



EUROPEAN CENTRE
FOR WORKERS' QUESTIONS



EDUCATIONAL PROGRAMME 2024

European Social Dialogue



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FOREWORD

Ladies and Gentlemen,
Dear Colleagues,

We are pleased to present our educational programme “European Social Dialogue” 2024/25.

The European elections in June 2024 and the great uncertainty regarding a significant increase in (right-wing) populist and extreme parties in the European Parliament, like many national parliaments across Europe, are cause for some concern.

The effects of the war in Ukraine, which is now entering its third year, and the escalation in the Middle East are having repercussions on European societies.

The EZA education programme, which this time we have split into seven theme groups, reflects the direct impact of these events on the realities of the living and working conditions of employees. This includes the theme group “Democracy and social prosperity”, in which the projects focus on the ongoing labour shortage, inflation and the loss of purchasing power, duty of care and equal opportunities in the labour market in all its facets. Similar to every year, European policies, including the action plan for the European Pillar of Social Rights, the green and digital transition, the implementation of the EU directive on fair and adequate minimum wages and the revision of the European Works Councils Directive, are the focus of many training seminars. Other topics include occupational health and safety, for which EZA is again an official partner of the EU-OSHA campaign, public procurement and capacity-building (including a course for young managers).

The target group of our training seminars are multipliers from trade unions and socio-cultural employee organisations, particularly young professionals.

The following pages contain all the information relevant to participation in a seminar, from the seminar content, project sponsors, seminar locations to dates and the anticipated working languages. Please address questions regarding participation requirements and applications directly to the respective project sponsor. Please note that dates, locations and formats are subject to change. Please visit the [EZA website \(www.eza.org\)](http://www.eza.org) for the latest news.

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

Königswinter, March 2024

Sigrid Schraml, EZA Secretary General and the EZA team

European Centre for Workers' Questions (EZA)

Who we are

We are Europeans, we fight for a social Europe, we stand for education – we are the European Centre for Workers' Questions (EZA). In 29 European countries, we advocate the rights of workers with over 70 member organisations. We combine socio-cultural labour organisations, unions, research institutions and educational facilities under our umbrella. We are guided by Christian-social values. We believe that a well-functioning social dialogue is a key component for a social Europe.

What we do

Europe needs leaders of workers' organisations who have a European outlook and who participate in European networks. We assist with Capacity Building. We communicate knowledge about the European context and increase technical skills. We are an educational centre and platform for our members.

Together with our partners, we organise around 70 continuing education seminars a year on the European social dialogue, and we also enable thematic platforms on work mobility/migration, education systems, equal opportunity and for young workers.

Our continuing education programmes are directed at multipliers and those in charge of workers' organisations. In particular, we want to support the next generation of leaders in workers' organisations and unions. Together, we discuss the social and labour market-specific challenges in Europe and collaborate to develop solutions.

Our philosophy is based on the social and ethical principles set out in Christian social teachings, namely human dignity, solidarity, subsidiary and sustainability.

We want workers and employers to talk to each other – using a constructive and value-based approach.

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

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

GROUP OF THEMES 10

The European Pillar of Social Rights (EPSR) Action Plan

11 – EPSR: General

The European Pillar of Social Rights – what progress has been made?

Predeal / Romania

20.05. – 23.05.2024

The project is destined to assess the state of implementation of the European Pillar of social rights (EPSR) in the light of the effects of the pandemic, with view to the European Semester, in context with other, broader political frameworks. With this regard the role of workers' organisations will be reflected, and best practices will be shared.

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

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Languages: en, ro, uk

11-01-24-SE

12 – EPSR: Care

Fair care in Europe – a women’s issue? Realities, models and perspectives

St. Pölten / Austria

23.06. – 28.06.2024

The project is about the question of how professional, part-time, and full-time voluntary care in Europe must be organised and paid so that it functions in a gender- and pay-just way, under good working conditions and sustainably with regard to social security systems, and so that exploitation and old-age poverty are avoided for people working in this field.

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

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Languages: de, en

12-01-24-SE

13 – EPSR: Education

Better education and training for young workers: the key to Europe's future

Santiago de Compostela / Spain

08.11. – 10.11.2024

The project is about labour and skills shortages in the EU and the related challenge of providing young workers with both quality general and VET education in order to achieve the ecological and digital transformation in Europe. In particular, VET and the need to adapt it to digital and environmental requirements, especially in SMEs, will be discussed.

