

HELP Course launch: Labour Rights as Human Rights



HELP
Human Rights Education for Legal Professionals
Council of Europe

Co-funded
by the European Union



Co-funded and implemented
by the Council of Europe

Launch Date: 24 November 2021 (time EET)

Format: online tutored course

Open to: judges from Bulgaria

Language: English/Bulgarian (launch seminar); Bulgarian
(online course)

Launch of the HELP course on Labour Rights as Human Rights

Concept paper and Agenda

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| Date | 24 November 2021 (time EET – to be determined) |
| Location | Online (web-conference) Link – provided to selected participants prior to the session |
| Language | English/Bulgarian (launch seminar – no interpretation); Bulgarian (online course) |
| Participation | Judges from Bulgaria |
| Registration | Via the procedure and by the deadline indicated in the call circulated at national level |

Background

The **Council of Europe (CoE) Programme for Human Rights Education for Legal Professionals (HELP)**¹ is aimed at supporting the CoE member States in implementing the European human rights standards at the national level, focusing on the European Convention on Human Rights (ECHR), other key CoE instruments, and since 2015, EU law. This is done by raising the capacities of legal professionals to apply those instruments in their daily work.

The objective of HELP is to provide high quality education on human rights to judges, lawyers and prosecutors throughout Europe. Law enforcement authorities such as police and prison staff are also targeted by HELP. Thanks to HELP courses, legal professionals can better protect human rights on a national level and keep up to date with the ever-evolving standards and case law of the European Court of Human Rights (ECtHR). HELP courses specifically designed for EU countries increasingly incorporate relevant EU laws.

HELP is:

1. the only pan-European Network of national training institutions for judges, prosecutors and lawyers in the 47 CoE Member States.
2. an e-learning platform with free on-line courses on human rights.
3. a human rights training methodology for legal professionals.

The HELP in the EU II Project

The joint EU-CoE project 'European Programme for Human Rights Education for Legal Professionals in the European Union' (**HELP in the EU II**²) is funded by the EU and implemented by the CoE from 1 September 2019 to 28 February 2022. Its overall objective is to enhance EU justice professionals' capacities to effectively and coherently apply European fundamental rights standards at the national level through training, mainly referring to the Council of Europe instruments (the European Convention on Human Rights (ECHR), the (revised) European Social Charter (ESC) etc.) and EU framework (EU Charter on Fundamental Rights, EU Law). It also aims to strengthen the HELP Network in the EU, as well as the capacity of the Network members to effectively implement the HELP methodology and courses and contribute to increasing mutual trust and exchanges between EU practitioners.

¹ For more information on HELP please visit HELP's website: www.coe.int/help

² For more information about the HELP in the EU project, please go to <https://www.coe.int/en/web/help/help-in-the-eu>

HELP in the EU II Project

The HELP course on Labour Rights as Human Rights

In times of economic recession, the goal of full employment should go hand in hand with the **protection of labour rights**. Protecting labour rights benefits workers and their dependents and have a positive impact in their daily lives. It also benefits employers and society as it provides legal certainty in the workplace, protects the workforce and promotes sustainable growth. The benefits in terms of social cohesion and stability should not be underestimated either.



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The HELP course on “Labour Rights” covers in an **interactive way the key concepts, the European system of protection of labour rights** (stemming from the Council of Europe and the EU), the case law of the European Court of Human Rights (ECtHR) and the Court of Justice of the European Union (CJEU) as well as decisions of the European Committee of Social Rights (the ECSR). The latter is an independent body of a quasi-judicial nature that oversees the situation in the contracting states and develops case law.

This course deals both with **individual and collective labour rights**, primarily on the basis of the European Social Charter (ESC) and the relevant articles of the European Convention on Human Rights (ECHR). The course also makes comparisons and synergies with the EU Charter and presents the relevant EU labour law. It also considers the key ILO conventions.

The course was initially developed under the “HELP in 28” Project. It was updated in 2021 under the EU-CoE “HELP in the EU II” project to contain the most recent developments. The update process was coordinated by the HELP Secretariat and involved several representatives of relevant CoE services: Secretariat of the European Social Charter, Secretariat of the Council of Europe Convention on Action against Trafficking in Human Beings, as well as from the Registry of the European Court of Human Rights.

