ERA Annual Report 2020 \mathbf{U}_{T}





ERA Annual Report 2020

The Academy of European Law (ERA) is a nonprofit public foundation based in Trier, Germany, which is supported by the EU and whose patrons now include all 28 EU Member States. In 2018 we celebrated the accession of the 28th and final state – Estonia – to join the ERA foundation.

Our mission is to provide practitioners of law – judges, prosecutors, notaries and lawyers in private practice, business or public administration – with training and a forum for debate on EU law. At our headquarters in Trier, as well as many locations across Europe, we provide high-quality conferences and seminars supported by top speakers across numerous practice areas.

This year's report looks to the future with insights into the training needs of the legal professions from four leading representatives. As digitalisation, artificial intelligence and LegalTech transform the sector, ERA strives to provide practitioners with all the knowledge and tools they require to stay up-to-speed on developments in European law.



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Friends of ERA

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here is no doubt that the COVID-19 pandemic has brought about the biggest disruption to education in modern history - possibly ever. This past year, we have seen educational institutions closed for months, and some still closed in certain countries. At the peak of the first wave, 1.6 billion learners around the world were affected by these closures that's 94% of the global student population. The whirlwind speed of technological development, notably Artificial Intelligence, has also been accelerating the radical transformation of educational practices, institutions and policies. This sudden digital transition exposed huge gaps in every aspect of what makes digital education work. The current situation must therefore be seen as an opportunity to rethink Union policy on digital education and, certainly, to be more ambitious. One thing we have probably all realised is that digital learning must be part of a broader education strategy. On the one hand, we have all seen that, whatever happens, inperson learning remains central to effective education and training. On the other, we can no longer continue to see digital technologies as 'nice to have', or as an added extra. They are part of education and training and we must build them into our systems by design. Firstly, we must embrace technological innovation in learning and teaching. We need to use new technologies - like AI, blockchain, virtual and augmented reality - where they can help people learn. In other words, we should embrace innovation in a smart way, building technology into learning. Secondly, we need to do much more in terms of teaching digital skills. On the one hand, that means developing advanced digital skills for high-tech jobs or jobs that may not yet exist. But it also means teaching basic digital skills. This is very important. We need to help people understand about data protection, cybersecurity and other cyber threats. The EU legal dimension of these topics has been very well represented in ERA's work programme over the last years. And we also need to help European citizens to appraise information critically - to be able to spot





e VERHEYEN

e on Culture and Education, pean Parliament

fake news and to treat online information with care. Media literacy is vital here. I believe that the Union can help in many ways, in part by setting out a long-term vision for Member States, in part by supporting cooperation and coordination, in part through its own initiatives - by testing new ideas and then helping roll them out.

Like many other bodies dealing with education, ERA had to reinvent itself and completely change its training methods to comply with the online world. I am delighted to hear that this was a real success story: ERA was able to switch its entire work programme to online from the end of March 2020 onwards and offered 110 online conferences and training events. All in all, ERA has managed despite the circumstances to reach over 6,000 legal practitioners from all over Europe; out of them some 4,700 online.

This is all the more important as this "digital era" requires us to rethink and update many laws in order to ensure legal security and a minimum level of digital autonomy for students, teachers, users and citizens and to renew the traditional approaches in fields such as labour law, data protection law, competition law, consumer law, contract law, intellectual property law, privacy laws, human rights, dispute resolution systems and even democratic participation. These questions touch the future of our society at their core. I thus very much welcome the plans of ERA to establish a Centre of Excellence to animate the debate between lawyers and stakeholders, citizens and politicians in the European Union on how to meet the legal challenges posed by the digital revolution. Because, even if all signs point to digital, change is made by people; investing in their education secures the future of our Union. Imp

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ERA



Message from <u>Jac</u>ques Santer 02

President of the Governing Board

he year 2020 was an extraordinary challenge for ERA – as for everyone. The Academy fortunately weathered the pandemic well, as it was able to convert its entire conference and training programme from face-to-face to online events. While it is important to ensure that all of its target groups can be adequately reached via digital offers, ERA's participants have remained loyal and it was able to welcome 6,000 legal practitioners from all over Europe over the course of the year - 4.700 of them online.

It was also the last year in office of Wolfgang Heusel, who has been director of ERA since 2000. It is thanks to his diplomatic skills that all members of the European Union have become patrons of the ERA Foundation. Due to the pandemic, his departure will be honoured at a later date. I am grateful that Wolfgang Heusel has accepted to take on a new task as an honorary member of the Board of Trustees and will thus remain connected to ERA. From 1 January 2021, Jean-Philippe Rageade will be in charge of ERA's future. He will ensure a smooth transition and enjoys the full confidence of the European institutions.

At the end of a challenging year, there is every reason to be satisfied with the work of the members of the Management Board and of all the staff. ERA enjoys a good reputation on an international scale. I wish Jean-Philippe Rageade every success in his new position. It will not be easy to follow in the footsteps of Wolfgang Heusel, but I have every confidence that he will succeed, especially thanks to the staff who will support him and with the help of the Board of Trustees, which has achieved great things in the past. I am convinced that ERA will continue in the future to have every success.





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Interview with the Management Board



LUC DOEVE Director of Finance and Conference Services WOLFGANG HEUSEL

JEAN-PHILIPPE RAGEADE

Wolfgang HEUSEL

It has been an extraordinary year. How has the Academy of **European Law responded to** the pandemic crisis?

It was an extraordinary year by any definition, and we were forced to react rather guickly to the developing pandemic, which we all perhaps underestimated at the beginning of the year. We then saw very quickly that the number of registrations for the events declined dramatically in March. The participants no longer wanted to travel, had shied away from the risk, and we saw the same phenomenon with our partner institutes in all member states, who in some cases cancelled all their events for the remainder of the year. In any case, it was clear that the events could no longer be implemented as planned.

Which measures did you have to take?

Well, we saw that restrictions by the authorities were looming, which would prevent events from happening. We also realised that the staff had to be protected from infection. We very quickly thought about what to do and decided to agree on short-time working with the works council as one of the first measures, because we saw that if events could no longer take place, many of the employees here on site could not carry out any activity: all those who were involved in looking after the participants and, of course, also those who were in charge of the events planned during this crisis period, which now had to be cancelled. And so, in March, we had already agreed a comprehensive plan with the works council on short-time work of 50% from April onwards.



At the time, you were the captain of the ship. What do you think, how have these measures developed, have they been justified? Were those the right measures?

