

# European Trade Union Institute (ETUI)

Supporting, reinforcing and stimulating  
the European trade union movement

„Training EWC delegates:  
experiences and methodologies“

Andrea Husen-Bradley, ETUI Education  
Transnational workshop Project ITEM  
17 June 2016, Brussels

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## ETUI: What we do

1. Research
2. Education and training
3. Conferences and debates
4. Expertise
5. Networks

# the ETUI EDUCATION DEPARTMENT

## **ETUI Education:**

develops and delivers training courses for European trade union officers and representatives



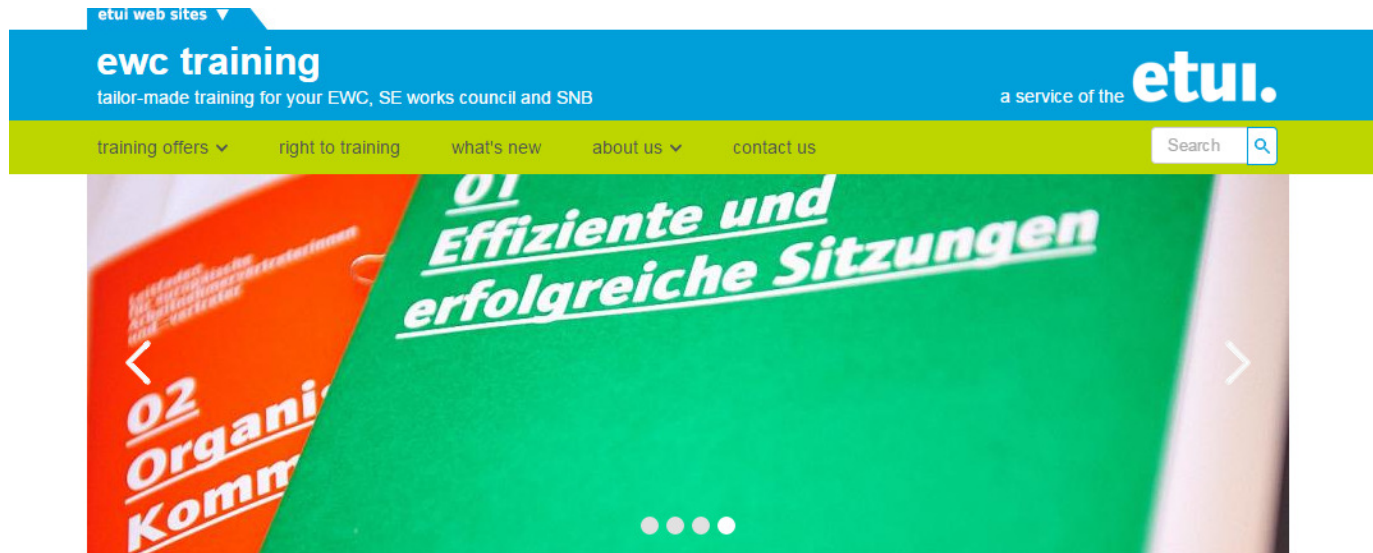
[www.etui.org/Training](http://www.etui.org/Training)

## ETUI EDU – a snapshot

- Annual work programmes
- Cooperation with ETUC, ETUFs and national trade unions
- About 100 courses for +2000 participants each year
- Multinational tutor teams from ETUI trainer networks
- Key courses:
  - ‘Young Trade Union Leaders’
  - ‘Project Management’
  - ‘Training of Eurotrainers’
  - ‘Language training for trade unionists’
  - ‘Seminars for EWC and SE-works council members’
- Thematic training on demand
- Tailor-made training for your EWC, SE Works Council and SNB!

# New EWC training website

[www.ewctraining.eu](http://www.ewctraining.eu)



The ETUI's education department offers tailor-made training for European Works Councils, Special Negotiation Bodies (SNB), and SE Works Councils.



## Full service seminars

ETUI Education can take care of the full logistical organisation of your seminar. We are happy...



## On-site seminars

Many EWCs and SE Works Councils prefer to organise their training in connection with their...

