations across Europe. NKOS is particularly interested in the inclusion of workers' organizations in the design of high-quality professional education by employers, and specifically in the participation of workers' organization in the management structures for school-based professional education at multi-

ple levels. In addition, the project also includes a discussion of which new professional qualifications will have to be developed in the future, and how worker participation in the dual educational system can be increased. This is essential to address the skilled labour shortage in the Slovak labour market. No least, successful solutions could also be considered for implementation in other EU member states.

**NKOS (Nezávislé kresťanské odbory Slovenska)**

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12-07-19-SE

# 13 – Inclusive labour markets

## › A local region without unemployment and discrimination: utopia?

Namur / Belgium

20.06. – 21.06.2019

This project aims to contribute to the development of effective social inclusion strategies by confirming – using practical on-site experience – the importance of the term 'local region' and 'regional reference' to the design and implementation of positive social inclusion measures. It will demonstrate how the local level (particularly given the multi-dimensional nature of social exclusion) is suitable for the development of partnerships and connects stakeholders whose action logic is generally unidimensional but who are able to work together to develop integrated approaches for overcoming exclusion situations as a result of these types of partnerships. Of course, the causes of exclusion are not only local in nature, which is why the project also takes into account the necessary synergies between the different action levels that are involved in the fight against social exclusion. The purpose of the project is to offer a European contribution for promoting better synergies between the initiatives that are developed at the EU and local levels. In addition, the project also aims to contribute to the European social dialogue, which resulted in the adoption of a joint agreement on inclusive labour markets (2010). This includes an investigation of the extent to which approaches with a regional reference can strengthen the active participation of the social partners in promoting social inclusion.

### **CET Namur (Centre Européen du Travail Namur)**

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Languages: en, fr, it

13-01-19-SE

## › Circular and sharing economy: possibilities for integration into the labour market for disabled job-seekers

Breda / Netherlands

24.10. – 26.10.2019

The circular economy is an economic system that maximises the re-usability of products and commodities and minimises the destruction of value. It is in direct opposition to the current linear system, in which commodities are turned into products that are destroyed at the end of their useful life. A circular economy is more than recycling. It also includes a fundamental rethinking of products and systems, of intelligent design, of life cycle extension, re-usability, disassembly for repair and exchange. A collaborative economy is a socio-economic system based on sharing and collective consumption. It affects the joint creation, production, joint distribution, trade and consumption of goods and services. The European Union actively supports the collaborative economy and released the “European Agenda for the Collaborative Economy” on this topic. Both economic systems will be reviewed as to whether and why they are particularly suited for the employment of job seekers with disabilities. In addition, participants will also discuss how workers’ organizations can contribute towards promoting and supporting such employment in these sectors.

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

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13-02-19-AG

## › For a more inclusive Europe: the role of workers’ organizations

Campo Maior / Portugal

13.-15.09.2019

The European Pillar of Social Rights, with its third basic principle for promoting equal opportunity, forms the reference point for this FIDESTRA project. The objective of this seminar is to present the specific measures and positive activities in the participating countries, to analyse the progress achieved thus far in reducing poverty, to evaluate existing measures for gender equality and to discuss the special role and importance of workers’ organization in including weaker groups

in the labour market. The approach used by the project concentrates on sharing knowledge about good practices, both by the participating countries as well as the companies visited on location, which take on a model role in the area of equal opportunity and thus contribute towards building a more integrated Europe in a more general sense.

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

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Languages: en, es, it, pt

13-03-19-SE

**› The new European policy for social integration: social dialogue, workers' participation and fighting youth unemployment**

Brussels / Belgium

08.04. - 10.04.2019

Social integration and labour market integration, worker participation and the fight against youth unemployment are key elements of the social dialogue. This MCL/EFAL seminar aims to develop action strategies for workers' organizations as to how they can advocate the promotion of more inclusive labour markets as part of the social dialogue and thus contribute towards social integration in Europe. This will require an investigation of the contents of the European Pillar of Social Rights with regard to options for implementation, an analysis of the current data on social exclusion in the different EU countries, making a connection between poverty in Europe and current working conditions and the development of a strategy for a real fight against youth unemployment.

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

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13-04-19-SE

Group of themes 2

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

## 21 – Capacity building

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

Aachen / Germany

28.11. – 30.11.2019

The purpose of the kick-off seminar will be to present the thematic focus areas of EZA's "European Social Dialogue" 2020 educational programme and to provide an opportunity for an in-depth reflection on the specific current themes of the social dialogue – also against the background of the European Pillar of Social Rights and other political strategies of European institutions.

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

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21-01-19-KO

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

Countries of the Western Balkans

01.04.2019 – 15.02.2020

The countries in the western Balkan region continue to stabilise and intensify their relations with the EU; some of them have already acquired EU candidate status. Workers’ organizations from the region are increasingly building networks with partners in the EU. Quite a few EZA partners maintain relationships with the relevant organisations in the region and have noted considerable needs with regard to shaping the social dialogue. As a result, EZA, with respect to the upcoming education year, will once again focus on increasing the social dialogue in this region as its contribution to the EU accession strategy. The objective is to exchange experiences in the countries of the western Balkans and in the EU countries about the design of the social dialogue at different levels, and thus contribute to the capacity-building of the social partner. This includes the development of strategies for the (re)development and strengthening of stable regional social dialogue structures.