Short-time work was just one of many measures we have taken. First of all, we realised that we had to stay present with our audience - with our target groups. So, we thought about how we could achieve this and then we decided as a first measure that we would offer the target groups the opportunity to access our online training materials free of charge, which we would normally provide for a fee.

Later in the course of the crisis we saw that there could be interest in online events on a scale that we never thought was feasible before.

We have also seen that, as another crisis measure, it was necessary to negotiate with the European Commission, as the funder of very many important projects, about how we could implement these projects in a different format. If you look at it today, I have to say that actually all these measures have proven their worth, and to a better extent than we had expected them to.

So, from your experience, have vou also learned something as a result of the crisis for ERA?

We have learned a lot from the crisis at ERA. On the one hand, we have learned how to technically handle such a large volume of online events, how to prepare for them and how to plan the staff's assignments accordingly. We have learned that the public, at least in times of crisis, is prepared to take notice of these measures, accept them and actually register for these events in numbers that we would never have expected.

We saw that it was of course very difficult for the staff with the short-time work, that some departments were overstretched - the technology department, for example, or the human resources department – who could have done with more time than short-time work allowed. But we also drew conclusions from this and then, after April, May and from June onwards, we reduced the level of short-time work for another three months. This was necessary for those who had to deal with the further planning and implementation of these online events and their marketing and promotion.

Jean-Philippe **RAGEADE**

M^r Rageade, you were **Director of Programmes at** ERA in 2020. in the middle of the health crisis. You were used to organising face-toface events. All of a sudden, everything changed. How did vou react?

Thank you for this guestion.

You ask how we reacted. One can indeed ask what we did, but in my opinion, it is just as interesting to point out what we did not do. And what we didn't do was to stay and wait for things to pass. From the beginning of the crisis, we were proactive and we made sure that we continued to work and that we were always present and useful to our target groups. So, of course, internally, as you pointed out, a very large part of our programme was designed to be face-to-face. Therefore it was a real revolution because we had to switch completely and suddenly to online. We were not prepared for such a rapid and abrupt change.

In what way?

That is, instead of six events on gender equality, we offered nine in 2020. Instead of offering three or four events in different languages, we offered seven or eight multilingual ones. So we tried to offer more. We also completely rethought our methodology. That was the approach we chose for the service contracts.

The second aspect, which was also very important for us, is our so-called 'open' activities. In 2020, we had planned about a hundred events. We obviously had to postpone a large part of our programme to the second half of the year and, at the end, when we took stock in December, we realised that, of the hundred or so events that had been planned at the beginning of 2020, 80% had been carried out. As for the 20% that were not carried out, a large number of them were in partnership with institutions that explained to us that, during the pandemic, they were not able to cooperate. So, in a way, these cancellations were beyond our control. Other postponements concerned events that we had not or no longer considered a priority and therefore are likely to be implemented in 2021.



Among the various categories of events that we have at ERA, there are two types of face-toface activities that we were particularly keen to adapt quickly.

The first is service contracts. In 2020, we had four major service contracts with the European Commission, one on anti-discrimination issues, another on gender equality issues, a third on competition law and a fourth on environmental law. These are quite large contracts. We first asked the European Commission to suspend them for a while, to allow us to reflect on how best to carry them out in the new Covid environment. So, let's be clear, there weren't many alternatives and it was obvious that we were going to go online. Except that it wasn't enough. So what we did in 2020 with these service contracts was to offer much more than we would have offered in person. 50% more activities.

What lessons have you learned from this change, I mean. from moving from a face-to-face format to an online format so quickly?

(...)

Overall, I would say that this crisis reminded us of three things: the importance of being creative, the importance of being responsive and the importance of playing as a team, of trusting your team - because for the management, everything was new, but for our team, also it was new. And we were really impressed by the way the team adapted to this new environment. Because, as you said at the beginning, a lot of our programme has traditionally been - I would say over 90% - face-to-face. And so, for the ERA lawyers, but also for our marketing team, there were a lot of new things to do and learn with this move from face-to-face to online training. These are two very different worlds and so we had to really reinvent our business.

Precisely, how do you see the future with your team in a hopefully - post-Covid world?

So what is the impact of the crisis for the years to come? One thing is clear from my point of view: this pandemic will have had a profound and lasting impact on the training of legal professionals. Training in the future will be different from what it is today and what it was yesterday. For ERA, this means, first of all, that whereas up to now, in the context of our annual programme of activities, online training has represented a marginal volume of activity, in the long term it should occupy a volume equivalent to that of face-to-face training. In fact, in the middle of 2020, when we designed our programme of activities for 2021, we put a lot more emphasis on online training than we did before, because we found that some of our target groups were much more responsive to this format or had realised that it was possible to be trained guite well online and therefore it was not absolutely necessary to travel for some of the one- or two-day courses.



The last point is that we are convinced that the hybrid format, which brings together face-to-face participants and online participants, will grow exponentially in the coming years. That is why, in 2021, we will invest heavily in renovating and improving our conference centre to be able to conduct high-level hybrid training. And we are not only working on the technology, but also on our methodology.

Thank you and good luck with your activities in 2021 and your new role as ERA Director.

Thank you very much.

John COUGHLAN

M^r Coughlan, you're in charge of the marketing and communication. What about the participants - the most important asset for ERA? How did the participants react to these events. switching from face-to-face to online learning?

ERA's participants were, in a way, the first to alert us to what was going on, because at the beginning of the year, as Wolfgang Heusel was saying, the participant numbers started to drop in February and the beginning of March. What we saw was that people were not willing to travel to take the risk of attending a face-to-face event. Then, as we entered into lockdown, really our entire face-to-face programme had to be put on hold for at least a month and a half in April and the beginning of May, when we switched to online-only programmes. Initially, we were very cautious. We were ready to take a big risk in terms of the numbers, as we questioned who would be willing to attend an online programme in this format? In the past, we had seen that there was a certain, limited interest in it, but it wasn't necessarily the great success that, in the end, in 2020 it has turned out to be.

What we've seen is that our target groups were really willing to make that shift to online learning. We saw that the need for training and the need to meet with fellow practitioners was still there. They were therefore willing if the only option available was to do so online.

Your virtual target groups: is there any difference between the participants who are online participants and those who were face-to-face?