## Latest EWC resources

### News

- [New ETUI book on implementation of the EWC Recast Directive](#)

[more news](#)

## Publications



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# ETUI Education: EWC Training

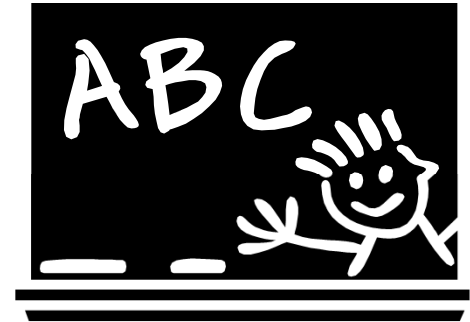
## Why are we involved?

- Promoting worker participation is a key political priority for the ETUC, ETUFs and national trade union organisations
- ETUI's mission: strengthening the identity, the **competences** and the **knowledge** of the European Trade Union movement
- Our ambition: to be **key provider** for **trade union oriented** EWC and SE-works council training at the European level
  - Closely follow ETUC & ETUF policies on EWCs
  - Partnership & support for national unions
  - A training based on a common European trade union strategy

## right to training

### **directive 2009/39/EC & CBA 101**

In so far as this is necessary for the exercise of their representative duties in an international environment, the members of the SNB and of the EWC shall be provided with training without loss of wages.



## target groups

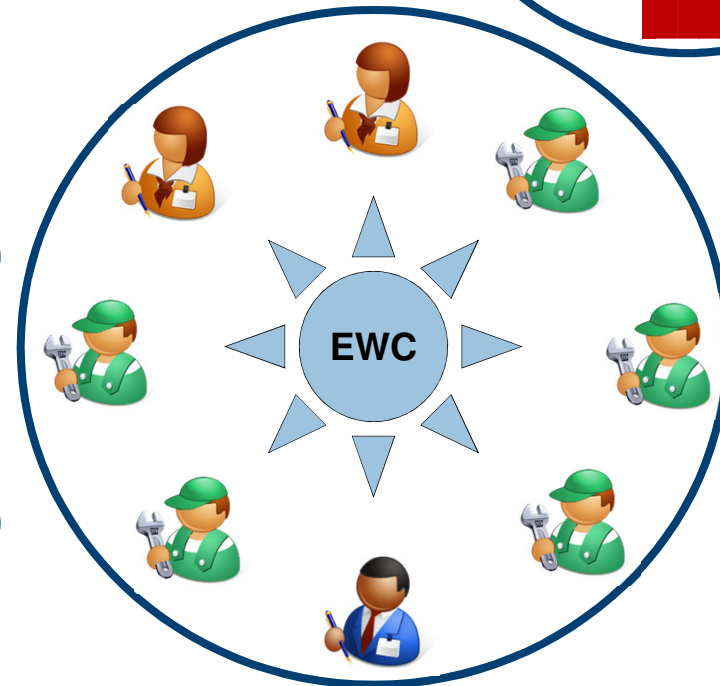
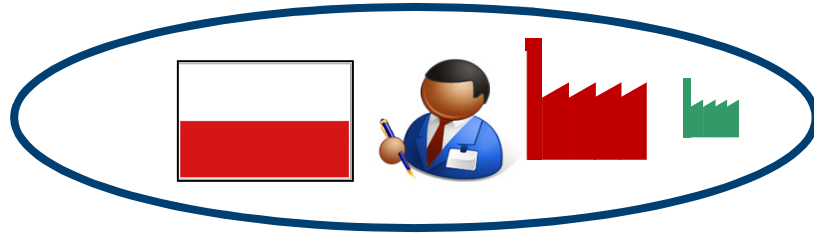
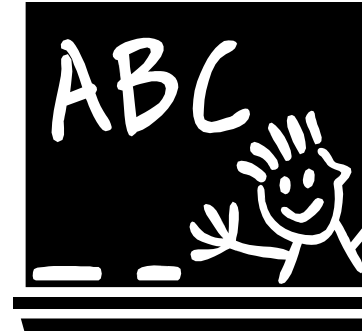
- **1093 European Works Councils**
- **Special Negotiating Bodies**  
(currently ~50)
- **Representative Bodies in 123 SEs**
- **BLER in 64 SE boards**
- **support for ETUF/local TU initiatives**





# ETUI Education: EWC Training

training at national or European level ?