CEAT

(Centro Español para Asuntos de los Trabajadores)

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Languages: en, es, it

13-01-24-SE

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

Jūrmala / Latvia

30.05. – 01.06.2024

The project is about the necessity to strengthen social dialogue, more TU involvement and consideration of industrial relations in the sector of education to respect more teachers' professional needs and to cope with education system reforms, new management approaches in education (performance-based payments, business-like management and private structures in education systems) and changed educational approaches against the background of recent research findings and the implementation of the European Pillar of Social Rights.

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ECA (European Christian Academy)
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Languages: en, lv

13-02-24-SE

European Year of skills: How to obtain more skills to cope with the digitalisation of the economy, work and society in order to promote new quality jobs. The role of workers' organisations in education reform and lifelong learning

Amarante / Portugal

17.10. – 20.10.2024

The project is about addressing the measures implemented in the framework of the European Year of Skills, taking into account qualification through further education/retraining, vocational education and training as an essential tool and effective response to structural challenges of today's labour markets, especially labour and skills shortages. The project will also assess the role of workers' organisations in this whole process.

FIDESTRA
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Languages: en, es, it, pl, pt

13-03-24-SE

Social Dialogue in Education: Inclusive education – challenges, opportunities and social partners involvement

Venue not yet defined / Poland

10/2024

The project is about the role and possibilities of workers' organisations in implementing inclusive education systems by awareness rising in society and involvement in relevant political processes.

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

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in cooperation with

PED
(Platform for Education)

Languages: de, en, es, pl

13-04-24-PF

14 – EPSR: Youth – generation Z – intergenerational cooperation

The Great Resignation: Withdrawal from the labour market and search for meaning of young workers after the pandemic

Venue not yet defined / Germany

10/2024

The project focuses on the changes that the world of work and society are undergoing as a result of a reassessment of the meaning of work and the compatibility of private and working life, particularly by the younger generations. The current situation and expected developments will be analysed and the corresponding expansion of the social dialogue will be discussed.

GEPO

(Groupe Européen de Pastorale Ouvrière)

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Languages: de, en, fr and others

14-01-24-SE

A young perspective on equal opportunities: How much is there to Europe's great values?

Brussels / Belgium

09/2024

The project is about evaluating the experiences of young workers in terms of equal opportunities in the labour market and the credibility of European values, especially with respect to young people's participation opportunities in social dialogue and European policy processes.

JOC Europe
(Jeunesse Ouvrière Chrétienne - Europe)

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Languages: en, es, fr



14-02-24-SE

Generation Z coming into the labour market.
What will be the impact and the challenges?

Copenhagen / Denmark

05.02. - 07.02.2025

The project is about the entry of the generation Z into the labour market, its conception of work-live-balance, its position towards work and employers and its communication style and how to approach them as workers' organisations (members) and employer (staff).

Krifa
(Kristelig Fagbevægelse)

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Languages: de, en, es

14-03-24-SE

Together instead of side by side: How to create a bridge between older and younger workers

Herzogenrath / Germany

03.04. – 07.04.2024

The project is about how to reconcile the needs and interests of the younger and older generations, especially in the world of work, and how both older and younger workers can benefit from each other. Creating such an understanding should also contribute to increasing the participation of workers in workers' organisations and thus strengthen the social dialogue.

NBH (Nell-Breuning-Haus)

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in cooperation with

PYW (Platform for Young Workers)



Languages: en

14-04-24-KO+PF

15 – EPSR: Equal opportunities in the labour market

On the move – the rights and integration of mobile workers

Paris / France

14.02. –16.02.2025

The project deals with the problems and solutions in connection with the mobility of workers, in particular with regard to employment contracts and wages, social security and access to health services. Strategies are to be developed and information provided on instruments, resources and support facilities.

ACLI - ENAIP

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

15-01-24-SE

Equal opportunities in the labour market

Venue not yet defined / Spain

05.02.2025

The project is about the labour market and employment perspectives of women in rural areas, the existing wage inequalities there, as well as the inequalities between men and women in representation in business and political structures in such regions.

Afammer

**(Confederación Nacional de Federación
y Asociaciones de Familias y Mujeres
del Medio Rural)**

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Languages: en, es, it, pt

15-02-24-SE

Discrimination and sexual harassment in the workplace

Brixen / Italy

05.09. – 06.09.2024

The project is about general discrimination and sexual harassment at the workplace. The focus is on creating knowledge and awareness of a broader concept of violence that enables employers and workers to recognise the potential for violation of even seemingly innocuous and long-tolerated social behaviours in interactions between men and women in the world of work from the perspective of employee interest representation, and to launch rules and initiatives that create and promote respect between workers of all genders.