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

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Languages: not yet defined

21-02-19-SP

## **› Trade Union renewal**

Brussels / Belgium

Date not yet defined

During the last few years, the American model of worker interest representation ('Organizing Model') for renewing workers' organizations garnered a lot of attention. One of the main responsibilities of workers' organizations is to once again convey to workers that their interests are being represented, and to provide information about union values and solidarity. This project aims to provide workers' organizations with a focus for exchanging experiences, good practices and insights from the application of this interest representation model for the renewal of workers' organizations in Europe. It will analyse how future workers' representatives will be identified and recruited, and how their negotiation skills will be developed with training. In addition, the project aims to develop ideas how workers' organization can use social media to beyond "clicktivism", i.e. activating members and supporters to do more than just like and share posts on social media. In this way, workers' representatives are informed about new ideas and find out how they can be implemented in practice.

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

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## **ETUI (European Trade Union Institute)**

Languages: not yet defined

21-05-19-SE

## › Fair working conditions: The European Pillar of Social Rights as the basis for new social partner consensus

Nals / Italy

10.05. – 12.05.2019

The deregulation of the labour market and the increasing individualisation of work relationships – also as a result of digitisation – limit the scope of legal and collective agreement standards on working conditions. Phenomena such as wage dumping, the precarious nature of work, the hollowing out of social protection mechanisms, the blurring of the lines between work and personal time, and the questioning or disregard of co-determination and unions demonstrate how much labour relationships have undergone a permanent change at the expense of workers. The purpose of the AFB seminar is to raise the awareness of workers' organization representatives that the digital era will require new negotiation processes to achieve a new social partner consensus. It aims to provide them with suggestions on how the European Pillar of Social Rights can be used as a basis for aligning the principles of the social balance and the corresponding action strategies to the underlying transformation of the work society.

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

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Languages: de, en, it

21-07-19-SE

## › Strengthening the capacity of trade unions in South-East Europe to improve wages and working conditions in the garment and footwear sectors

Croatia

02.10. – 03.10.2019

During the last 40 years, the European textile and clothing industry shifted its production from the continent into low-wage countries and free trade zones outside of Europe. However, during the past few years brand manufacturers have started to shift parts of their production back to Europe, particularly into the south-eastern region of the continent. Of course, this shift is mostly due to cost efficiency reasons. The wages in this European region appeared to be below those of the former "production paradise countries". There were virtually no unions, and no social dialogue. With this seminar, Recht en Plicht wants to initiate a project for monitoring the supply chain in the European textile and clothing industry, with a focus on south-eastern European coun-

tries and Belgium, since Belgium is evidently lagging behind the agenda for sustainable supply chains as defined by international organisations. The main objectives of the seminar are the presentation of the supply chains, the identification of the participating brand manufacturers and the development of strategies for the negotiations between all participating interest groups (workers, workers' organizations, employers, employer organisations, NGOs and government), so that work and wage conditions can finally be improved through the development of an efficient social dialogue.

### **Recht en Plicht**

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Languages: not yet defined

21-09-19-SE

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

Katowice / Polen

18.10. - 20.10.2019

The perception of people and their education has changed over the course of the last few years; humans are no longer understood as a person with specific characteristics, but rather as a person that develops over time. The concept of life-long learning has become synonymous with this paradigm shift. Therefore, education has shifted its focus from teaching and adaptive learning to an ability to independently obtain and verify knowledge, decision-making ability, the development of mechanisms and skills for continuous self-improvement and creative self-adaptation. For teachers, this not only means a change in teaching, but also results in the need to permanently adjust their own education with further training. The objective of the two working groups of KK NSZZ "Solidarność", which are implemented in cooperation with the platform for education, is to examine the role of unions as the (co-)creators of further training for teachers in different European countries and to develop action strategies for the future.

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

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in cooperation with

**PED (Platform for Education)**

Languages: en, fr, pl

21-10-19-PF

**› Young leaders**

Lublin / Poland

13.06. – 16.06.2019

Sebúbal / Portugal

09.10. – 13.10.2019

This initiative aims to provide young executives in Europe with a series of courses consisting of four weekly courses that build on each other. In this context, the contents of the various courses are prepared by EZA member organisations in cooperation with scientific institutions. The courses are supposed to convey skills for managers, such as leadership styles and strategies, leadership in organisations with full-time and volunteer staff, motivation and mobilisation, public relations as well as negotiation skills. Learning contents that will be repeated in all courses include the management of value-based organisations, the communication of values, management in workers' organizations with European networks and management ethics. In this context, it is important that the cultural and historic differences that exist in Europe, and which characterise the respective national social dialogue, are also communicated. The two first training courses take place in the 2019 education year and are organised by EDS-FNS and C.F.T.L.

