

To All ETUC affiliates

Dear Colleagues,

The Education Department of the European Trade Union Institute is organising a workshop entitled: “*Developing Emotional competence in Trade Union training*”. This workshop will take place in **Palermo, Italy** from **22 to 24 September 2026**.

Emotional Intelligence is the ability to identify, manage, and express emotions in various contexts. When we can recognise, accept, and effectively use our own and others’ emotions, we develop emotional competence. Being emotionally competent involves essential social skills for recognising, interpreting, and positively responding to emotions in ourselves and others.

In Trade Union training, this approach to emotional intelligence is viewed collectively, considering the context of adult learning and the values that underpin our training principles at the European level. While not easy to grasp or practice daily, understanding and applying this concept is crucial for managing groups. It significantly enhances the effectiveness of group dynamics and learning processes in training settings. Therefore, managing emotions is vital in trade union training, both nationally and at the European level.

The pedagogical workshop will include sessions on self-awareness and emotional regulation, where emotional expression, develop vocabulary of emotional expression, and understand and utilise various tools such as Plutchik’s wheel of emotions. One of the main objectives of this workshop is to include these issues in the design, preparation and implementation of our courses, and make it an essential competence to our trainers as well.

Aims

- **Define** key concepts related to emotions, emotional intelligence, empathic listening, and emotional regulation;
- **Explain** the role of emotional competence in multicultural trade union training settings;
- **Analyse and evaluate** methods for strengthening personal and group emotional intelligence;
- **Apply and integrate** emotional competence strategies into training design and facilitation;
- **Practise** emotional awareness and regulation skills to facilitate group processes and respond effectively to misunderstandings and conflicts.

Working languages

English, French,

Programme



The draft programme is attached.

Venue of the workshop and Accommodation

TBC on the confirmation email

Arrival and departure

Participants are expected to arrive on **Monday 21 September in the afternoon** and to leave **on Thursday 24 September at the end of the course.**

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

Please wait for confirmation of your participation by ETUI before making travel reservations.

Participants

Participants will be trade union trainers at national and European level.

How are enrolments processed?

Applications will be processed on a first come, first served basis, with a maximum of one participant per confederation and a maximum of 18 participants overall. Additional applicants will be put on a waiting list.

The team of trainers will be responsible for the final selection and will bear in mind the skills required for this target group. Enrolments will not be approved without the prior consent of the ETUI education officer, who will also be the contact person for organisations requiring any further information.

Participants' registration

Please register using this link : <https://crm.etui.org/form/emotionalcompetence>

You will need to register before **July 13, 2026** at the latest.

Payment of registration

A direct monetary contribution (enrolment fees) to ETUI Education activities is required per participant, the cost is **60€** for the entire course program. Once you are selected, you will receive a link to pay immediately online. This amount will not be refunded to you if you cancel within 5 days before the training.

Reimbursement of travel

Costs for accommodation, meals, will be covered by ETUI Education, only for participants coming from member states of the European Union, Albania, Montenegro, North Macedonia, Serbia and Turkey.

Please carefully read our reimbursement of travel expenses policy attached to this letter.

Other expenses not taken in charge by ETUI either : parking fees, telephone, costs for luggage and excessive luggage, fees for choice of seating in plane, travel insurance, minibar, extra nights, extra lunches, extra dinners, supplement double room and the eventual supplement half/full board.

Additional information

Should you need any additional information please do not hesitate to contact, **Tsela Ceulemans**, e-mail: tceulemans@etui.org

Yours sincerely,

Fabio Ghelfi
Director
ETUI Education