AFB
(Arbeiter-, Freizeit- und Bildungsverein)

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in cooperation with

IPEO
(International Platform
for Equal Opportunities)



Languages: de, en, it

15-03-24-PF

Equal pay for equal work! Between high approval and poor implementation. The role of workers' organisations in shaping a challenging process of socio-political change

Munich / Germany

19.09. – 21.09.2024

In the project, the issue of equal opportunities, especially between genders, is to be addressed through the topic of equal pay. It is about gender-equal pay, corresponding promotion instruments such as wage transparency, minimum representation rules in decision-making bodies at employers and regulations in collective agreements. Furthermore, existing role perceptions in Europe within and outside the world of work will be critically reviewed and corresponding repositioning will be examined.

ECWM - EBCA - MTCE
(European Christian Workers Movement)

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Languages: de, (en,) es, fr

15-04-24-SE

Inclusion of persons with disabilities into the educational system and the labour market – current challenges faced by workers and employers

Lublin / Poland

24.10. – 27.10.2024

The project is about the activation of disabled people by education, vocational training and work. With this regard it is foreseen to look at the involvement of workers' organisations in the representation of workers with disabilities to respect their labour rights and to protect them from exploitation. It is furthermore planned to have a

view on the relevant legal provisions on national and European level and to exchange about inclusive approaches in this field with all stakeholders.

**Europejski Dom Spotkań –
Fundacja Nowy Staw**

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Languages: en, es, pl

15-05-24-SE

Equal opportunities for all – The basis of social rights

Sarajevo / Bosnia and Herzegovina

13.06. – 15.06.2024

The project is about the exchange of ideas, best practices, and successful measures to tackle youth unemployment and employment problems of elderly workers and refugees.

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

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Languages: de, en, hr, it

15-06-24-SE

Equality and discrimination in the context of the triple crises

Vilnius / Lithuania

05.12. – 07.12.2024

The project is about the fight against discrimination of various groups of vulnerable workers and to promote equal opportunities. With this regard it is foreseen to give an overview over the state of equality/discrimination, to look deeper into the issue of equal pay and to examine potentials of cooperation with non-governmental organisations about these matters.

LDF Education Center (Vsl Lithuanian Labor Federation Education Center)

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Languages: de, en, lt

15-07-24-SE

Creating jobs in the real economy and ensuring the active participation of workers

Venue not yet defined / Italy

Date not yet defined

The project is about the participation of workers and their role in shaping environmental and digital economic transformation and changes in the world of work. With regard to changes in labour markets, special attention will be paid to young people and the low-skilled workers.

MCL / EFAL

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

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Languages: de, en, es, it

15-08-24-SE

KGZE 2024: Focus on the human being – the vision of a European labour market without barriers and inequalities

Luxembourg / Luxembourg

06.11. – 08.11.2024

The project is about the contradiction in European countries between labour shortages on the one hand and persistent, often long-lasting unemployment on the other hand. It is about discussing how the most diverse – also disadvantaged groups – can be integrated into the labour market and how a sensitivity for the value of workers, also from different generations, can be developed in society as a whole.

ÖZA

(Österreichisches Zentrum für Arbeitnehmerbildung)

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Languages: de, en, fr/it and others

15-09-24-KO

Equal opportunities in the labour market: Creating an inclusive labour market for all generations. Young and older workers – two sides of the same coin!

Kladovo / Serbia

12.06. – 16.06.2024

The project is about the interconnected challenges of growing youth unemployment and ageing workforce. Issues like intergenerational knowledge transfer on job and different ways of communication of younger and older workers will be treated as well as different conceptions and attitudes towards work and work-life-balance between age groups at work. Also general issues like demographic change and its consequences in financial burdens and on the labour market will be reflected.

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

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Languages: de, en, sh

15-10-24-SE

The lack of employment opportunities for women in rural areas as decisive factor for depopulation

Part 1: Gijón / Spain 24.06. – 27.06.2024

Part 2: Venue not yet defined / Italy 16.09. – 19.09.2024

The project deals with the responsibility of social dialogue and employee organisations in combating emigration from economically and labour market weak regions and in shaping the consequences of demographic developments on the labour market with a particular focus on the emigration of women from rural areas and the reasons for this.