In terms of the diversity of our participants, which is one of the really rich aspects of training and meeting at ERA, coming from every country in the European Union and beyond and from all of the different legal professions, in fact, the composition online was very similar to the previous composition face-to-face. There were differences, however, and we have to understand and to work on that in the sense that there are certain target groups, perhaps for whom networking is a particularly important part of the experience, whose numbers were not so good. We have tried different methods but we know that networking online is never going to be the same experience as face-to-face, so for those target groups – lawyers in private practice, for example – who appreciate that aspect, we will have to do more. But generally, it's really remarkable to see how our population, like other populations, have been able and willing to make that shift to online. And for some participants, it's a lot more convenient. It provides greater access. It allows people to participate who would not normally be able to because of the cost of travel, time away from the office, time away from work. So, it's actually opening up new opportunities for us as well.

uc DOEVE

Now to switch from the numbers of people and participants to the budgetary figures, Mr Doeve, how did the pandemic and the COVID-19 crisis affect the budget at ERA and how did you manage it?

What would be the lessons learned for you from this period?

I think in the same way that when we went into lockdown, we were very cautious about the numbers we could expect to go online-only, we are now – at the beginning of 2021 – cautious about how many are going to be willing to get back to face-to-face. So what is going to be the biggest challenge is really managing expectations in terms of those who want to come to face-toface, ensuring that they get all the reassurance that they need in terms of the sanitary measures that we put in place when they come to Trier or when we meet in another venue, but at the same time to continue with our online programmes to cater for that part of our target audience that will not travel or that indeed is unable to travel. The big unknown now is that even if we have the vaccinations in place, even if we have the pandemic under control, will people be willing and able to travel as frequently for business as they were beforehand? We have to be able to react to that.

When the crisis started for ERA in March, then, of course, we didn't know what we were getting into so we developed different models to work with. The first was the worst-case scenario. Then, a second model in which we thought that after the summer break we would be able to continue as it used to be before the crisis. Then, of course, during the crisis it became clear that we could no longer go back to face-to-face events and that online events would become the focus. That is where we as ERA have invested, as Dr Heusel already said. We invested in technology in particular and it was very successful. Of course, we didn't know at the beginning how things would go with the EU-funded projects that are a large part of ERA's income. We had to wait and see whether we could continue with them or not. As a result of the negotiations with the European Commission, it was possible to continue with them, so in the end, while we had of course less revenue than we had planned, it was nevertheless a better result than we had envisioned. On the other hand, we tried to reduce costs as a logical step so we were able to have less expenditure, so in the end as ERA we can't complain financially and we have a positive result for 2020











Jean-Philippe **RAGEADE**

Julia **LAFFRANQUE**

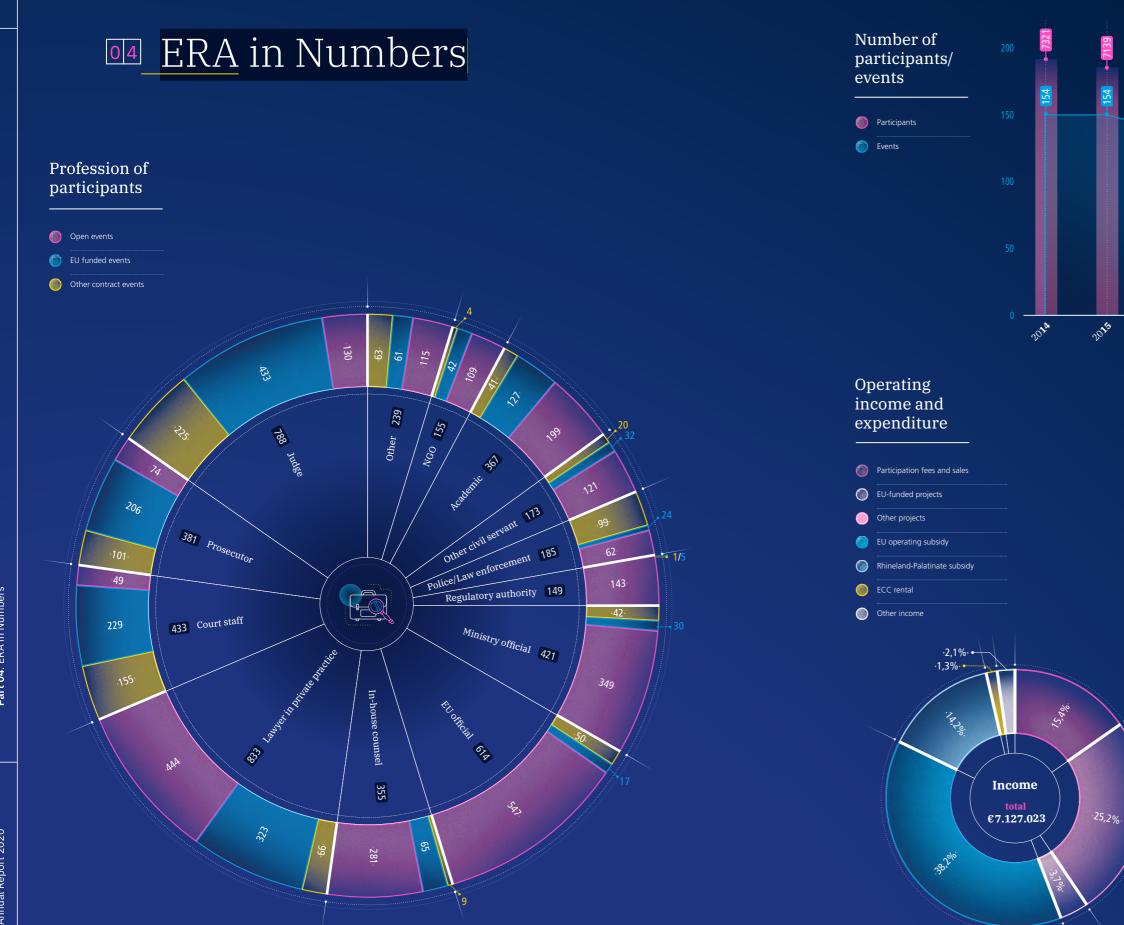
If you had one sentence, how would you describe the year 2020 in ERA?

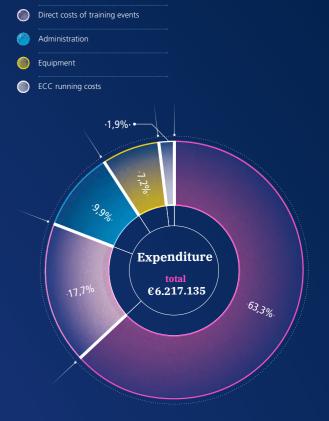
The most impressive experience in this very exceptional year for me was how the staff surpassed themselves through an effort of solidarity and how we managed to then really be able to hand over a solid job at the end of the year, having been able to implement such a wide range of training programmes that in the end we were able to achieve a financial result that was better than we had first thought.

