



Institutul de Formare Economica si Sociala

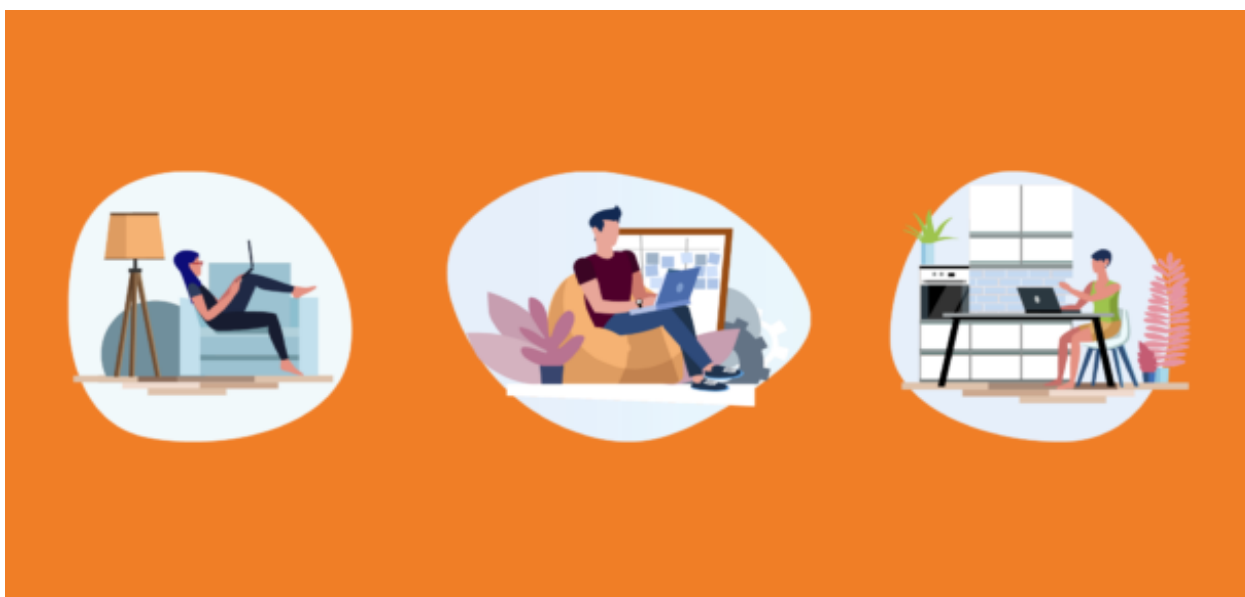


Europäisches Zentrum für Arbeitnehmerfragen

Project : 61-05-25-SE

“Remote workers and their right to safe and healthy work”

25-27 09 2025



PROGRAM

Predeal (RO)
Hotel Carpati



Funded by the EU

Motivation

Teleworking was not a pressing issue of contention between employees and employers before the Covid pandemic. In the European Union, in 2018, only 4.82% of employees worked from home every day or almost every day and 5.35% at least once a week (Eurostat, 2024). In the US, teleworking covered about 6% of the workforce before the pandemic.

Schedule flexibility and "remote" work were specific to certain fields of activity (e.g. ITC, consulting) or were offered by companies to increase commitment and motivation at work.

The pandemic has changed this paradigm and forced employees to work from home or from locations that protect their health for a significant period of time. In the US, in 2020, more than 50% of employees worked from home, and in the EU about 12%.

Due to health restrictions, many workers have had to work remotely, most often from home. The restrictions are no longer in force, but a significant number of jobs are carried out through remote work. Also during the pandemic, it was discovered that this type of work was not sufficiently regulated. Changes have been made to the legislation. It is not clear whether these legal provisions are respected, whether the employment relationships are those stipulated by law, what happens when remote work is neither safe nor healthy. Are there mechanisms through which employees can report non-compliant situations? Who defends the rights of employees? The authorities? Trade unions? How easily do remote workers unionize?

The subject is certainly one of great interest for social dialogue. Because, on the one hand, the unionization rate is low for this category of workers, because there is a lack of detailed information and reports on the situation in the field of safety and health at work, and because the prospect of a social dialogue with representatives of teleworkers is desirable. It needs to be established to what extent employees are interested and aware of the possible consequences of the lack of acceptable health and safety conditions at work. And who can defend the rights of these workers through negotiation and social dialogue.

[Wednesday, September 24, 2025]

Arrival of participants. Accommodation.