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

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in cooperation with

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Languages: es, it, pt

15-11-24-SE1 and 15-11-24-SE2

16 – EPSR: Democracy and social welfare

A new European values framework for socio-economic and socio-political capacity building – Preparing the 9th European Social Week

Brussels / Belgium

25.10. – 26.10.2024

The project serves to prepare the 9th European Social Week and is intended to provide insights into the development of Europe against the background of migration, energy, the environment, poverty, EU enlargement and world conflicts and to look at the effects of possible changes in values due to changing majorities after the European elections in 2024 and the associated possibly different political content. In this context, recommendations will be developed for the social dialogue and its contribution to shaping these developments in order to revive the perspective of workers.

ESRI

(European Social Responsibility Institute)

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Languages: en

16-01-24-AG

Safeguarding the rule of law in the European Union as the basis for successful implementation of the European Pillar of Social Rights

Cluj-Napoca / Romania

09/2024

The project is about democracy at work and the basic European values of democracy and the rule of law (as a precondition of democracy) and how these principles are important in implementing the European pillar of social rights.

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

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Languages: en, fr, it, ro

16-02-24-SE

Promotion of social and labour rights: Foundations of the welfare state

Lisbon / Portugal

02/2025

The project is about the quality of democracy and its relevance for the prosperity of workers, in particular. It will mainly examine how democracy has developed in Europe in countries that have overcome dictatorial/authoritarian systems and take a forward-looking view on the development of democratic structures in the world of work and in general. The importance of the social dimension, in particular for the good function of democracy and the dangers and risks for democracy observed historically and currently will be identified.

CFTL
(Centro de Formação e Tempos Livres)

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Languages: en, es, fr, pt

16-03-24-SE

GROUP OF THEMES 20

**Twin green and digital
transitions**

Energy policy: The trilemma of climate targets, market efficiency and social compatibility

Brixen / Italy

16.05. – 17.05.2024

The project is about the tension between climate policy, the use of appropriate market-compatible approaches and the future affordability of energy in housing in Europe. It will provide an overview of the state of implementation of European climate targets in national programmes and identify the challenges for workers' organisations in terms of changing VET needs in this area and in sharing the burden of addressing the targets in a just way.

AFB
(Arbeiter-, Freizeit- und Bildungsverein)

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Languages: de, en, it

20-01-24-SE

Promoting green technologies: the need for a pro-active labour market approach

Băile Felix / Romania

23.05. – 26.05.2024

The project is about the European Green Deal and its measures and to look at the impact of this frame on employment relations and labour market structures. With this regard it is planned to look at the challenges for workers' organisations to cope with social protection and defending precarious work and other negative impacts deriving from European green deal objectives and relevant measures.

**CSDR / Departamentul Educare - Formare al CSDR
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Languages: de, en, es, ro

20-02-24-SE

The challenges of using AI in the public sector

Tallinn / Estonia

18.04. – 21.04.2024

The project is about the impact and challenges for the workforce and trade unions in introducing artificial intelligence in public services. It is foreseen to compare and discuss concrete examples, cases and best practices to cope with them in this field.

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

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Languages: not yet defined

20-03-24-SE

Green jobs in a climate change era: how to promote the employability of young workers?

Milan / Italy

13.11. – 15.11.2024

The project is about changes in the labour market, fuelled by the fight against climate change, the loss of jobs, the corresponding need for vocational training, retraining and further education, the climate-friendly design of jobs. It will also address how labour market changes can be monitored in an anticipatory way.

FLC (Fondazione Luigi Clerici)

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Languages: de, en, es, it

20-04-24-SE

„Fit for 55“ – how can the Social Climate Fund promote economic growth and create green jobs?

Baia Mare / Romania

29.08. – 31.08.2024

The project is about the Climate Social Fund and the question how it can be used in practice for more and better jobs and which role workers' organisations can play in this context.

NBH

(Nell-Breuning-Haus)

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Languages: de, en, ro and others

20-05-24-SE

The European Green Deal: Challenges for workers

Catania / Italy

04.10. – 06.10.2024

Agricultural production plays a central role in the implementation of the European Green Deal. The project aims to develop strategies – also based on specific practical examples – on how small and medium-sized agricultural enterprises, which play a key role in the sector, can take into account the interests of their employees and enable their further training with regard to changed, more sustainable production without losing out to competition from large companies.