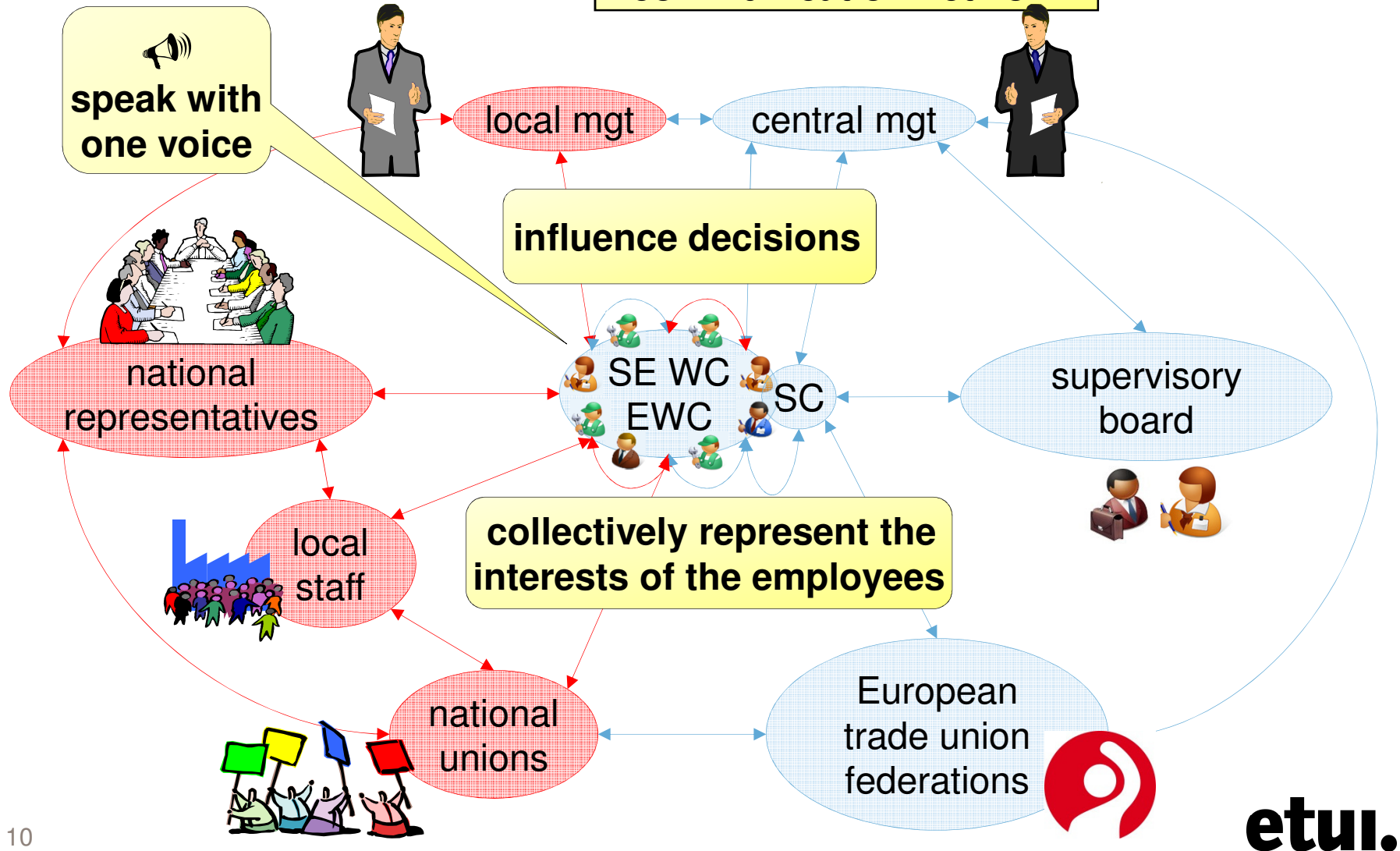


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# ETUI Education: EWC Training

