

Dear Trade Union Member,

The Education Department of the European Trade Union Institute (ETUI), in partnership with Cartel-ALFA (Romania), and OPZZ (Poland), will organise the training course “**Discrimination in the Labour Market**” that will be held from 15 to 17 May 2024 in Warsaw.

Objectives of the project

The European Trade Union Confederation (ETUC) has initiated a new project called "Trade Unions against Discrimination".

The ETUC has emphasised that despite efforts to combat discrimination through legal and policy measures, it still persists as a significant issue in Europe.

This training aims to explore discrimination on the grounds of race, ethnic origin, and gender while also focusing on discrimination at the intersection of these different grounds.

This training will answer the following questions:

- How is discrimination built?
- How can discrimination and multiple discriminations at the workplace level be prevented and countered?
- How can workplaces be made more inclusive?

At the end of this training, participants will be able to:

1. Understand the roots and dimensions of discrimination (e.g. individual discrimination, structural discrimination...)
2. Build confidence to prevent and counter discriminatory practices at the workplace.
3. Take trade union actions to promote more inclusive workplaces.

Target group

- Trade unionists in charge of democracy, gender, racism, migration or far-right issues.
- Trade union representatives involved in collective bargaining.

Working languages

English, Romanian, Polish

Venue and accommodation

Venue: OPZZ Warsaw

Accommodation: Motel One Warsaw

Programme

A draft programme is attached.

How are enrolments processed?

The training course is open to 20 participants. The final confirmation of the participants will be done by ETUI and the team of trainers, considering the requirements for the target group. Priority will be given to members of OPZZ and Cartel Alfa.

Please bear in mind the recommendations of the ETUC Action Plan for women, which call for the proportional representation of women in trade union activities.

Participants' registration

We invite interested participants to submit their registration to **this link**:

<https://crm.etui.org/form/discrimination-in-the-labour-mar>

The deadline for registration is 25 March 2024.

**Please read our travel conditions carefully (see below).
Do not buy any tickets before we confirm your participation.**

Payment

A direct monetary contribution (enrolment fees) to ETUI Education activities is required per participant. **The cost is 60€ for the entire course programme.** You will receive instructions how to pay when we confirm your participation.

Arrival and departure

Participants are expected to arrive on **14 May 2024, in the afternoon** and to leave on **17 May 2024, after lunch**.

We would be grateful if all participants respected the arrival and departure times.

Additional information

Should you need any additional information, please do not hesitate to contact Carine Boon, cboon@etui.org or Franklin Kimbimbi fkimbimbi@etui.org