I think it was a learning curve, a very steep learning curve which we as a team managed to navigate, but on which our participants also came with us. I think that what we are going to take away from this year is the capacity of an organisation, even one that's been around for nearly thirty years, to adjust and react quickly – that's something that we really should learn from as an experience in itself, and take that away for the future.

Exhausting, challenging – and not only for me – but I think it has also shown for ERA that you can cope with change if you want to, through teamwork, and that you then have the possibility to implement it successfully.

In the end, I would say that this has been a great collective adventure, the outcome of which we do not yet know, since the crisis is still going on as we speak, but it has demonstrated a capacity for reaction and adaptation on the part of our institution that was undoubtedly unsuspected when the crisis began. We are very proud of what we have been able to do together.





Personnel



Impact of the

Lines = representation

of events and participants

..... events per month

— participants per

month Colour = representation

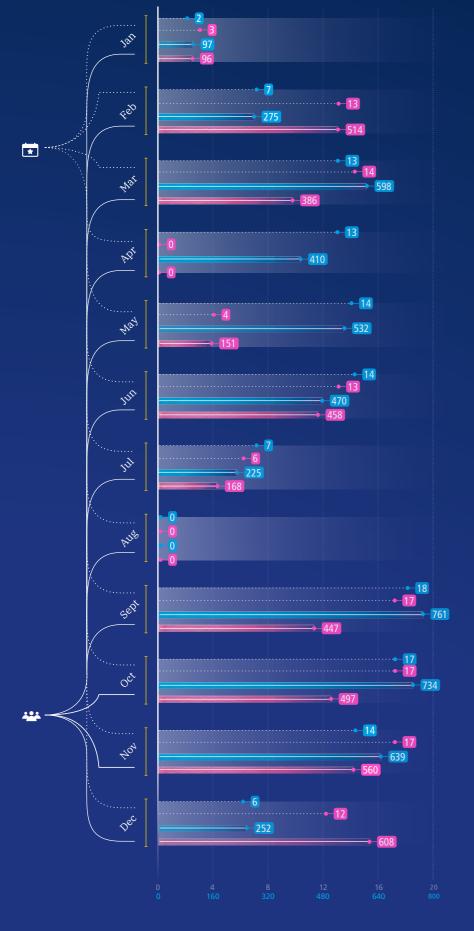
of years

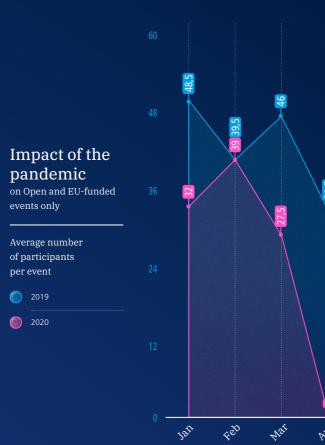
2019

0 2020

pandemic on Open and EU-funded

events only



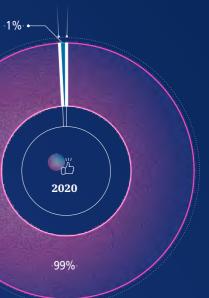




Would you recommend ERA events to colleagues?







Part 04: ERA in Numbers

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AT	•	1,2% 1,8%	
BE		6,7% 6 ,5%	
BG		1,9% 4,4%	
CY	3	1,1% 0,6%	
CZ		1,3% 3 ,1%	
DE	•	6,7% 5,5%	
DK		1,6% 2,3%	
EE		1,8% 1%	
ES		3,8% 3,3%	
FI		2% 2,2%	
FR		1,8% 2%	
GR	€	2,8% 2,9%	
HR	۲	1,4% 1,4%	
HU	•	2,5% 2,7%	
IR		3,6% 2,3%	
IT	0	3,3% 3%	
LT	•	2,3% 3%	
LU	-	4,1% 6,8%	
LV	•		
MT		2,1% 2,8%	
NL		3,5% 3 ,6%	
PL	•	5,5% 5,1%	
PT	0	3% 3,1%	
RO	0	2,4% 3%	
SE	÷	1,1% 1,9%	
SI	2	1,5% I 0,9%	
SK	•	0,8% 1 ,4%	
UK	╬	1,6% 1,9%	

13,8% | 10,5%

- **10,8% | 7,5%**

EFTA **1,9%** | 2,5% Candidate Countries

EU Officials



•5 Focus: Impact of Covid-19

The big story of 2020 around the world was of course the Covid-19 pandemic. Travel restrictions and public-health measures obliged ERA to shift its training and conference programme online. After an initial period following the introduction of lockdowns, in which no events could be organised in April and early May, ERA managed to deliver almost all open events - from summer courses to annual conferences – in an online format.

ERA already had some experience of livestreaming workshops and selected conferences but to transform all of its programmes at short notice was a new challenge. Ensuring interactive discussions among participants, intensive groupwork for practical training or indeed simultaneous interpretation at multilingual events each required a different technical and methodological approach.

ERA's IT department worked intensively with its lawyers and other staff to propose the best online solution for each type of programme. The response from judges, lawyers and other professionals in the legal sector was very positive, with no event having to be cancelled due to lack of demand and the average number of participants by the end of the year exceeding that of face-to-face events in normal circumstances.





Survey on online training

A survey conducted by ERA and partner organisations in June-July 2020 confirmed the strong interest of judicial and legal professionals in online training. More than 10,000 legal professionals from all EU Member States responded. The survey revealed significant differences in the number of professionals with experience of online training. More than 70% of lawyers in private practice had already participated in online programmes, for example, but only just over half of judges and even fewer prosecutors or civil servants.







2020 - Covid-19

Approximately a quarter of law enforcement officials and court staff reported that they were simply unable to follow online training from their workplaces.

Overall, of those who had not yet participated in online training, 77% said they would be interested in doing so in future.

The most important feature of online training for legal professionals was "ease of use", with 80% describing it as important or essential. "Data security" and "data protection (GDPR compliance)" came next, with 75% and 70% respectively. The least important feature was the visual presence of other participants, with only just over 25% of respondents describing it as important or essential. The survey was distributed with the help of 54 partner organisations at European and national level, including judicial training institutions, bar associations and notary chambers. Each partner received the detailed results for their respective professional group and/or country.

Even when the Covid-19 pandemic is over, the results of the survey and ERA's own experience in 2020 point to online programmes remaining a major feature of continuing training for the legal and judicial professions in future.