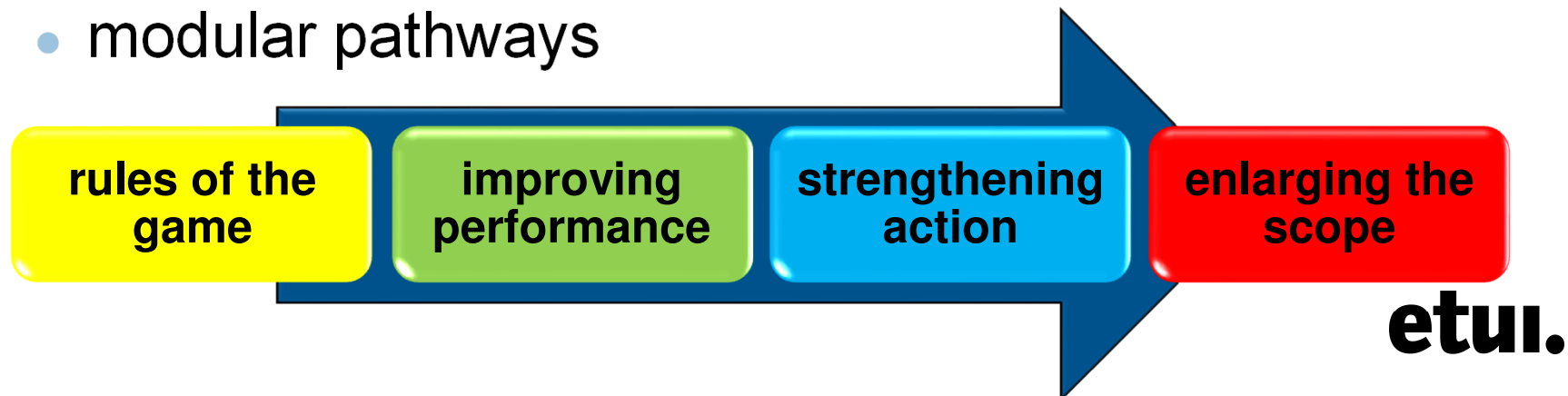
## training objectives:

the EWC = the centre of a communication network

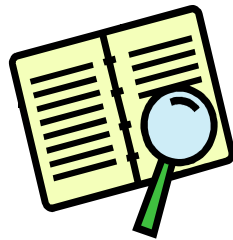
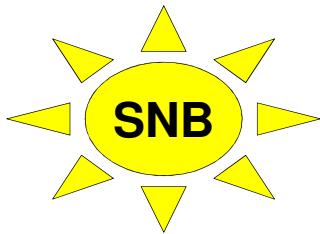


### training methods and principles

- made-to-measure
- interactive based on **active learning methods**
- inclusive
- trade union inspired
- delivered by experienced trainers and practitioners
- quality service for a fair price
- capitalizing on in-house expertise and partners
- modular pathways



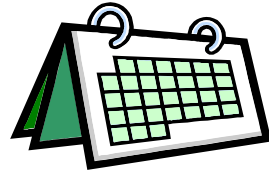
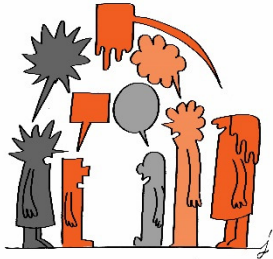
# ETUI Education: EWC Training



**rules of  
the game**

legal framework  
rights and competences  
when is an issue transnational?  
how to (re)negotiate an agreement  
discovering the potential  
content of an EWC agreement  
actors around the EWC  
support by the European  
Trade Union Federations  
worker representation systems

# ETUI Education: EWC Training



**improving  
performance**

**how to organise a meeting  
evaluation of the EWC practice**

**linking the European  
and the national level**

**setting internal rules**

**competences of the  
Select Committee**

**communication**

**cultural diversity**

**examples of other EWCs**

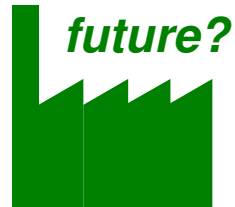
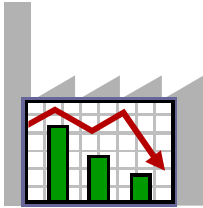
# ETUI Education: EWC Training



**strengthening  
action**

**occupational health & safety  
confidentiality  
restructuring  
collective redundancies  
conflict management  
innovation  
corporate social  
responsibility**

# ETUI Education: EWC Training



**enlarging  
the scope**

**company strategies  
European institutions  
scenario building  
financial analysis  
global framework agreements  
English courses  
cross-border mergers  
board level representation  
and much more...**

## Q&A

more information:

[www.ewctraining.eu](http://www.ewctraining.eu)

[www.etui.org](http://www.etui.org)

or contact:

[ewctraining@etui.org](mailto:ewctraining@etui.org)

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