

Invitation to an ETUI Education course

15 January 2019

To all organisations affiliated to the ETUC

Dear Colleagues,

Wages and purchasing power are one of the major concerns of European workers. The economic crisis, austerity policies and labour market reforms have led to lower wages in Europe over the last ten years. In various countries, there is a decrease in the share of wages in gross domestic product (GDP), a strengthening of the unequal distribution of wages, but also a massive and increased wage divergence between the different EU countries. According to Eurostat, one in six employees in the European Union earns only a low salary (i.e. at most two thirds of the median gross national hourly wage).

Since in some countries the scope for collective bargaining had to decrease, trade unions have difficulty negotiating higher wages.

The Education Department of the **European Trade Union Institute**, in cooperation with **UGT-E** and with the **Labour Institute of the Greek General Confederation (INE/GSEE)**, under the umbrella of the **ETUC**, will organise the training course called “**Trade union strategies to increase wages and collective bargaining coverage in Europe**”. The training will be held from **5 to 7 March 2019** in Brussels, Belgium.

By the end of the training, participants will be able to:

- Analyse the wage developments of the last ten years and the impact of the austerity policies and labour reforms on collective bargaining and wages in Europe
- Identify the difficulties and obstacles faced by trade unions (including institutional/legal frameworks) to increase wages and improve worker conditions through collective agreements;
- Exchange trade union strategies for increasing wages and collective bargaining
- Design proposals to reinforce the trade union strategies at national and European in order to increase wages and collective bargaining coverage

Working languages

English, Spanish and Greek.

Programme

The draft programme will give you an overview of the course.

Venue and accommodation

Hotel Marivaux
Boulevard Adolphe Max 98, 1000 Brussels
<http://www.hotelmarivaux.be/>



Participants

Trade union officials or experts responsible for wages and collective bargaining at different levels: national/inter-professional, branch/sector, regional/local, company.

Arrival and departure

Participants are expected to arrive on Monday 4th March 2019 for a welcome dinner at 19:30. Departure will be on Thursday 7th March, after lunch, flights after 15.00.

How are enrolments processed?

We can accept a maximum of 20 participants.

The final confirmation of the participants will be done by the team of trainers bearing in mind the requirements for the target group.

Participants' registration

Please fill in a copy of the enclosed form for each participant and return it to the ETUI Education Secretariat (Elisa Santaniello, esantaniello@etui.org) **no later than 14th February 2019.**

Payment of registration

A direct monetary contribution (enrolment fees) to ETUI Education activity is required per organisation/per working day/per participant. Participation fees vary depending on which group your country is from.

Participation fees for this course are:

- For group I: 180 € (3 days@60€)
- For group II: 72 € (3 days@24€)
- For group III: 45 € (3 days@15€)

Group I: 100% of participation fees - 60€/day

Andorra	Liechtenstein *
Austria	Luxembourg
Belgium	Malta
Cyprus	Monaco
Denmark	Norway *
Finland	San Marino
France	Spain
Germany	Sweden
Iceland *	Switzerland *
Ireland	the Netherlands
Italy	United Kingdom

***These countries, as non-EU members, pay all costs related to the activity.**

Group II: 40% of participation fees - 24€/day

Croatia
Czech Republic
Estonia
Hungary
Latvia
Lithuania
Poland
Portugal
Slovakia
Slovenia

Group III: 25% of participation fees - 15€/day

Albania
Bulgaria
FYROM
Greece
Montenegro
Romania
Serbia
Turkey

An invoice will be sent to the organisation and address (billing address) as mentioned in the enrolment form.

Please note that in case of cancellation of participation 5 working days before the beginning of the course, no refund shall be granted.

It is essential that you mention in your payment order the number of the invoice and customer reference number.

Reimbursement of travel and accommodation costs

Costs for accommodation **only for 3 nights (4, 5 and 6 March)**, meals according to the programme and materials will be covered by ETUI Education, only for participants coming from Member States of the European Union or from Albania, Montenegro, FYROM, Serbia and Turkey.

Expenses must be settled in line with the EU guidelines, which means:

- The shortest route of travel is to be chosen using the most reasonable means of transport.
 - **Train tickets** will be reimbursed on the basis of a 1st class return fare for regular trains and 2nd class for Eurostar, Thalys, TGV or similar.
 - **Economy class fares will be used as the benchmark for analysing air travel costs.** Air travel is acceptable only for distances above 400 km, i.e. return flight above 800 km. **Business class flights** will not be reimbursed.
 - Travel by car will be reimbursed either:
 - on the basis of the mileage calculation at a rate of 0,25€ per km.
 - on the basis of a train return fare (1st class fare for regular trains and 2nd class for Eurostar, Thalys, TGV or similar)
 - the cost of lower-class economy air fare
- Whichever is cheapest, will be reimbursed.**
- Toll, petrol, insurance costs will **not** be reimbursed.
- Only one person can claim reimbursement, independently of the number of people traveling in the same vehicle. Passengers may not claim mileage or equivalent costs.
- **Local transport**, to/from the event venue, is reimbursed on the basis of original tickets.
 - **As a rule, taxis are not reimbursed.**

Please note that expenses such as parking fees, telephone, minibar, extra nights, extra lunches, extra dinners, supplement double room and the eventual supplement half/full board are not taken in charge by ETUI.

Participants are kindly invited to organise their own travel arrangements **(after receiving our confirmation of registration)**. Exceptionally, if this is not possible for practical reasons, you can contact the Education secretariat for assistance.

Additional information

Should you need any additional information please do not hesitate to contact the ETUI Education Secretariat, Elisa Santaniello, tel: +32 2 224 0 474, , e-mail: esantaniello@etui.org

Yours sincerely,

Vera dos Santos Costa
Director
ETUI Education

Enclosed: Registration form