19:00 Welcome speech. Meet & greet
Silviu ISPAS [Director IFES - RO]

20:00 Dinner (Hotel restaurant)

[Thursday, September 25, 2025]

9:00 Registration of participants

9:30 Opening of the seminar. Presentation of the participants.
Bogdan HOSSU [Vice-President EZA, President CNS Cartel Alfa – RO]
Silviu ISPAS [Director IFES - RO]

10:00 Current labor market. Characteristics and trends. The role of technology and artificial intelligence

Remote work in Romania. Legal framework, statistics, challenges for the authorities

Andreea Cristina TUDORIE [Head of Department, Labor Relations Monitoring, -
Romanian Labor Inspectorate – RO]

Gabriela Alexandrina RADU [Labor inspector, Occupational Health and Safety Control
Directorate, Romanian Labor Inspectorate – RO]

Doctors in the digital age: Rights, protection and the role of the Unions

Victor ESANU [Vice-President, Trade Union Federation “Federated
Chamber of Doctors” - RO]

Discussions. Questions and answers

11:30 Coffee break

12:00 Teleworking: the future of modern work or just a trend?

Introduction and moderation
Florin HOSSU [President of Maramures branch of CNS Cartel Alfa– RO]

Marco Milton BOLEO [Expert, MCL Movimento Cristiano Lavoratori – IT]

Laura APLOANSKAITE [Member, LDF Lithuanian Labour Federation - LT]

Florie MARINI [President of the Women's Forum, SAUATT, Sindikata Autonome e
Ushqimit, Agrikultures, Tregtise e Turizmit– AL]

Pambos CHARALAMBOS [Labour consultant officer, DEOK, CY]

Discussions. Questions and answers

13:30 Lunch break (hotel restaurant)

15:00 Teleworking: the future of modern work or just a trend? - continuation

Digitalization of OSH activity in ROMANIA - telework case study

Petru Iuliu MURESAN [Manager SSM Platform – RO]

Demand and supply on the Romanian labor market

Sergiu Rusu [Regional manager @ ADECCO Romania – RO]

17:00 Coffee Break

17:30 Teleworking: the future of modern work or just a trend? – continuation

Teleworking in the IT&C sector

Janina SAMAN [President of the Women Committee within the IT&C Trade union Federation – RO]

Teleworking in the bank sector

Razvan CIRSTOIU [President, “IMPACT” Trade union of the employees at Romanian Development Bank – RO]

Discussions. Questions and Answers

19:00 Conclusions of the first day of the seminar

19:30 Dinner (hotel restaurant)

[Friday, September 26, 2025]

Workplace Health and Safety of Remote Workers

9:30 EU-OSHA campaign on digitalisation and various info on teleworking

(EEST) On-line

Dr Dietmar ELSLER [Senior Research Project Manager | Prevention and Research Unit @ EU-OSHA]

10:30 Ethics on the teleworking labour relations

(EEST) On-line

Marcello SANSONE [Professore Ordinario di Economia e gestione delle imprese e Marketing
Direttore Scientifico MARKLAB, Università di Cassino IT]

11:30 Coffee Break

12:00 Remote workers and their rights for safe and healthy work. Overview of Teleworking in Spain, the Platform’s Directive, Risk Prevention, and Occupational Health and Safety

Video presentation

José Ignacio ARGOTE VEA-MURGUIA [Secretary, CEAT – SP]

12:45 Lunch break

14:00 Travel to Sinaia

**16:00 Meeting with representatives of the trade union group from the National Museum “Peles” Sinaia, members of the National Federation of Trade Unions in Culture and the Press “CULTURMEDIA”. Teleworking in the culture and media branch.
(coordinator Alin TREABA NISTOR)**

18:00 Travel to Predeal

20:00 Dinner (Hotel Restaurant)

[Saturday, September 27, 2025]

9:30 Debate: How can the rights of remote workers can be defended.

Moderation:

Lenuta VARARIU [Secretary General, IMPACT Trade Union – RO}

Introductions

Mihai BARBULESCU [Secretary General, National Trade Union Confederation “Cartel Alfa” – RO]

Florentin IANCU [President, IT&C Trade Union Confederation – RO]

Fanica GABOR [President of Brasov branch of CNS Cartel Alfa– RO]

11:00 Coffee break

11:30 Debate: How can the rights of remote workers can be defended. – continuation

Debates

13:00 Lunch break (hotel restaurant)

14:30 Travel to Brasov

15:30 Meeting with representatives of the Brasov branch of CNS Cartel Alfa. The trends of the regional labor market.

Moderation: Fanica GABOR. [President of Brasov branch of CNS Cartel Alfa– RO]

17:30 Seminar conclusions. Evaluation by participants. Administrative aspects

18:00 Cultural afternoon at Black Church in Brasov (visit and organ concert)

19:30 Dinner (Sergiana restaurant, Brasov, 26 Mureşenilor street)

21:30 Travel to Predeal

Simultaneous interpretation provided in EN, RO and partial in IT

[Sunday, September 28, 2025]

Departure of participants

Venue (accommodation and seminar)

Hotel Carpati

1 Nicolae Bălcescu street, Predeal 505300

<https://www.hotelcarpatipredeal.ro/>

Conference room

Other information

For any questions regarding your participation in the seminar, please contact us:

o Silviu Ispas: gsm, whatsapp 004-0723545310

o Cristian Baldea: gsm, whatsapp: 004-0745262133



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