**Europejski Dom Spotkań – Fundacja Nowy Staw**

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21-11-19-KU

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Languages: fr, pl, pt

21-12-19-KU

## › The decline of the trade union movement: the only way for trade unions to succeed is to embrace the future

Porto / Portugal

08.10. – 10.10.2019

Over the last three decades, many European unions have reported a notable decline in union membership. Probably the main reason behind this development is the industrial transformation, which has led to a situation in which sectors with a high degree of union organisation (e.g. mining) are on the decline and industry sectors characterised by individualistic work relationships (such as computer science) are on the rise. Unions also find it difficult to attract young members, which is reflected in the fact that the average age of union members is higher than that of the overall workforce. Finally, the trend towards a more flexible labour market also resulted in work relationships that cannot be (easily) covered by collective agreements. With this seminar, WOW wants to find answers to these challenges and develop recruitment strategies for unions, because the strength of a union is not only based on its ability to organise strikes; rather, it is also rooted in a broad member base.

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

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Languages: de, en, es

21-13-19-SE

## 22 – The future of a social Europe – effects and prospects for the European Pillar of Social Rights and other social policies

### › The role of workers' organizations and workers' representatives in the development and the strengthening of Europe's social dimension

Brussels / Belgium

08.10. – 09.10.2019

The social partners and the social dialogue have come under pressure since the 2008 crisis. Social dumping has greatly undermined the faith of workers in the European project. In some of the countries that were particularly affected by the crisis, labour laws were degraded and converted from legislation designed to protect workers into laws that enable precarious employment, unlimited overtime, insecure workplaces and increasingly atypical employment contracts and false self-employment. This BIE Int. project wants to bring together representatives of the European and national social dialogue from the following areas: the construction and timber industry, energy, graphic arts and packaging. Its objective is to enable a dialogue about the future of social protection, social developments, the fight against social dumping as well as the restoration and strengthening of the social dialogue within the EU.

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

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

22-03-19-SE

## › The European Pillar of Social Rights – evolution and monitoring

Mamaia / Romania

23.09. – 26.09.2019

The European Pillar of Social Rights is part of an effort by the European Commission to deepen the social dimension of the EU. With this seminar, Cartel Alfa wants to perform an initial analysis of the implementation of the European Pillar of Social Rights in the different member states, taking into account the following aspects: the future of work, the integration of particularly disadvantaged groups in the labour market, the quality of workplaces, harmonising the actual start of retirement age with the statutory pension age, the prevention of social dumping in connection with work mobility, the need of social investments and a binding social protection standard.

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

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Languages: en, fr, ro and others

22-04-19-SE

## › European Pillar of Social Rights – implementations and proposals for workers' organizations

Vilnius / Lithuania

09.05. – 11.05.2019

The project of LPS „Solidarumas“ also aims to analyse the current implementation of the European Pillar of Social Rights from the viewpoint of workers' organizations, which includes a discussion of the following issues: What additional steps are taken by the European Commission and the member states to implement the European Pillar of Social Rights and to deepen the social dimension of the EU? How are employment and equal opportunities for women and men promoted in the labour market? How can fair working conditions and a fair living minimum wage be guaranteed? How can social security as well as safety and health in the workplace be improved? What is the role of the social partners, and how important will collective bargaining be in the future?

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

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22-05-19-SE

## › The Europe of tomorrow: Five scenarios for our future

Riva del Garda / Italy

18.10. – 20.10.2019

The five possible scenarios outlined by President Juncker in the White Book on the future of Europe (Carrying On – Nothing but the Single Market – Those Who Want More Do More – Doing Less More Efficiently – Doing Much More Together) form the starting point for this UNAIE seminar. The decision-making process that will lead to the implementation of one of these five options will be discussed and the seminar will investigate the effects of the respective scenarios on the Social Europe project and on the lives of citizens and workers, with a special focus on the impact on the lives and rights of migrant workers. Despite the many improvements for workers who live and work in other European countries, there is still much to do until a fully integrated system that comprises employment contracts, pensions, social benefits, taxes, labour costs and a uniform European labour market has been established. This seminar wants to provide a forum for dialogue and discussion, in which representatives of workers' organizations can develop strategies for improving the situation of migrant workers.

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

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

22-06-19-SE

## › The role of the workers' organizations in implementing the European Pillar of Social Rights, equal opportunities and access to the job market, the future of a social Europe

Madrid / Spain

28.10. – 30.10.2019

At this time, workers' organizations in Europe are confronting a number of significant challenges. Austerity measures implemented in the EU member states that were most affected by the financial and economic crisis since the year 2008 have led to cuts in social security systems, which have hit workers particularly hard. Working conditions in many sectors have deteriorated due to globalisation and the resulting competitive pressures. The objective of this USO seminar is to highlight

how workers' organizations can become involved in the implementation of the European Pillar of Social Rights, particularly when it comes to creating equal opportunities and improved access to labour markets, by contributing their proposals and strategies for developing fairer working conditions, better social protection and better social inclusion. The seminar also aims to identify ways in which workers' organizations in Europe can intensify their collaboration and joint advocacy of workers' rights.