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

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Languages: de, en, es, it

20-06-24-SE

GROUP OF THEMES 30

Measures to tackle labour force shortages

Labour shortages between demography and migration: European workers' organisations' responses

Venue not yet defined / Portugal

30.01. – 02.02.2025

The project is about improving conditions for work-life balance, stable employment and just wage conditions, including overcoming gender wage inequalities and the issue of migrants entering Europe controlled by illegal networks and the simultaneous need to mitigate labour and skills shortages against the backdrop of Europe's demography by improving opportunities for lawful immigration.

FIDESTRA
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Investigação e Desenvolvimento
Social dos Trabalhadores)

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in cooperation with

IPCM
(International Platform for
Cooperation and Migration)



Languages: en, es, fr, it, pt

30-01-24-PF

The effects of labour shortage on the social position of the workers

Zagreb / Croatia

03.10. – 05.10.2024

The project is about the exchange of ideas, best practices, and successful measures to cope with labour shortage, seasonal work and emigration.

HKD Napredak
(Hrvatsko kulturno
društvo Napredak)

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Languages: de, en, hr, it

30-02-24-SE

Labour shortage: developing realistic solutions through social dialogue

Trento / Italy

18.10. – 20.10.2024

The project addresses the issue of labour shortages affecting the local, national and European economy in certain key sectors such as hospitality, logistics and transport, health and personal care and agriculture. The causes of this shortage, potential solutions and the obstacles that stand in the way of possible solutions and their effective implementation will be analysed. In particular, the importance of migration, vocational training and further education and training will be reflected upon against this background.

UNAIE
(Unione Nazionale delle Associazioni degli
Immigrati ed Emigrati)

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Languages: en, fr, it

30-03-24-SE

Special project for workers' organisations in candidate countries – Workforce shortage: how to reduce it by intensifying the connection between educational institutions and employers

Zagreb / Croatia

15.05. – 16.05.2024

The project is about workforce and skill shortage, possible solutions and the role of workers' organisations to play in the Western Balkan countries. It is to analyse the reasons for fast intervening shortages, the link to labour/inflation/production costs and the momentum for trade unions.

WOW
(World Organisation of Workers)

Bjørn van Heusden
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Languages: (de,) en, sh

30-04-24-SP

Special project for workers' organisations in candidate countries – Let's talk about the young generation – possible solutions and strategies for dealing with unemployment and the outflow of labor in the Western Balkans and EU countries

Ohrid / North Macedonia

29.05. – 01.06.2024

The project is about the difficult education, labour and living conditions of young people of Western Balkan countries which provokes constant emigration of these age group to EU countries with important consequences for the demographic situation. It is foreseen to discuss at best practices and political approaches to create a positive labour, education and living environment in the region and to look what contributions to that could be done by the social dialogue and workers' organisations.

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

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Languages: mk, sh, sq, en/de

30-05-24-SP

GROUP OF THEMES 40

Inflation and loss of purchasing power – implementation European minimum wage directive

Strengthening tripartite social dialogue and collective bargaining as a tool to deal with the cost-of-living crisis

Olănești / Romania

26.11. – 29.11.2024

The project is about the role and function of workers' organisations in protecting workers against impacts of inflation and to cope with the cost-of-living crisis. It is foreseen to discuss living wages, adequate minimum wages, negotiation strategies in collective bargaining in favour of low wage earners and to analyse effective political approaches to ease inflation pressure on workers.

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

Mihaela Maria Darle

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Languages: en, fr, ro

40-01-24-SE

Inflation and loss of purchasing power

Velehrad / Czech Republic

20.09. – 22.09.2024

The project is about the impact of inflation on purchase power, the macro-economic measures and interdependent consequences of fiscal and money policies on the one hand and collective bargaining and wage finding strategies on the other hand. There will be also a reflection about ex-post aid for social weak groups.

KAP

(Hnutí „Křesťan a práce“)

Prof. Lubor Lacina

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Languages: not yet defined

40-02-24-SE

Strengthening collective bargaining to ensure fair and adequate minimum wages

Larnaca / Cyprus

22.05. – 24.05.2024

The project is for the purpose to exchange about views, procedures and good practices with regard to the EU new directive about fair minimum wages and the necessity to bring means and measures of member states in compliance with these new rules. The aim is to prepare workers' organisations representatives to use this opportunity in the most effective way for the benefit of the relevant workers.

KIKEA-DEOK

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

Constantinos Eleftheriou

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Languages: el, en and others

40-03-24-SE

The effectiveness of social dialogue in the implementation of the minimum wage directive – success or disappointment?