Participants by profession having already taken part in **online training sessions**



Conference and legal policy debates

A comprehensive programme of annual conferences

he challenge for ERA over the years has been to maintain diversity and breadth in its conference programme despite the ever-increasing number of areas in which EU law applies and despite the growing "Europeanisation" of domestic law. Updating, deepening and enlarging the programme to match the growing training needs and expectations of legal practitioners have been a key element of our strategy – also during the pandemic.

Evidence of these programme developments can be seen in the range of annual conferences, where the main aim is to cover the most recent developments in a specific area of EU law. This successful formula covered, inter alia, border management, company law and corporate governance, countering terrorism, environmental law, immigration law, insurance law, trade mark and design, white collar crime and – as new regular features in 2020 – direct taxation law and successions law

These highly technical events, aimed at specialists who wish to keep up-to-date in a specific field, gather legal practitioners from all over Europe. This was the case in 2020 with the annual conferences on asylum law, consumer law, copyright law, criminal justice, family law, food law, media law, public procurement, financial supervision, pharmaceutical law and VAT law, which all gathered more than 35 online delegates each. The same applies to the newly created annual conference on disability law - jointly conceived in cooperation with the Disability Thematic Network of the European Foundation

Centre (EFC) and the European Disability Forum (EDF) - that was held in English and international sign language with closed captioning.

The most attended events of the series in 2020 were the annual conference on anti-money laundering in the EU with 55 practitioners from 15 countries, the annual conference on labour law with 58 participants from 23 countries, the annual conference on State aid law with 71 participants from 19 countries, and the annual conference on data protection law with 80 legal practitioners from 28 countries. For all of these events, ERA regularly welcomes as speakers judges from the Court of Justice of the EU or the European Court of Human Rights, as well as high-ranking EU officials.

All in all, 947 practitioners participated in the 26 annual conferences offered in 2020 - of which three were implemented in a hybrid format while the rest were conceived for an online audience only.

Events on **very specific topics**

Complementary to its annual conferences, ERA offers ad hoc events on various - sometimes very - specific topics. For example, 2020 saw ERA addressing whistleblower protection in Europe for the first time. This well-attended online event explored the historical background of the adoption of Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law, problems arising from its material and personal scope of application, and how both Member States and business have to prepare for the new rules. When the conference was held, only 14 Members States had started transposing the directive and there was a strong interest in hearing from their experience.

Another conference addressed sanctions in EU external relations for the second year in a row. EU restrictive measures (sanctions) are one of the Union's tools to promote the objectives of the Common Foreign and Security Policy (CFSP). The Council imposes EU restrictive measures (such as freezing of funds and travel bans) through a CFSP Council decision adopted by unanimity, which is notified to the persons and entities targeted by it. The 2020 event provided an overview of the EU legal and regulatory framework, of the practical challenges and implications faced with EU restrictive measures and of the case law and proceedings before the EU courts. The event was very timely as it took place just before the new EU human rights sanctions regime was adopted and was attended by 53 participants from 22 countries.

At the beginning of 2020, some 50 EU and national regulators/supervisors, legal officers in financial services, lawyers in private practice and compliance officers from 13 countries attended a major face-to-face conference on Climate Change and Sustainable Finance. This event, which aimed at explaining the legal implications of climate change for financial services banking, investment services and financial infrastructure - presented the EU Action Plan on Financing Sustainable Growth and examples of climate action in the Capital Markets Union and in the Banking Union. Among the speakers ERA was honoured to welcome the Director-General of the Luxembourgish Financial Supervision Authority, Claude Marx.

ERA continued in 2020 its important work in the field of data protection law, for example by offering some 60 data protection specialists and EU civil servants the necessary guidance on how to apply the new Regulation 2018/1725 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data. The conference, organised for the second year in a row, addressed the EU Institutions as controller and processor of personal data under Regulation 2018/1725, the rights of data subject and admissible restrictions, the interactions between Regulation 2018/1725 and Regulation 1049/2001, as well personal data security. In the same vein, ERA organised an event on the Law Enforcement Directive and the challenges and issues faced by practitioners in applying its provisions, including those faced by some Member States in properly transposing all of the measures. Last, but not least, one should mention a major online event in cooperation with Europol's Data Protection Experts Network (EDEN). The event took a detailed look at the link between big data and artificial intelligence, their use and abuse and the possibilities of criminal investigations regarding new technologies. Topics were presented by cyber experts from the private and public sectors, data protection professionals and representatives of law enforcement and the judiciary. It was attended online by 135 (mainly) law enforcement officials, data protection officers, members of EDEN and lawyers in private practice.

Further such events in 2020 dealt with legal responses to online hate speech in the EU, antimoney laundering for the judiciary and law enforcement, investment screening in the EU, post-Brexit cooperation in criminal justice, as well as with FinTech, RegTech and cryptoassets.





The ever-growing accumulation of digital data raises indeed legal challenges for private and public entities as regards data governance, data access, data sharing, data portability and reuse of these data.

A **platform** for the discussion of legal policy

In line with its Statute, ERA does not confine itself to the dissemination of European law via training, but also serves as a European platform for the discussion of legal policy. In so doing, ERA attaches great importance to remaining neutral and independent, for example by not becoming directly involved in the drafting of specific legal policies. ERA's neutrality and independence have given it a role in a number of topical and fundamental debates at European level. The aim of such events is to stimulate reflection on future political developments in a field of law or, where future legislation is already at an advanced stage, to put forward practical considerations from legal practitioners and stakeholders for the evaluation of proposed legislation.

This has been the case in recent years with a series of events on the digital economy. The adoption in February 2020 of both the European strategy for data and the white paper on artificial intelligence paved the way for new EU legal and non-legal initiatives to create a single European data space that will run in parallel to the European single market. The ever-growing accumulation of digital data raises legal challenges for private and public entities as regards data governance, data access, data sharing, data portability and reuse of these data. Finding an appropriate legal framework for data is one side of the coin and many other economic, societal and ethical considerations come into play in the debate about big data and Al. ERA organised an online conference focussing on the different models that are beginning to be created, or that could be put in place in order to facilitate access to public and private data in Europe. It also proposed platforms of discussion on the different challenges, priorities and concerns related to the use of data, ethical and human rights considerations related to the development of AI technologies, privacy and data protection concerns related to data collection, economic considerations linked to the value and monetization of data in a big data world. Should the existing EU legal framework be completed or strengthened?