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

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22-07-19-SE

**Europe 2019: social and political challenges for the upcoming European governance**

Brussels / Belgium

06/2019 or 07/2019

With this seminar, which is to be held one month after the European Parliament elections, *Beweging.academie* wants to analyse the social policy initiatives of Jean-Claude Juncker's presidency, with a special focus on the European Pillar of Social Rights and the development of the social dialogue. Different social policies in the various member states will be compared and proven methods will be presented. The issue of subsidiarity will also be investigated: A policy of convergence is optimal for which segments/sub-topics? A policy of harmonisation is the best solution for which segments/sub-topics? Which social rights should be implemented into legislative measures, and what should be their contents? The objective is to develop recommendations that workers' organizations can submit to the new European Parliament and the new European Commission.

***Beweging.academie***

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22-08-19-SE

## › A shared vision for the “European Pillar of Social Rights”? Social protection and social inclusion

Porto / Portugal

02.10. – 05.10.2019

After the proclamation of the European Pillar of Social Rights at the Gothenburg Social Summit in November 2017, GEPO decided to track the implementation process in its seminars. Following up on the project of the last educational year, which focused on “fair working conditions” (Section II, items 5 to 9), the purpose of this seminar is to develop criteria for involving workers’ organizations in the process of implementing the European Pillar of Social Rights with regard to “Social protection and social inclusion” (Section III, items 12 to 15), and which are also important to the social dialogue. In particular, the seminar will focus on questions relating to social protection, employee benefits, minimum income and pensions.

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

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22-09-19-SE

# 23 – Future of work – changing labour relations

## › Labour-market disruption and the future of work in the “No Collar Economy”: policy challenges for social protection and skills training in the EU

Seville / Spain

18.10. – 20.10.2019

Unions and hence the social dialogue are only as strong as their representation among workers. In an era in which more and more people are working on a freelance, project and contract basis or through platforms, the traditional employer–employee relationship is no longer the dominant model, which puts pressure on the representative ability of unions and a living social dialogue. The drivers behind these changes, which will be discussed in this project, are: (1) the enormous increase in robots, artificial intelligence and cognitive computer systems; (2) workplaces and tasks that are vulnerable to automation; (3) diversity, demographic and generation–specific change; (4) the rapid increase in non–standardised work in a freelance, contract–based and platform economy. Starting with these four drivers that are behind the upheaval in the labour market, the project will focus on formulating approaches for the main challenges to the future of work: (1) Equal access to jobs: How can we create a safe social environment while offering an appropriate level of social protection to workers in a freelance, contract–based and platform economy? (2) Fighting inequality in a bipolar economy: How can we guarantee higher wages in the low–skill, low–wage sector and fight against increasing inequality? (3) Talent for survival: How can we ensure life–long learning for workers and adapt our education system to the future of work? (4) Worker mobility: How can we secure fair competition in an economy that is dominated by freelance, contract–based and platform employment?

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

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Languages: de, en, es, fr

23–01–19–SE

## › Distribution of prosperity and power: more democracy in the workplace

Porto / Portugal

02/2020

During the financial and government debt crisis, the social dialogue and collective bargaining were weakened in Portugal and other particularly affected countries, and changes were made to labour laws that did not favour workers. The purpose of this project is to evaluate the extent to which – now that the crisis has been overcome and in the context of an economic boom that started in 2016 – the social dialogue can effect a re-distribution of wealth and power that favours the poorer segments of the population. In particular, the project will discuss the collective bargaining and democratic participation of workers in company management. Working with partners from other European countries with similar experiences, CFTL intends to develop joint approaches for reversing the changes in labour law and once again strengthening social rights, e.g. by putting more value on work, reducing the impoverishment of workers and removing the restrictions on worker participation. The European Pillar of Social Rights will be used as a reference framework for these discussions. In addition, the project intends to discuss preventative measures to prevent new crises and promote a better distribution of wealth and power in European societies.

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

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Languages: en, es, fr, pt

23-02-19-SE

## › Digital work: between the desire for self-determination and the need for statutory provisions and labour law regulations

Brussels / Belgium

10.10. – 13.10.2019

The digitisation of work leads to the emergence of new forms of employment, new sectors and new work cultures. It is changing business models and production methods. Frequently, workers' representatives, unions and labour law are deemed old-fashioned and no longer necessary for those who work in these new industries and forms of employment. In the context of this project, ECWM wants to investigate the

reasons for this distrust directed at workers' representatives, unions and labour legislation, and to develop strategies for re-building a feeling of interest representation among the workers in these new sectors and forms of employment. This will include an analysis of which regulations and labour laws must be updated and adapted to the new work environment; in addition, the project also aims to formulate suggestions for adapting co-determination within the company and labour representation.