Venue not yet defined / Poland

28.11. – 29.11.2024

The project is about a critical assessment of the state of implementation of the minimum wage directive, relevant action of the relevant stakeholders (in particular of workers' organisations) and about projected, started and ongoing action plans in EU member states to increase the collective bargaining coverage.

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

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Languages: de, en, es, pl

40-04-24-SE

Inflation and loss of purchasing power, what to do?

Santarém / Portugal

13.06. – 16.06.2024

The project is about protecting disadvantaged population groups from the severe economic and social consequences of inflation and loss of purchasing power, especially due to the rapid increase in housing costs and bank interest rates. To this end, a situation analysis with systemic questions will be carried out, a justice assessment with the question to whom the current developments benefit/harm and options for action will be explored taking into account social dialogue.

LOC/MTC

(Liga Operária Católica - Movimento de Trabalhadores Cristãos)

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Languages: de, en/fr, es, pt

40-05-24-SE

Directive on Adequate Minimum Wages transposition – key ingredient for the future of work: job quality, social protection and inclusion

Sofia / Bulgaria

03.07. – 05.07.2024

The project deals with the implementation of the EU directive on adequate minimum wages into national legal frames and the unique opportunity of trade unions to be involved in this process in order to increase the coverage of workers covered by collective bargaining and to strengthen the social dialogue structural and on the long run.

PODKREPA CL

(Confederation of Labour PODKREPA)

Veselin Mitov

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Languages: bg, de, en, fr

40-06-24-SE

GROUP OF THEMES 50

Safety and health at work

European Pillar of Social Rights: Promoting workers' health and safety as a fundamental right

Lisbon / Portugal

Date not yet defined

The project addresses the new challenges in occupational safety and health in the light of the experience of the coronavirus pandemic, higher work pressure and the associated increase in stress-related psychic illnesses in connection with the increasing digitalisation of workplaces. In this context, the effectiveness of the European Strategy for Safety and Health at Work 2021-2027 and corresponding national strategies with regard to preventive protection measures against psychosocial risks at work will be reviewed. It will also discuss how to implement a robust fundamental right to safety and health at work in Europe.

CFTL

(Centro de Formação e Tempos Livres)

João Paulo Branco

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Languages: en, es, it, pt

50-01-24-AG

An (almost) unsolvable problem: work accidents and occupational diseases. How do we protect the health of the workers?

Athens / Greece

02/2025

The project is about remaining and new challenges in safety and health at work. There will be a general discussion about role and effectivity of workers' organisations and the social dialogue in this field and how to achieve measurable better result in prevention workers from occupational diseases and in protecting their health in using new technologies, artificial intelligence and media.

IFES

(Institutul de Formare Economică și Socială)

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in cooperation with

DAKE

(Dimokratiki Anexartiti Kinisi Ergazomenon)



Languages: el, en, es, ro

50-02-24-SE

Safety and health of women at work in the digital age

Ružomberok / Slovakia

14.06. – 15.06.2024

The project is about the particular needs and consideration of women workers in safety and health at work related to musculoskeletal disorders (MSDs) and in the context of the fact that women are more often exposed to relevant risk factors in paid and unpaid work.

NKOS

(Nezávislé kresťanské odbory Slovenska)

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Languages: cs, en, sk

50-03-24-SE

Pressure at work. How to relieve the constant and increasing demands on workers?

Madrid / Spain

08.10. – 10.10.2024

The project is about an exchange and discussion about strategies to cope with increasing workload, demands and work pressure for workers in Europe against the background of demographic change and the linked workforce shortage to avoid harmful damage of the health of employed.

WOW
(World Organisation of Workers)

Bjørn van Heusden

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Languages: de, en, es

50-04-24-SE

Digital workplaces and safety: A cross-border social dialogue

Ohrid / North Macedonia

09.10. – 12.10.2024

Against the background of the new EU-OSHA campaign „Safe and healthy work in the digital age 2023-2025,“ the project aims to raise awareness of the workers’ organisations, advocate best practices, empower workers, and enhance social dialogue regarding digitalization’s impact on occupational safety and health.

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

Slobodan Antovski

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Languages: mk, sh, sq, en/de

50-05-24-SE

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

Venue not yet defined

Date not yet defined

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

Europees Forum VZW

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Languages: not yet defined

50-06-24-SE

GROUP OF THEMES 60

**Due diligence –
public procurement –
European Works Councils**

A new directive for European Works Councils (EWC): opportunities and challenges for EWC employee representatives within industrial sectors

Brussels / Belgium

17.10. – 18.10.2024

The project is about the adaption of European Works Council's (EWC) agreements to the new EWC directive in terms of effective access to justice, in order to make sure that the same rights and obligations apply to all EWC agreements to ensure equal treatment of all workers.