Should a distinction be made between the types of data at stake (public as opposed to private data)? Should we differentiate between sectors of the economy (Medical/health sector as opposed to environmental sector or sector of transportation, for example)?. As to data governance, what kind of governance and system of control should be adopted in Europe? What kind of measures in order to enable data collection and exchange in a safe environment for consumers? What kind of legal liability regime to put in place when using internet-ofthings technologies that may cause damage to a human being or violate a fundamental right? These are a sample of questions that were proposed for discussion during this online event.

This 2020 conference was once again part of a trilogy of events that ERA had launched the year before on the rapid development of AI and its legal implications in different areas of law. Another conference organised in Brussels in early March 2020 focused on the possible impact of Al on specific human rights, such as freedom of expression, data protection and rights of persons with disabilities. 57 legal practitioners attended this event - some of them online since it was livestreamed. The last conference to be mentioned in this context dealt with the impact of AI on the criminal justice system and was organised in cooperation with the Centre for Commercial Law Studies of Queen Mary University of London.



It focused on how AI could be used to predict crimes and as a criminal intelligence tool, enabling the shift from a traditionally reactionary approach to crime-fighting to one that would be more proactive and preventive in character. This online event gathered some 40 delegates from 18 countries.

Building on this experience, in its Development Strategy 2021-2027 ERA aims to establish a Centre of Excellence as part of the ERA structure to animate the debate between lawyers and stakeholders, citizens and politicians in the European Union and beyond on how to meet the legal challenges posed by the digital revolution. The Centre – under the auspices of ERA – should help to shape the EU's policy and to develop an appropriate legal framework for a phenomenon that affects all areas of law (civil, commercial, criminal, public). ෩

947 participants at the Annual Conferences

Practical training <u>courses and workshops</u>

n terms of practical training ERA has considerably intensified its programme over recent years in order to better meet the needs of practitioners. This concerns in the first instance its series of intensive five-day summer courses aimed at young professionals and nonspecialists. Major efforts are made to ensure these courses are always top-quality: all of them include case studies, practical workshops and role-playing to allow participants to put into instant practice the knowledge they acquire.

Due to the pandemic all summer course programmes in 2020 were entirely redrafted and offered either as morning or afternoon five-day courses. In so doing ERA was able to stick to its work programme of traditional summer courses covering, inter alia, antitrust law, insolvency law, intellectual property law, public procurement law, the rule of law, social security law, tax law, WTO/ EU trade law, and the regulation and supervision of financial markets. It should be underlined that some of the well-established summer courses, for example on environmental law and on criminal justice, were as well attended online as in the face-to-face format offered in previous years. As a result, it is considered to keep some of the summer courses online from 2021 – irrespective of the public health situation.

2020 also saw ERA offering three additional comprehensive introductory one-week courses, respectively on family law, on information



technology law and on EU staff regulations law the latter gathering a remarkable 57 participants from various EU institutions and agencies.

All in all, over 400 practitioners from all EU and EFTA Member States, most Western Balkan States and other parts of the world (Brazil, India, Japan, Mexico, Russia, Thailand, Ukraine, United Arab Emirates, USA) participated in these courses in 2020.



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Large-scale training projects

The development of long-running large-scale training projects is a very efficient means for ERA to achieve its mission of better promotion and dissemination of EU law among legal practitioners across Europe. These ambitious projects, which aim at broad geographical and professional coverage, usually share common features: (I) they are built on a large pan-European partnership generally composed of members of the European Judicial Training Network (EJTN) and/or of national bars, which facilitates their implementation and ensures that awareness will be raised throughout the EU; (II) they are often multilingual; (III) they encompass more than face-to-face training, as they are complemented by subsites offering training materials, a comprehensive library, audio and video podcasts, sometimes e-learning modules; and (IV) they are funded partly or entirely by the European Union. While these training projects are normally implemented face-to-face in Trier and in various Member States, ERA was able to continue implementing a large part of them in an online format in 2020. In some projects, both the number of individual events and the diversity of the language regimes offered could even be enhanced.

Part 07: Practical training courses and workshops



– Annual Report 2020 ERA

and workshops Part 07: Practical training courses



Among the most prominent examples of such projects in the ERA programme are the two long-running training programmes on "EU Antidiscrimination Law" and "EU Gender Equality Law". These projects, bringing together some 600 judges, legal practitioners and academics from all EU Member States each year, have been implemented on behalf of and in cooperation with the European Commission under the "Rights, Equality and Citizenship Programme 2014-2020". In 2019, ERA was awarded two new four-year service contracts allowing it to continue its activities in this area. Fourteen out of the sixteen seminars implemented in 2020 were held online. In so doing, ERA was honoured to cooperate in implementing three training events on EU anti-discrimination law with the Lithuanian Courts Administration, the Bulgarian National Institute of Justice (NIJ) and the French National Judicial School (ENM). Five training events on EU gender equality law were implemented in cooperation with the Dutch Training and Study Centre for the Judiciary, the Croatian Judicial School, the Budapest Bar Association, the Spanish Judicial School and the National Association of the Romanian Bars. In order to make the information provided at the seminars available to an even wider audience, an extensive online documentation (including PowerPoint presentations, e-learning courses, e-presentations, etc.) of the two series can be accessed for free on special ERA subsites. This documentation was extended and updated extensively in 2020. Since the beginning of ERA's cooperation with the European Commission in the framework of the two series, the first of which has run since 2003, ERA has contributed to the training of some 8,200 legal professionals - more than half of whom were members of the judiciary – in the field of EU equality law.



Since 2003, ERA has contributed to the training of some 8,200 legal professionals in the field of EU Equality Law.

In the same vein, ERA was able to continue the implementation of a major service contract with the European Commission's DG Competition awarded in May 2018. The project aims at providing the judiciary with an overview of the application of Articles 101 and 102 TFEU and the relevant secondary legislation, as well as the national legislation transposing the Damages Directive, and with the necessary tools to deal with State aid cases. This project - which is supported by the judicial training institutes from twelve Member States, the Association of European Competition Law Judges and EJTN - has to be seen in the context of ERA's longstanding commitment to the training of the judiciary on competition law since the entry into force of Regulation 1/2003. At the end of 2020 ERA had trained over 370 judges from 14 different EU Member States. The good outcome reached in the pandemic context led DG COMP to propose a renewal of the service contract for another 24-month period from December 2020.

A similar large-scale approach has been chosen for other specific legal topics with long-running (multilingual) series of events throughout Europe over the last years, such as e-evidence and the fight against cybercrime. In 2020, three largescale series were launched on preventing child sex abuse material online, on enhancing crossborder mutual legal assistance and recognition of decisions within the context of detention, as well as on procedural rights in the EU.