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

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23-03-19-SE

### **› The Fourth Industrial Revolution and the need for improved employee representation – New forms of employment and challenges for the European trade unions**

Limassol / Cyprus

15.05. – 17.05.2019

The overall objective of this project is to discuss the leeway of social partners for shaping the fourth industrial revolution, and to strengthen their abilities and responsibility for improving the representation of labour light of the new challenges. Experts and union leaders are invited to participate in discussions about educational and retraining needs in view of the new forms of employment. The seminar is intended to provide a forum for exchanging good practices and unsuccessful union initiatives and measures, which were implemented in various European countries. It will improve the participants' ability to lead an effective social dialogue about the fourth industrial revolution. In addition, they will discuss the need for a better labour representation as well as the opportunities offered by the new forms of employment for workers, and the challenges that will arise with regard to the protection and well-being of workers, which workers' organizations will have to address.

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

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Languages: el, en and others

23-04-19-SE

## › **Fairness: development of new forms of work, self-employment and social protection in EU countries**

Jūrmala / Lithuania

23.05. – 25.05.2019

On 13 March 2018, the European Commission introduced proposals designed to remove the obstacles on the way to social justice in two specific areas: 1) Free mobility between EU member states with the proposal to create a European Employment Authority, and 2) effective access to social protection for workers in new forms of work, and the self-employed. Given the low level of social protection in the region, these items are very high on the political agenda of the Baltic states. This seminar focuses on finding solutions and innovations with regard to the quality of work and justice for workers. The main goals are: 1) a contextual analysis of social protection in new forms of work and their mutual dependencies in different EU countries; 2) a summary and comparative analysis of existing problems that hinder social justice, and knowledge-sharing between countries with different conditions; 3) a presentation of positive examples from EU countries that have developed labour policy innovations, including simple examples of social protection to fight against injustice.

**LKrA (Latvijas Kristīga Akadēmija)**

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23-05-19-SE

## › **How trade unions can ensure decent work and employment protection: Tackling growing labour market insecurity**

Sofia / Bulgaria

29.08. – 31.08.2019

At this time, traditional union strategies and policies are being questioned in light of the transformation of the work environment, particularly due to the increasing fragmentation of economic units and the rising numbers of people who no longer have a clearly defined workplace and employer. In addition, the continued poverty and (new) uncertainty in the EU labour market are not a problem that is caused by a shortage of resources; rather, these are related to the issue of wealth distribution. The uncertainty is caused by the increasing flexibility that

is demanded from workers, and by precarious employment. The widespread existence of insecure low-quality employment combined with lower wages significantly increases the risk of joining the ranks of the working poor. Therefore it is of the utmost importance that public policies are restructured in favour of dignified workplaces to achieve social justice and long-term wealth for all. In this context, the continuing education project pursues three related goals. The first goal is to provide a platform for exchange and advocate more work security and protection in order to increase the pressure on policy-makers to make changes and implement active labour market policies with regard to state measures that are undertaken in the area of employment protection laws. The second goal consists of gaining practical insights for new union instruments in order to address the new forms of work – including compensation and performance systems, working conditions, health protection and occupational safety, access to life-long learning and career opportunities. The third goal is to develop measures and policies that are specially designed to reduce workplace insecurity. With this project, PODKREPA intends to develop a comprehensive understanding of workplace insecurity by taking a look at the societal and personal dimensions. In addition, the project intends to propose mechanisms for unions designed to support all forms of employment, taking into account workers' health and well-being, non-discrimination, a strict application of labour law in connection with the social dialogue, and the practice of social partnerships.

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

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23-06-19-SE

## 24 – Safety and health at work

### › Safety and health at work

Bratislava / Slovakia

13.06. – 15.06.2019

During the last few decades, there have been significant changes in the work environment that have resulted in new challenges with regard to workers' health and safety. In addition to creating physical, biological and chemical risks, these changes have also led to psycho-social risks, which are related to the way in which work is designed, organised and managed. These risks did not exist previously and are caused by new processes (e.g. automation), new technologies (digitisation and artificial intelligence), new forms of work and new workplaces. They are increasingly appearing in sectors such as health, police, local authorities and all forms of social work. The objective of this EUROFEDOP seminar is to analyse workplace safety and health in the nine sectors that are represented in EUROFEDEOP, and to develop recommendations for workers' organizations as to how they can voice their concerns with the decision-makers in the European Union.

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

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24-01-19-SE

### › Safety and health at work in agriculture: worker protection in EU policies

Bari / Italy

09/2019

The number of work accidents in the agricultural sector (including fatal accidents) has increased in recent years. One of the reasons is that many companies do not invest in accident prevention and occupational safety measures and that the lack of social dialogue along with non-existing or weak co-determination structures lead to a situation in which productivity becomes the highest priority for business owners. Also, in view of the increasing risks, there is a clear lack of adequate training

programmes for agricultural workers. With this seminar, FEDER.AGRI wishes to investigate the risk and accident situation in agricultural operations in various European countries, and to test the implementation and monitoring of the safety standards. The objective: to provide workers' representatives in the agriculture sector with strategies to advocate for a better functioning co-determination process, the implementation of existing health and safety regulations and for more and better training measures regarding compliance with safety standards and accident prevention.

