

## Invitation to an ETUI Education course/workshop

December 2025

Dear Colleagues,

The **Education Department of the European Trade Union Institute** will organize a workshop on **“Women in EWCs”** which will be held from **3 to 4 March 2026 in Brussels, Belgium**.

Although women make up a significant share of the European workforce in many sectors, they often remain under-represented on the EWCs of multinational companies operating in those same sectors.

In this workshop, we aim to explore what is needed to attract more women to serve on European Works Councils and what kinds of educational opportunities they require in order to successfully carry out an EWC mandate.

By examining this issue together, we hope to identify concrete steps to make EWCs more inclusive, more representative, and ultimately more effective.

Gender-balanced groups can make better decisions, especially on complex issues such as restructuring, working conditions, and health and safety and they create valuable leadership opportunities that benefit unions, companies, and workers alike.

Therefore, this is not only a matter of aligning with EU principles and commitments on gender equality and non-discrimination. It also means providing perspectives that are essential for effective social dialogue.

### Aims of the workshop

- Increase women’s participation in EWCs.
- Promote gender-sensitive leadership pathways and inclusive EWC practices.
- Discuss on how to empower current female representatives through training on skills, knowledge, and confidence-building.
- Raise awareness among trade unionists and EWC members of the importance of gender diversity, representation and balance.

### Working language

English, a second language could be added according to the participants needs.

### Programme

A draft of the programme is attached

### Accommodation and venue

Brussels

The exact location will be communicated soon.

### Participants

- EWC members, trade unionists, experts, researchers, trainers involved in EWCs activities.
- Women workers eligible or likely to be elected to EWCs.



- Current women members of EWC who want to strengthen their role.
- Union representatives interested in supporting gender balance and inclusion

### Arrival and departure

Participants are expected **to arrive on Monday 2<sup>nd</sup> of March and to leave on Wednesday 4<sup>th</sup> of March 2026 after the workshop.**

**Please wait for the ETUI confirmation before any travel booking.**

### How are enrolments processed?

The costs for accommodation, meals according to the programme, materials will be covered by ETUI for **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 our registration form and use the link : [Women in EWCs, 3-4 March 2026 Brussels | CRM](#)

**no later than 2<sup>nd</sup> of February 2026.**

### Payment

The participation to this course is **free of charge**

**The Hotel booking** will be made by ETUI. It is important to inform us of your correct arrival and departure date.

### Reimbursement of travel and accommodation costs

**We kindly ask you to read carefully our new travel policy enclosed, the rules have changed.**

### Additional information

Should you need any additional information please do not hesitate to contact the ETUI Education Secretariat, Elisa Santaniello, e-mail: [esantaniello@etui.org](mailto:esantaniello@etui.org)

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

Yours sincerely,

Education Department