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ERA

Continuous and

systematic monitoring of **new**

EU law topics through training

A prominent example of ERA's efforts to monitor

the developments in a specific area of EU law

from the start and to offer training accordingly

is its projects on the establishment of the

European Public Prosecutor's Office (EPPO).

ERA is currently running two projects offering

training on the EPPO. The first project, which

started in 2019, offers a series of different

training activities such as dedicated national

seminars and e-learning modules to national

prosecutors, investigating judges and defence

lawyers from all EU Member States to make

them familiar with the EPPO and its proceedings.

The events are based on a standardised training

package that was established by a group of

long-standing experts on the EPPO and tested

by numerous legal practitioners nominated by

the project partners. This project is co-financed

by the European Commission under its Justice

Programme and run with the support of EJTN,

as well as 16 partners (judicial schools and

Ministries of Justice) and the European Criminal

In the summer of 2020, ERA and EJTN successfully

joined forces and submitted a bid in response to

a call for tenders aimed at providing specialised

training services in the field of work of the EPPO

for the next four years. This new service contract

consists in offering training to the members of the

EPPO (European Delegated Prosecutors, European

Prosecutors, case analysts, financial investigators,

legal assistants as well as administrative staff

of the EPPO). The training service focuses on

five main issues: the work of the EPPO, PIF

crimes, EU funding, forensic accounting and

financial intelligence analyses, as well as English

terminology. The project starts in early 2021.

Bar Association.

Advanced **training** for the judiciary

In 2019 ERA, SSM (the Italian High School for the Magistracy) and SSR (the Dutch Training and Study Centre for the Judiciary), with the support of the judicial training institutes from Bulgaria, Hungary, Poland, Romania and Spain launched an innovative training project for court coordinators in European law. This is the first series of joint training activities of this kind which is offered to court coordinators in the EU. The project focuses on areas with particular relevance for these senior judges with advanced knowledge in EU law, namely fundamental rights, the preliminary ruling procedure and EU citizenship.

All in all, 150 selected judges will receive advanced practical training and will enhance their knowledge and competences in the application of EU law. Moreover, they will act as multipliers and pass on the knowledge acquired. The project provides a platform for exchange of best practices, information and knowledge and to create close contacts among court coordinators from the Member States that have active networks. The judges participating in this series of seminars will originate from the following national networks: the "Network of judges-coordinators on European law" in Bulgaria, the "European Law Advisors' Network" (ELAN) in Hungary, the "Gaius network" for Italy, "Eurinfra" in the Netherlands, the newly created "Coordinators for International Cooperation and Human Rights" in Poland, "EuRoQuod" in Romania, and the "European Network of Lega Experts" (REDUE) in Spain.

While the project actually started in late 2019, the events scheduled for 2020 had to be postponed to early 2021. It is ERA's firm intention to continue the work with and for the court coordinators in EU law, whose relevance is stressed in the European Commission's judicial training strategy for 2021-2024.

150 selected judges will receive advanced practical training and will enhance their knowledge and competences in the application of EU law.





Large parts of ERA's programmes co-financed or fully-financed by the EU are also targeted at lawyers in private practice. For example, 2020 saw ERA completing its second series of tailor-made seminars for practising lawyers in English and French on practical aspects of litigation before the CJEU. Each seminar contained one day of sessions at ERA's premises in Trier followed by a visit to the Court and attendance at a hearing – one of the training seminars of 2020 being offered in a hybrid format with participants and trainers both in Trier and online. The aim of this project was to improve **Tailor-made training** lawyers' knowledge of the proceedings before the Court and therefore contribute to the effective for lawyers in private practice and coherent application of EU law. It also aimed at rendering the lawyers more knowledgeable and self-confident in the area of EU law and Lawyers in private practice belong to ERA's thus more effective in their submissions to the Court, which helps to guarantee real access to principal target groups for training and professional exchange. Large parts of ERA's justice. For this project, ERA cooperated with the open programme are of relevance for them - if European Lawyers Foundation (ELF), as well as the Spanish National Bar, the Athens Bar Association, not exclusively. Events of particular importance for private practitioners in 2020 included the the National Council of Legal Advisers from "Annual Conference on European Family Poland, the Bar Council of Ireland, the Finnish Bar Law", the "Annual Conference on VAT Law", Association, the Haute École des Avocats Conseil the "Annual Conference on Company Law and the École Régionale des Avocats du Grand and Corporate Governance" and "Recent Est. All in all, 142 lawyers from 16 different Developments in European Civil Procedure". Member States took part in these seminars, the Practising lawyers also regularly take part in last two of which were implemented in 2020. Given the strong interest raised by these first two ERA's series of one-day events aiming to provide series, ERA, together with the General Council of an update on the most recent case law of the European Court of Human Rights in various Spanish Bar Associations and the Polish National Council of Legal Advisers – and with the support fields. Six such training events - which took place in Strasbourg in the first guarter of 2020 of 14 national/local Bar associations - conceived a third similar - yet far more ambitious - EU and online for the rest of the year – covered the Court's case law on asylum matters, on family project which was awarded a grant in 2020. matters, on labour matters, on criminal matters, This new project aims both at creating a body of multilingual training materials, including practical on freedom of expression and on the right to a fair trial. Another course of that kind was offered case studies, which could be used for further in Trier and dealt with the recent case law of the training of lawyers in all EU Member States and at offering a series of ten interactive training events European Courts on privacy and data protection to train 300 lawyers from all EU Member States. law. Altogether these courses gathered 238 participants from all over Europe. This new project will start in 2021.





In the same vein, ERA together with the CCBE and the Warsaw Bar were awarded a grant from the European Commission to organise two more editions of the "Young Lawyers Contest" - the first edition of which had been organised in September 2018. This contest, which is largely inspired by the "Themis Competition" that EJTN has organised for young judges and prosecutors for many years, aims to develop cross-border working skills and a European law reflex among young lawyers. In teams composed of contestants from different European countries, the participants are challenged to apply their knowledge of European law in practical roleplay scenarios. Under the watchful eye of a jury of leading European law practitioners, they learn to work with peers from other legal cultures to build strong cases in areas as diverse as criminal law, data protection, fundamental rights, public procurement and business law. The contestants are judged both on their knowledge of European law and on their advocacy skills in drafting written arguments, conducting negotiations and pleading before a judge. Out of 130+ applicants, 60 young lawyers from 17 countries participated in the two contests organised in the framework of this project, respectively in February 2020 and February 2021 - the latter being largely prepared in 2020. Due to the pandemic, it was decided to hold the 2021 contest on a virtual reality platform, which offered numerous and sophisticated tools to enable an interactive and immersive experience. Both jury and participants created their own avatars to interact during the contest itself as well as through informal networking opportunities. Twelve mixed teams of three to four young lawyers each were asked to defend their written reports on access to justice and fundamental rights prepared in advance, followed by a negotiating exercise on business law. The two winning teams of the previous rounds confronted each other in an oral debate in the style of a moot court pleading.