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

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24-02-19-SE

**» Safety and health at work: How does the management approach this issue and what is the importance of good leadership?**

Cyprus

29.01. - 31.01.2020

For an increasing number of workers, good wages alone are no longer the decisive factor. Nowadays, people expect more from their jobs than simply a nice salary. They search for fulfilment and want to be respected, appreciated and valued. Employees constantly asking themselves whether this day is their last or what they might have done wrong this time cannot work productively. These thoughts highlight the importance of good company management to increase employee motivation and reduce stress at the workplace. With this seminar, Krifa wants to investigate the different styles of company management with respect to stress factors. One focus area in this context is the question of what workers' organizations can do to ensure that the increasingly flexible nature of workplaces does not have the effect of increasing the stress factors for workers.

**Krifa (Kristelig Fagbevægelse)**

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Languages: de, en, es

24-03-19-SE

## › Safety and health at work: Developing health and safety at work in different industrial sectors through presenting findings and experience of relevant targeted projects

Budapest / Hungary

16.05. – 17.05.2019

In some European countries, the number of work accidents has increased again in recent years, particularly in the manufacturing, construction, retail, warehousing and logistics industries. Reasons for this development include the lack or incorrect functioning of safety equipment designed to protect against mechanical risks, a lack or disregard of personal protection equipment and a lack of employee training on workplace safety requirements. Psychological pressure (particularly the pressure to perform) play a major role in causing workplace accidents. The objective of this MOSZ seminar is to analyse the experiences of the participating workers' organizations with projects to improve workplace health and safety, and to identify best practices. Approaches for participating in projects with the governments of member states, the institutions of the European Union and employers will also be developed.

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

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Languages: en, hu and others

24-04-19-SE

## › Psychosocial risk management in the work environment

Lublin / Poland

24.10. – 27.10.2019

According to a survey conducted by Polish scientists, only 30% of all European managers have introduced a risk management system to prevent health risks at the workplace in their companies. The managers also said that preventing psycho-social risks, which are now the second most common reason for sick days, is more difficult than preventing physical accident risks. As noted by a survey conducted by the European Agency for Safety & Health at Work, there are considerable differences in Europe when it comes to this issue: While the prevention of psycho-social risks is already standard in northern Europe, it is fre-

quently lacking in central and eastern European countries. With this seminar, EDS-FNS wants to identify good practices of successful psycho-social risk prevention in companies, and to discuss the tasks and responsibility of employer and workers' representatives as well as the importance of the social dialogue for this issue.

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

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Languages: en, es, pl and others

24-06-19-SE

## **» Health policy – an alternative or a prerequisite for a stable labour market**

Warsaw / Poland

19.09. – 21.09.2019

As society ages, health policies start to play an increasingly important role, also with regard to the labour market. Health in this context must be defined not just as the absence of illness but as a state of complete physical, mental and social well-being. Therefore the prevention of health risks is becoming increasingly important – also at the workplace. Investments in health pay off in the long term, both with respect to individual employees, the operation and society as a whole. The objective of this KK NSZZ “Solidarność” project is to identify action fields for unions in helping to shape health policies.

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

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24-07-19-SE

Group of themes 3

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

## 31 – Contribution of workers’ organizations to social justice in Europe

### › A social Europe and a Europe of work, the contribution of workers’ organizations

Paris / France

14.05. – 16.05.2019

Europe faces a number of significant challenges. They include the universal and rapid restructuring of the work environment – also as a result of the enormous developments in artificial intelligence and digitisation – as well as the required changes in the social systems of the European Union – also against the background of demographic change. The objective of the ACLI seminar is to analyse the implementation of the European Pillar of Social Rights and to develop strategies for workers’ organizations as to how they can maintain/strengthen workers’ rights and social protection in view of these developments. This work is also supposed to contribute towards strengthening the social dimension of the EU, because work and welfare are important priorities for the Europe of tomorrow.

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

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Languages: en, fr, it and others

31-01-19-SE

### › Gender stereotypes at work – The traps of shaping gender roles

Nals / Italy

13.09. – 14.09.2019

Starting with the developments since the beginning of the third millennium, this European educational seminar will attempt to describe the current situation with regard to gender stereotypes in the work environment. The project will focus on two questions: Which gender-specific models characterise the work environment in the different European countries? And how successfully is gender equity imple-

mented in the workplace? The seminar offers an opportunity to exchange opinions between representatives of workers' organizations regarding the progress of implementing gender equity strategies and the efforts of workers' organizations. The seminar will also discuss these questions in view of the digitisation of the work environment, including a discussion of how workers' organizations can ensure that the benefits offered by digitisation do not further exacerbate the gender gap. In collaboration with EZA's International Platform for Equal Opportunities (IPEO), AFB wants to integrate the conclusions of this seminar in action plans at the national level, in different continuing education courses on the social dialogue, and in the programmes of local and national conventions of workers' organizations.

