



# NEWSLETTER

<http://nwow4net-zero.eu>

February 2024

The NWoW4Net-Zero project aims to contribute to the EU-carbon neutrality ambition by leveraging new ways of working and work organisation resulting from increased use of digital solutions through a “toolbox” and dedicated training for HR Professionals.

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### The Launching of our Toolkits



#### HR Leaders

Positioning HR leaders as key actors in the journey to net-zero emissions



#### Digital Solutions

Leveraging digital solutions in the workplace to contribute to carbon-neutrality



#### Agents of Change

Empowering HR professionals to become effective agents of change



#### Sustainable Organisations

Indirectly supporting organisations in developing sustainability



#### Final Project Conference!

On February 14th, the closing conference from the New Ways of Working for Net-Zero project was held at DigitalCity in Brussels, Belgium.



#### National NWoW Days

In the month of February, join us on several National NWoW4Net-Zero multiplier events aimed at HR Managers, HR Professionals, HR Consultants.



#### Final Meeting of NWoW Partners in Brussels

Charting the Future: NWoW4Net Zero Wraps Up with Final Meeting in Brussels on February 13<sup>th</sup> at PLS premises.



## NWoW4NetZero in Brussels - Final Project Conference

On February 14th, the closing conference from the New Ways of Working for Net-Zero project was held at DigitalCity in Brussels, Belgium. The conference brought together representatives from each of the partners, as well as HR professionals and academics from both France and Belgium, to learn more about the project and gain a better understanding of its results.

For two years this project had been undertaken with the aim of providing toolkits for HR professionals to reduce workplace carbon emissions in three key areas:

- New Ways of Working
- Work Mobility
- Sustainable use of IT

This conference allowed the partners, and attending experts and HR professionals, to delve deeper into these key areas and explain how and why HR professionals should take the initiative in reducing workspace carbon emissions. Presentations were given by members of all project partners, alongside presentations given by experts and consultants. [You can read about the presentations in more detail here.](#)



## Charting the Future: NWoW4Net4Zero Wraps Up with Final Meeting in Brussels

The NWoW4 Net Zero project team had its last transnational project meeting just last week at the PLS premises in Brussels. It was attended by team members from all partners who together joined to close the final steps of this initiative and define its future.

The meeting was held on 13th February and was attended by CKM, PLS, TalTech, and HTag (Reference).



The meeting was initiated by a warm welcome from Salima Chitalia from Pour la Solidarité (PLS), who also facilitated the logistics for the meeting. An essential update on project management was reported from Andrijana Bogdanovska from CKM, underlining the necessity of closing all administrative activities and documentation related to the project. The team further noted a significant improvement in the delivery of the various project results. The meeting prepared the ground for the project's closing conference, which will encapsulate the insights and impacts of the NWoW4 Net Zero project, with expert speakers and content values co-organized by Htag Référence and PLS, held on February 14<sup>th</sup> in DigitalCity, in Brussels.

## National NWoW4Net-Zero Info Day: Unlocking the Future of Work

We would like to invite you to the National NWoW4Net-Zero multiplier events aimed at HR Managers, HR Professionals, HR Consultants, Change Management experts, representatives from training centers, and associated partners.

These events, hosted by NWoW4Net-zero partners are an insightful exploration into the evolving landscape of New Ways of Working (NWoW) with a specific focus on achieving Net-Zero goals.

Who Should Attend:

1. HR Managers
2. HR Professionals
3. HR Consultants
4. Change Management Experts
5. Representatives from Training Centers
6. Associated Partners

Join us on this journey as we explore the future of work, finding new ways to enhance productivity, embrace sustainability, and foster innovation. Your participation is key to shaping the future workplace landscape!

For inquiries on how to participate, please contact






- Estonia - Tarmo Tusk [tarmo.tusk@taltech.ee](mailto:tarmo.tusk@taltech.ee)
- France - Julia Mermier [julia.mermier@conseil-et-recherche.com](mailto:julia.mermier@conseil-et-recherche.com)
- North Macedonia - Andrijana Bogdanovska [Gj.info@knowledge-center.org](mailto:Gj.info@knowledge-center.org)



# ABOUT THE PROJECT

The NWoW4Net-Zero project aims to contribute to the EU-carbon neutrality ambition by leveraging new ways of working and work organisation resulting from increased use of digital solutions through a “toolbox” and dedicated training for HR Professionals.

