

To all organisations affiliated to ETUC

Dear Colleagues,

The ETUI Education Department, in partnership with the German Trade Union Confederation **DGB**, is organizing the **Women's Leadership Programme: Leadership and Capacity-Building for Women Trade Unionists**.

Each year, ETUI, in partnership with national organizations, invites up to 22 female trade unionists to embark on a unique leadership journey combining face-to-face training and distance learning.

This programme offers an unparalleled opportunity to strengthen your leadership skills, learn, and lead together in a vibrant multicultural environment. Enhance your knowledge and skills to tackle complex challenges to shape the future of the trade union movement.

Aims

1. Enhance your Leadership Skills:

Discover the leader you are, and develop the confidence and tools to become a powerful voice for workers' rights. Communication, negotiation, conflict resolution, and strategic thinking are some of the key skills we will work on.

We will provide mentoring sessions for individual leadership development.

2. Advance gender equality within your organization:

Reflect on your trade union organisation structure and practices, analyse complex situations, and integrate strategies for achieving gender equality into your union's agenda.

3. Develop the capacity to work in a multicultural environment:

Experience the advantages of cultural diversity within Europe, and develop your ability to cooperate with other colleagues at the European level. Gain a fresh perspective through diverse experiences.

4. Expand your networking opportunities:

Connect with inspiring women leaders from across Europe. Build your European network, and cooperate to create a strong and diverse trade union movement.

Course Structure

This four-step leadership journey will cover the period **from September 2025 to January 2026**. It is a blended programme that combines online modules and in-person workshops as follows:

First Step · Online Opening Module 29th September 2025, on Zoom



Setting the scene: Introduction to leadership concepts and motivation booster.



The ETUI is co-funded by the European Union



Second Step: 1st workshop October 14 - 16, 2025, Brussels (arrival 13/10, departure 16/10)

The leader you are: Leadership styles, public speaking, mentorship, and self-care for leaders.



Third Step: Online Module November 2024

Shaping your tools: Creating a leadership toolkit with expert input on how to include gender equality in the trade union agenda.



Fourth Step: 2nd workshop January 14-16 2026, Berlin (arrival 13/01, departure 16/01)

Building your confidence: Conflict resolution, negotiation skills, mentoring, and empowerment.

The participation fee is 120€ for the entire program.

Working languages

Working languages are: English, German

It is essential that participants can communicate effectively in one of the working languages of the training.

Participants

Eligible participants are women trade union officers working for Organizations affiliated to the ETUC.

Participants should have been recently elected or appointed, or are being considered for posts, at the regional/sectorial or national level and have already followed a series of trade union education courses at the regional/sectorial/national level.

Participants should be able **to attend all the residential stages** of the European training and to work at distance during the two online modules.

Each participant pledges to act as a 'multiplier' for the trade union movement and to meet the following requirements:

- to help establishing informal networks with other participants in the training,



The ETUI is co-funded by the European Union

etui.

- to apply the knowledge and skills acquired within their own trade union working environment
- to be able to bring the national and trade union realities to the European training.

How are enrolments processed?

A maximum of 22 participants can be accepted. The final confirmation of the participants will be done by the team of trainers based on the requirements for the target group.

The partners of this course edition have the right to 4 participants.

Please wait for the ETUI confirmation before any travel booking.

Participants' registration

Please fill in our registration form and use the link: [Women's Leadership Programme: Leadership and Capacity-Building for Women Trade Unionists | CRM](#)

Deadline for the enrolments: **25th August 2025.**

The participation fee is 120€ for the entire program.

Reimbursement of travel and accommodation costs

⚠ Please read the attached document “EXTERNAL COMMUNICATION ON UNIT COSTS” carefully, the rules have changed!

Additional information

Should you need any additional information please do not hesitate to contact Elisa Santaniello, email: esantaniello@etui.org

Yours sincerely,

ETUI EDUCATION



The ETUI is co-funded by the European Union

etui.