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

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in cooperation with

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

Languages: de, en, it

31-02-19-PF

## **Factors of working life that impact on the quality of life for workers**

Marseille / France

05.11. - 08.11.2019

Agreements between the social partners in France regarding the "quality of life at the workplace" focus on two main questions: work-life balance, and health prevention with measures to prevent psycho-social risks. To refine its position on this issue, CFTC wants to use this seminar to learn from the experiences and activities in the different European member states. In particular, the French workers' organization will ask the presenters and workers' representatives to comment on other factors that have a major effect on quality of life at the workplace, such as self-imposed or forced work mobility, the size of the company, the position and duties that are performed, the division of working hours etc. Thematic panel discussions on the different aspects will be organised to facilitate the development of joint solutions, so that European workers can enjoy the same quality of life at their workplace.

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

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31-03-19-SE

## **60 years of social security coordination from a workers' perspective**

Leuven / Belgium

16.05. – 17.05.2019

The common provisions for coordinating the social security systems celebrate their 60-year anniversary in 2019. This anniversary provides an opportunity to discuss the historical context, the result of the revision of the coordination provisions as well as the challenges, without losing sight of the strong social dimension of the current provisions. It is an occasion for workers' organizations to analyse the developments on the basis of the analysis conducted by economic and social experts in this area. In particular, workers' representatives will analyse the (small) gaps in the social protection net that exist between mobile workers and those who were never employed in another member state (e.g. the provisions do not apply to social assistance). Furthermore, it is possible that some key principles of the coordination provisions will come under pressure as a result of the current political debates, which primarily focus on the negative effects of migration (without making a distinction between migration within the EU and from third states), as well as concerns related to "social dumping" and "social benefits tourism". With this seminar, HIVA intends to enable workers' organizations to influence the political debate in their countries with a clear analysis of the status quo, the revision and the permanent challenges for the protection of workers.

### **HIVA – Onderzoeksinstituut voor Arbeid en Samenleving**

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Languages: de, en, fr

31-04-19-SE

## )] Precariousness and inequality in the world of work and social protection for all

Lisbon / Portugal

10.10. – 13.10.2019

This project examines three inter-related trends that affect workers' organizations: growing inequality in the form of wage gaps in companies, within countries and within the European Union, as well as the continued lack of social protections and the rise of precarious employment. Following a presentation of the work and life realities of workers and their families by workers who are affected by these trends, the participants will be asked to perform a joint analysis of the causes and develop possible solutions. This will enable a common definition of the challenges and the formulation of ideas that are supposed to be implemented by workers' organizations and that provide suggestions for the social dialogue.

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

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Languages: de, en, es, fr, pt

31-05-19-SE

## )] KGZE (Conference on Trade Union Cooperation) 1989–2019: Trade unions and policy – past and future of a social Europe

Ljubljana / Slovenia

25.04. – 28.04.2019

Looking back at the last 30 years in which conferences for union collaboration in Europe (KGZE) have been held, this conference aims to develop scenarios for the future of a “social Europe”. The retrospection will be performed based on three perspectives: How have long-standing EU member states experienced these 30 years? How can the “new member states” from central and eastern Europe describe their experience in that period – following their EU accession in 2004? And how are the countries in the western Balkan region doing – countries which have been the focus of the KGZE for some years and which are not yet members of the EU? Using this retrospection and the development of joint perspectives and scenarios for a more social Europe in the future, the conference aims to develop strategies on how the social dialogue

(the development of which differs across the regions) can be enhanced so that it remains the most important tool for social peace and hence for ensuring the wealth of Europe's citizens in the coming decades.

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

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31-06-19-KO

## **Workers' organizations – social justice's advocates**

Maribor / Slovenia

03.10. – 05.10.2019

The degree to which workers are organising is declining in most European countries. Many workers are disaffected. In their social environment, which is influenced by politics, the economy and the media, they see social inequality in their daily life, which is not denounced. This lessens their willingness to become actively involved in workers' organizations. Workers often feel that their concerns are not heard by stakeholders. The purpose of this program is to discuss how workers' organizations handle the concerns of workers and how they can become their advocates for social justice. The following questions will be discussed as part of the project: How do workers perceive social justice? What can workers' organizations do to stop the declining participation of workers in democratic processes and liberate workers from their passivity? What is needed are new forms of social dialogue and interest representation, as well as reasons to join a workers' organization.

### **ZD NSi (Združenje delavcev Nove Slovenije)**

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31-07-19-SE

## 32 – Working and living in a digitized world

### › Industrial relations in the new digital economy: worker strategies and trade union answers

Alcalá de Henares / Spain

26.04. – 28.04.2019

The digitisation of the work environment and the economy is a process that is still on-going, and whose limits and effects are still not clear. Two important aspects are the reorganization of companies and the emergence of a platform economy. The development of the digital economy is not homogeneous as there are many different technological, social and institutional factors that come into play; similarly, the different strategies pursued by the actors also play an important role in this regard. The changes in employment and working conditions in the context of the digital economy affect the quality of workplaces as well as people's private lives and their work-life balance. In the new companies, opportunities for representing worker interests have changed. Therefore unions must contribute towards developing new protections for workers, and they must also transition from a system of confrontation with the company to formal relationships under the social dialogue, which can create a level of trust between employers and workers. To shape this transformation with regard to the view of work, the project suggests the following aspects for discussion: work-life balance; promotion of flexible working hours; development of strategies to reduce stress and pressure caused by excessive work; together with workers' organizations, contribute towards creating new technological jobs and guarantee secure workplaces.