## PROJECT PARTNERS

 <p><b>Center for Knowledge Management</b> North Macedonia</p> <p>🌐 @ f t i</p>	 <p><b>Pour la Solidarité ASBL</b> Belgium</p> <p>🌐 @ f t i</p>	 <p><b>Tallinna Tehnikaukool</b> Estonia</p> <p>🌐 @ f t i</p>	 <p><b>Conseil &amp; Recherche</b> France</p> <p>🌐 @ i y</p>	 <p><b>Htag by Références</b> Belgium</p> <p>🌐 @ f t i</p>
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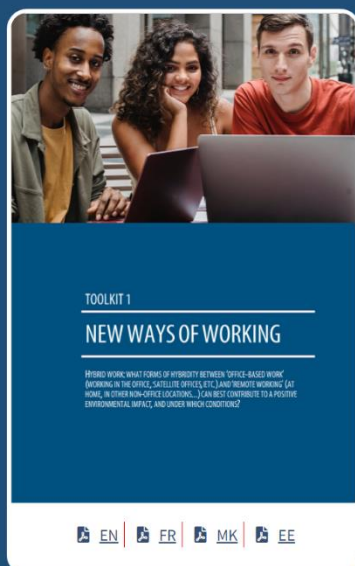
Co-funded by the Erasmus+ Programme of the European Union



National Agency for European Educational Programs and Mobility of North Macedonia

<https://platform.nwow4net-zero.eu/book/>

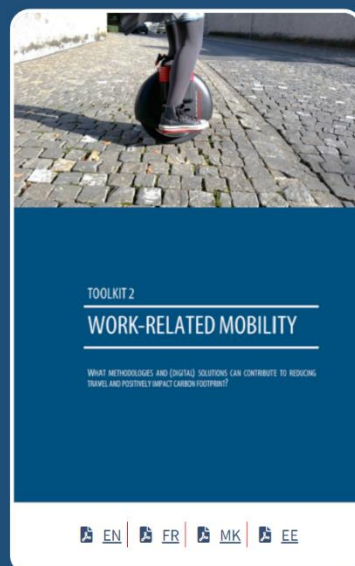
THE FOLLOWING THREE TOOLKITS ARE AIMED FOR ADAPTING HR PRACTICES TO NEW TRENDS IN INFORMATION TECHNOLOGY, MOBILITY, AND SUSTAINABILITY IMPACTING MODERN WORKPLACES.



**TOOLKIT 1**  
**NEW WAYS OF WORKING**

HYBRID WORK: WHAT FORMS OF HYBRIDITY BETWEEN OFFICE-BASED WORK (WORKING IN THE OFFICE, SATELLITE OFFICES, ETC.) AND REMOTE WORKING (AT HOME, IN OTHER NON-OFFICE LOCATIONS...) CAN BEST CONTRIBUTE TO A POSITIVE ENVIRONMENTAL IMPACT, AND UNDER WHICH CONDITIONS?

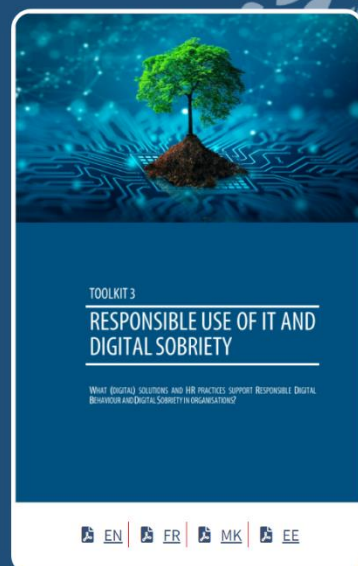
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**TOOLKIT 2**  
**WORK-RELATED MOBILITY**

WHAT METHODOLOGIES AND (DIGITAL) SOLUTIONS CAN CONTRIBUTE TO REDUCING TRAVEL AND POSITIVELY IMPACT CARBON FOOTPRINT?

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**TOOLKIT 3**  
**RESPONSIBLE USE OF IT AND DIGITAL SOBRIETY**

WHAT (DIGITAL) SOLUTIONS AND HR PRACTICES SUPPORT RESPONSIBLE DIGITAL BEHAVIOUR AND DIGITAL SOBRIETY IN ORGANISATION?

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