BIE Int. (Bouw-Industrie & Energie International)

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

60-01-24-SE

Special project for workers' organisations in candidate countries – Due diligence and responsibility in the supply chain: combating human trafficking and labour exploitation

Belgrade / Serbia

22.10. – 23.10.2024

The project is about upcoming and implemented EU and national legislation on Human Rights Due Diligence (HRDD), the role of workers' organisations in it. In particular it is about looking on the opportunities to implement such legislation in companies and how to deal with non-compliance of not only multinational enterprises and how to oblige enterprises not only to respect HRDD in their

own business, but also in the entire supply chain in order to avoid human trafficking and labour exploitation.

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

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Languages: en, sh and others

60-02-24-SP

Promoting quality and innovation in public procurement: social aspects and collective bargaining

Vilnius / Lithuania

08.08. – 10.08.2024

The project is about the opportunities created by the application of the EU guide to taking account of social considerations in public procurement to achieve more just (minimum) wages and fair working conditions and to balance the disadvantages of enterprises covered by collective agreements in competition with companies not be covered with regard to public service and working contracts.

**LPS „Solidarumas“
(Lietuvos Profesinė Sajunga
„Solidarumas“)**
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Languages: not yet defined

60-03-24-SE

Responsible public procurement? The public sector in conflict over its role as an employer and as a guarantor of quality jobs

(Tenerife) / Spain

14.10. – 17.10.2024

The project deals with the role of the public sector as an important contracting and employing structure on the one hand and the lack of respect for workers' rights in public contracts and public employment on the other hand. Legal bases in this context, instruments, and experiences of workers' organisations in Europe to better monitor the implementation of workers' interests in public contracts will be exchanged, analysed and evaluated.

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

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Languages: de, es, it, pt

60-04-24-SE

GROUP OF THEMES 70

Capacity building

Young leaders course – 3rd part

Calvi / France

20.10. – 24.10.2024

The project is the final part of a course for managers in workers' organisations. In this module, learning units will be offered on the European dimension of action by workers' organisations, conflict management and communication in workers' organisations.

CFTC
(Confédération Française des
Travailleurs Chrétiens)

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Languages: fr, pl, pt

70-01-24-KU

Kick-off seminar: priorities of the European social dialogue

Venue not yet defined / Portugal

21.11. – 22.11.2024

The aim of this project is twofold: on the one hand, to continue the series of kick-off seminars held since the 2001 academic year and to present the priority themes of the EZA education programme "European Social Dialogue" 2025. On the other, it will be an opportunity for an in-depth reflection on the current topics of the social dialogue and the priorities of European employment and social policy (taking into account the European Pillar of Social Rights and the political guidelines of the European Commission). This will enable the participating representatives of the EZA member centres to develop ideas for improving the quality of the seminar content.

CFTL
(Centro de Formação e Tempos Livres)
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Languages: de, en, es, fr, it, pt

70-02-24-KO

Right to collective bargaining and action

Belgrade / Serbia

25.06. – 26.06.2024

The project is about industrial action and the observed decrease of it all over Europe. In the frame of the project (hidden) reasons and backgrounds for this should be detected, compared, and analysed. Content of the project is as well looking for new conceptions, methods, and ways of engaging in collective action.

EUROFEDOP
(Europese Federatie
van het Overheidspersoneel)

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Languages: not yet defined

70-03-24-SE

Special project for workers' organisations in candidate countries – dispute resolution

Podgorica / Montenegro

21.10. – 22.10.2024

The project is about peaceful resolution of labour disputes and their practical application in Western Balkan countries. Several methods of dispute resolution will be presented, and it will be ana-

lysed (advantages and disadvantages) and explored in which way such dispute resolution mechanism can be used in employment relations and how to do it in the most effective way.

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

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Languages: not yet defined

70-04-24-SP

Qualitative exploration of the EU's influence on national social dialogue dynamics and social partners' involvement in national policy-making

Leuven / Belgium

05.12.2024

The project is to explore and analyse the impact of EU policies on national involvement of social partners and on national social dialogue mechanisms and structures particularly in the EU member states Austria, Belgium, France, Italy, and Greece.