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

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32-01-19-SE

## **› A life-cycle approach to work: dealing with the challenge of long-term youth unemployment through the development of skills, life-long learning and cross-generational fairness – technology and work: challenges, employment possibilities and problems on the job market for young people caught between cyber bullying and cyber security**

Milan / Italy

10/2019

This project takes an in-depth look at the issue of technological innovation in the work environment. This issue will be examined particularly with regard to the creation of workplaces and social integration as an instrument in the fight against youth unemployment. Therefore the seminar focuses on the “critical” and conscious use of new technologies by young people who join the labour force. Similar to schools, this environment is vulnerable to phenomena such as cyber-bullying. The new technologies are increasingly ubiquitous and not only lead to the emergence of new work methods and job profiles, but also – and particularly in the case of young people – determine new types of conduct in new virtual contexts in which emotional intelligence, citizen education and critical thinking are just as important as technical and technological expertise – hence skills and abilities that should not be underestimated if the goal is to ensure that young people are able to enter the work force with a sense of responsibility and for the long term. Consequently, the project starts with an analysis of new phenomena that are emerging in the context of the introduction of these technologies in the work environment. We will investigate the effects on the newly created job, the quality of work life as well as the professional integration of young people in accordance with the different living and work environments that are affected by technological innovation. The purpose of this project is to identify the major phenomena in this area using several case studies, and to investigate some critical aspects to provide better support for the employment of young people.

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

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32-02-19-SE

## › The future of work in a digital Europe

Munich / Germany

27.06. – 30.06.2019

The digital transformation of the economy, work and society in Europe has been ongoing for many years. The EU Commission considers the “Industry 4.0” concept not just as an opportunity to make high-quality products but also as a chance to promote environmentally-friendly and socially sustainable production. The EU sees itself as a future location for a digitised industry. National initiatives concerned with digitisation are supported and connected. Since April 2016, the activities in the initiative of building a digital European domestic market have been consolidated at the EU level. Industry 4.0 signifies the transition into a new era of industrialised society development. Digitisation will also fundamentally change the structures and conditions of the work environment. In the future work environment, the relationship between human and machine will also change. Until now, workplaces were characterised by the following factors: work had a specific place, work had a specific time, and work was subject to specific rules and regulations. On this basis, the rights of workers were established in the form of labour agreements, company agreements and legislation. According to forecasts, work requirements, the understanding of work, workers’ organizations and also company organisations will change. In the future, work will be even less tied to a specific place and time. The former separation of work and free time will be removed. And the boundary between work life and personal life is being blurred. What is emerging is a new “work culture”, which opens itself up to the diversity of personal situations and lifestyles. This means that the work society is undergoing a process of transformation. In a future work society, different dimensions of human work may emerge and gain in importance. However, at present it looks as though these developments are accompanied by increasingly precarious work and living conditions. With its initiative for creating a European Pillar of Social Rights, the EU Commission is reacting to these developments with basic findings that must be further specified over time. The purpose of this seminar is to exchange and discuss the experiences of workers from different European countries and regions with regard to the digitised work environment. It will also develop ethical criteria and necessary measures that are important in the context of a political concept for Work 4.0 from the viewpoint of workers. The term “humane work” will be used as a guide in this context.

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

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32-03-19-SE

## **› The impact of technological advances on the labour market: Can we achieve decent life for workers in the digital age?**

Vilnius / Lithuania

12.09. - 14.09.2019

New information and communication technologies as well as the rapid pace of technical development have greatly impacted the concept of work and life in the 21st century. Changes in the global market and the competition between states mean that relationships in the labour market must become more flexible. The result is a rapid increase in non-typical forms of employment across Europe. In addition to the customary forms of permanent full-time contracts, new forms of employment are becoming a reality for many European workers. They include telecommuting, part-time contracts, limited and temporary service contracts, crowd jobs, job-sharing, ICT-based mobile work and platform-based stand-by work models. This new situation in the labour market requires new skills, more adaptability and at the same time increases the tension, stress and uncertainty of workers with regard to their future. The objectives of this seminar are: 1. a discussion of the effects of new technologies on the labour market and employment relationships; 2. an analysis and comparison of options designed to achieve a dignified life for workers in the different countries; 3. an identification of measures that ameliorate the situation of workers, and ways in which they can be implemented in the different countries; 4. a discussion of priorities and actions of workers' organization in a changing work environment.

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

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32-04-19-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.

## › Publisher information

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## › Conference languages

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



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