The updated course has 10 modules, including a module dedicated to the European Social Charter and a new module on Trafficking in Human Beings for the Purpose of Labour Exploitation.

Introduction: The evolution of labour rights; Labour rights under the European systems of protection

Introduction to the European Social Charter

Right to Work and Employment Relationship: Right to work; Right to just conditions of work; Right to privacy at workplace

Working time and Rest Periods: Legal framework; Working time and rest periods; Rest periods; Working time, rest periods and pay

Fair Remuneration and Protection of Wages: Decent standard of living; Deductions from wages; Safeguards in case of insolvency

Termination of employment: Procedural obligations to provide information; Grounds of termination of employment; Consequences of illegal dismissal

Equality and Non-discrimination: General aspects related to anti-discrimination; Fighting discrimination in employment; Protection of rights

Collective Labour Rights: Right to information and consultation; Freedom of Association; Negotiations and conclusion of collective agreements; Labour disputes and collective action

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Occupational Safety and Health: National Policy and regulatory framework; Occupational accidents/diseases and procedural safeguards for victims; Occupational health services

Trafficking in Human Beings for the Purpose of Labour Exploitation: Definition and related concepts; Key actors; Identification of victims; Victims' rights and assistance; Investigation, prosecution and trials; Corporate liability; Access to remedies and compensation for victims

The online launch

The activity is organised under the EU-CoE HELP in the EU II Project. The **launch event will be held online, by web conference**. Its main goal is to introduce participants to the HELP platform and the course page on which the group will follow the course with the assistance of a tutor. Selected participants will receive from the HELP Secretariat a link allowing them to access the web-conference, based on which they can follow the event on their computer or mobile devices (tablet/smartphone).

The course preparation and implementation

Before the online launch event, participants should create an account on the [HELP e-learning platform](#)

For creating your HELP account, please follow these steps:

- go to this link and fill in the form (it takes about 2 mins): <http://help.elearning.ext.coe.int/login/signup.php>
- once submitted, you will receive an activation link on the email you used for creating the account
- go to your email inbox and click on the link to activate your account.

VIDEO TUTORIAL
how to create a HELP account

During the launch event, the participants will be registered on their course page, prepared in advance by their tutors. Based on the planning set by the tutor, the participants will go through the **online course**, complemented by the additional materials and resources prepared by the tutors.

The participants who have successfully completed the course and passed the evaluation set by the tutors will receive certificates issued by the HELP Programme of the Council of Europe.

Registration

Interested participants should:

- be available to **attend the launch event** (join the web-conference via the link provided by the HELP Secretariat before the event)
- undertake to **follow and complete the online tutored course** (approx. 1-2 hours of work per week)
- register for the event by following the instructions provided by their National Training Institution
- have a laptop/tablet/smartphone available for accessing the launch event via a link provided by the HELP Secretariat.

Further information

For any information, do not hesitate to **contact the project team:**

Content related issues, speakers, agenda: Ana-Maria Telbis – Project Coordinator (ana-maria.telbis@coe.int)

Organisational and administrative issues: Konstantinos Vratsidas – Project Assistant (konstantinos.vratsidas@coe.int)

HELP in the EU II Project

Agenda – 24 November 2021 (time EET – *to be determined*)

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| 10 min | Online registration of participants |
| 10 min | Welcome address <i>Korneliya Kirilova, Bulgarian National Institute of Justice, Focal Point for Bulgaria</i> |
| 30 min | Overview of the work of the European Committee on Social Rights (ECSR) <i>Speaker TBC</i> |
| 40 min | Presentation of the HELP Programme and the 'HELP in the EU II' Project Presentation of the HELP platform and walk through Overview of the HELP course on Labour Rights as Human Rights <i>Ana-Maria Telbis, 'HELP in the EU II' Project Coordinator, HELP Programme, Council of Europe</i> |
| 10 min | Overview of the HELP course on Fight against Racism, Xenophobia, Homophobia, Transphobia |
| 60 min | The implementation of the national course: <ul style="list-style-type: none"> - challenges and perspectives at national level - tour de table and sharing of expectations - presentation of the national page, planning, evaluation <i>Mariyana Shirvanyan, judge at Administrative court Varna, HELP national tutor</i> <i>Korneliya Kirilova, HELP Focal Point for Bulgaria</i> Q/A session, conclusions and closure |

*Agenda may be subject to change