

## Invitation to a new ETUI Education training course

Dear Colleagues,

The Education Department of the European Trade Union Institute invites you to a new training:

**‘Young EWC members: what to expect from this European adventure?’**

Please forward this invitation directly to the youngest EWC delegates in your circles.

The course will be held from **7<sup>th</sup> to 9<sup>th</sup> May** 2025 in Lisbon, Portugal.

## Objectives

This training aims to strengthen European Works Councils' long-term capacity by addressing generation gap. The average age for EWC representative is 50+, and by providing educational event dedicated exclusively to the EWC youth we aim to underline ETUI dedication to counterbalance the generation inequality within European Works Councils.

The main methodological frame is providing European perspective enriched with hands-on approach to skills and knowledge required by effective and motivated delegate within diverse industrial and cultural relations context. We would like to empower EWC youth to act within their EWCs, rather than wait passively for their time.

Understanding EWCs/SE-WCs agreements, especially rights and duties of the delegate is the key leverage accelerating the effectiveness of EWC as a whole, that should be carried on by EWC youth. The role of young EWC members is evolving toward greater participation into decision-making and influencing company policies.

On top of that, this training allows to acquire better orientation in the complexity of industrial and intercultural relations, allowing to participate in EWC operations without losing motivation at the start. The training aims to help young EWC delegates overcome the shock that often accompanies them in the first years of their mandate, and empower them to influence EWCs accordingly to the values and attitudes of young generation.

Inclusion of EWC youth is essential for every EWC that acts as the democratic structure. The importance of training future generations of delegates to take active roles in worker representation at EU level cannot be overestimated. Young EWC members significantly increase the impact that EWC inflict on the decision-making process in multinational companies, especially in modern sectors as finance, pharma, IT & tech.

The training allows to better understand the legal framework, the different cultures of industrial relations, the primary task of the European Works Council and the role of young representatives in company change. By increasing the efficiency of the mandate and bringing EWC youth up to speed, we are strengthening democracy@work, age equality and employee participation at EU level. This training ensures that young EWC members are well-prepared to take an active role in improving working conditions, ensuring fair representation, and shaping the future of work in their companies.

### Target group

This training course is offered to young members of EWC and SE-WC bodies, as well as young trade unionists supporting EWCs (officers, coordinators, trainers). Priority will be given to participants <40 yo. Non-typical participants are also invited (deputy EWC members, members of SNB, unionists expecting to join an EWC, future coordinators, etc), as long as they met the age criterion. The training course can accommodate 35 participants.

### Working languages

The workshop will be held in English with possible interpretation: additional languages might be added depending on the demand.

### Organisation

**Venue:** the training will be held at the **VIP Executive Entrecampos Hotel, Lisbon**. Hotel is booked for the confirmed participants.

**Travel:** Participants must make their own travel arrangements, knowing that ETUI will pay travel costs back based on a reimbursement form. The ETUI will cover accommodation costs (2 nights) and travel. Please wait until you receive our formal confirmation before making any travel arrangements.

Participants are expected to arrive on 7<sup>th</sup> May and depart 9<sup>th</sup> May.

### Programme

The training programme is attached.

### Registration

Interested participants should register under **this link**:

<https://crm.etui.org/form/young-ewc-members-what-to-expect?>

**The deadline for registration is 11 April 2024.** Final confirmation of the participants will be done by ETUI at 18 April: don't book your travels until you are confirmed by ETUI.

The course is free of charge for EWC-related participants.

### Additional information

Should you request additional information, please do not hesitate to contact EWC officer Cyprian Szyszka [cszyszka@etui.org](mailto:cszyszka@etui.org), or ETUI Education secretariat [ndevits@etui.org](mailto:ndevits@etui.org)

**Annex :** ETUI EXTERNAL COMMUNICATION ON UNIT COSTS and draft programme

We look forward to meet you among EWC professionals!

ETUI EWC team

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