**HIVA -
Onderzoeksinstituut
voor Arbeid en Samenleving**

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RESEARCH INSTITUTE FOR WORK AND SOCIETY

Languages: en

70-05-24-FP-SE

Special project for workers' organisations in candidate countries - The enlargement of the EU to include the countries of the Western Balkans: hope and slowness characterise an almost endless process

Belgrade / Serbia

2024

The project is about addressing the issue of the EU's readiness, as a credible geopolitical actor of global standing, to promote the full social, political, and economic integration of the workers of countries in the Western Balkans in order to catch up with the delays that have occurred so far on this matter, in order to prevent the Western Balkan countries from turning to other partners from outside the EU.

MCL / EFAL

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

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Languages: en, it, sh

70-06-24-SP

Special project for workers' organisations in candidate countries – Social partnership – key tool to build up bridge towards tangible changes in Western Balkans

Sofia / Bulgaria

01.11. – 03.11.2024

The project is about the role of social dialogue and social partnership in creating a collaborative environment in a new and better concept of EU enlargement in which civil society organisations' voice, rule of law, democracy and transparency will play a more important role and workers' organisations in the region of Western Balkans are better involved.

PODKREPA CL (Confederation of Labour PODKREPA)

Veselin Mitov

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Languages: bg, en, fr, sh

70-07-24-SP

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

Sofia / Bulgaria

Date not yet defined

The special project for workers' organisations in the candidate countries serves to address the special training needs of workers' organisations in the region and aims to strengthen social dialogue there and contribute to the EU integration of the respective countries. The final perspective seminar serves to bring together all partners involved in the special project and to work on a topic relevant to them.

PODKREPA CL (Confederation of Labour PODKREPA)

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Languages: bg, en, fr, sh

70-08-24-SP

Capacity building of a modern trade union: Strengthening the educational and digitaliza- tion aspects

Mellieħa / Malta

28.11. – 29.11.2024

The project is about capacity building in using digitization to fulfil core tasks of workers' organisations, to strengthen communication with basic internal structures (grassroot) and members and shape own vocational training offers and to cooperate with relevant institutions for this purpose. Another aspect is the question how to cope with existential threats, workers' organisations are facing.

UHM (Union Ħaddiema Magħqudin)

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Languages: en, es, pl

70-09-24-SE

Project and financial management training

Venue not yet defined

Date not yet defined

This course provides those in charge of projects from the EZA network with training on the different aspects of project management; the course has been successfully provided since 2018 in the context of the EZA educational programme. One focus area concerns the efficient use of financing/grant resources.

EZA
**(Europäisches Zentrum
für Arbeitnehmerfragen)**
Sigrid Schraml
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Languages: not yet defined

70-10-24-KU

Adult education on European social dialogue in the digital era

Venue not yet defined / Germany

Date not yet defined

The coronavirus pandemic has created new challenges for the educational work that is done regarding the European social dialogue. Restricted travel options made it necessary to use digital, internet-based, and video-supported seminar formats and have been an integral part of the EZA education programme ever since. The objective of the project is to provide practical information on how digital learning is different from traditional educational formats, and the requirements that must be satisfied by both learners and teachers when it comes to digital learning formats. Another objective is a discussion of what digital learning frameworks and scenarios may look like, and a presentation of different digital learning methods and the appropriate tools and applications.

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Languages: not yet defined

70-11-24-KU

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

Brussels / Belgium

03/2025

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

EZA
**(Europäisches Zentrum
für Arbeitnehmerfragen)**

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Languages: not yet defined

70-12-24-KO

3 Snack debates

Venues not yet defined

Dates not yet defined

The aim of the snack debates is to provide brief and concise information on a current topic relevant to representatives of workers' organisations.

EZA
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für Arbeitnehmerfragen)**

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Languages: not yet defined

70-13-24-AG and 70-14-24-AG
and 70-15-24-AG

What you need to know for your registration:

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

On the EZA homepage by clicking on www.eza.org you will find information about any possible changes.

The requirements for the various seminars will be laid down by the relevant organisations responsible. Please contact them for further information!

Depending on the registrations, the languages offered can change.

Conference languages

ABBREVIATION	CONFERENCE LANGUAGE
bg	Bulgarian
cs	Czech
de	German
el	Greek
en	English
es	Spanish
fr	French
hr	Croatian
hu	Hungarian
it	Italian
lt	Lithuanian
lv	Latvian
mk	Macedonian
nl	Dutch
pl	Polish
pt	Portuguese
ro	Romanian
sh	Serbo-croatian
sq	Albanian
sr	Serbian
uk	Ukrainian