Another form of training implemented by ERA and targeted at the practical needs of lawyers in private practice is short courses related to specific EU law topics. Most of these courses originate from bilateral framework agreements that ERA has signed with various national and local Bars in Europe over the last years. Besides this cooperation with Bars, ERA also works frequently with associations or networks of individual lawyers or law firms. In 2020 it organised its eighth annual joint seminar - this year online - with the European Employment Lawyers Association (EELA). Furthermore, in early 2020 ERA organised a two-day training on European tax law for lawyers from Ernst & Young.

Last, but not least, it is often crucial for lawyers in private practice that their participation in one of ERA's training events meets the compulsory professional development (CPD) requirements that have been introduced by many national bars and law societies. ERA makes every effort to ensure that participation by lawyers from all over Europe in its events is recognised under the various national schemes. Despite the diversity of regulations, attending a two-day ERA event meets the annual CPD requirements in most jurisdictions.

In-house training on request

Training requests from private and public actors at national and EU levels represent an important part of ERA's activities. ERA is particularly valued for its training expertise, its network of experts and its ability to deal with complex and very specific training requests. In that context, ERA continued the implementation of its training activities deriving from the four-year cooperation agreement with the Latvian Court Administration signed in January 2018, which provides for the organisation of 53 face-to-face and online seminars (and the development of e-learning courses) covering a broad range of EU law topics, such as company law, competition, insolvency, public procurement, State aid, IP law, financial and crime investigation, e-evidence, fundamental rights, civil & criminal justice cooperation, and data protection. Some 2,650 Latvian judges, assistants, lawyers, prosecutors, investigators, insolvency administrators and policymakers will benefit directly from this project. In the course of 2020, 12 seminars were implemented in English and Latvian and reached over 550 Latvian practitioners.

ERA also regularly implements training activities on behalf of EU institutions and agencies for their staff. For example, ERA implemented an online training seminar for and at the request of Eurojust on the Regulation on the mutual recognition of freezing and confiscation orders. The European Parliament's DG Personnel awarded ERA another service contract aimed at developing a series of tailor-made multilingual e-courses on various EU law topics which aim at enhancing the performance of interpreters in their duties for the European Parliament by topping up their knowledge in EU legislation and policies.



Development <u>of training materials</u>

In addition to implementing training programmes itself, ERA has in the last years devoted more and more resources to the development of standardised training materials and other resources that can be re-used by national training actors.

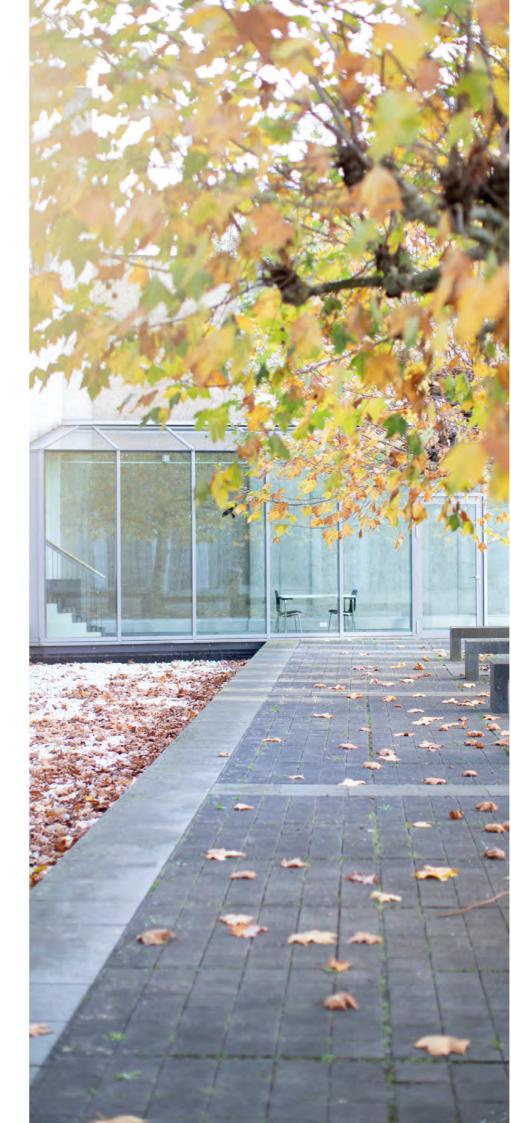
Case studies on EU civil justice instruments for court staff

n 2018, ERA and EJTN were awarded an EU grant for a joint project aimed at tackling gaps in training on EU law for court staff. The project adopts a very practical methodological approach and proceeds with the development of training materials which will aid legal practitioners to apply actively the EU acquis in the area of civil justice and which will also be reusable in future training activities. Concretely, this project focuses on the European cross-border civil procedures and covers six legal instruments with practical relevance for court staff's work. For all instruments, practical case studies were developed by renowned EU law experts in the first quarter of 2019. Each case study includes the case scenario, the suggested solution and some methodological advice for using the case. In order to allow for the provision of language training, a manual on legal terminology in English covering the same instruments was also drafted by a linguistic expert.

The practical relevance of the developed training materials was discussed and assessed with twenty national experts from different EU Member States during a two-day coordinating meeting in April 2019. After this evaluation and up-dating of the materials the project consortium proceeded with the organisation of the seminar series. Nineteen 1.5-day legal seminars on specific aspects of crossborder civil litigation – based on solving the case studies developed – will be implemented until the end of 2021 in 15 countries. By the end of 2020, more than 200 court staff members attended the eight national legal seminars that were successfully held in Austria, Belgium, Finland, Germany, Hungary, Latvia, Poland and Romania. Several national legal seminars planned in 2020

were postponed due to the COVID-19 pandemic and are scheduled to take place in a face-toface or online format in 2021. In parallel to the organisation of these legal seminars, a series of thirteen training events is being implemented, employing the materials developed to offer both English language training and training on the above-mentioned EU cross-border civil procedures. Four language seminars with the participation of 97 court staff members from various Member States were held in Belgium, Bulgaria, Croatia and Lithuania before the outbreak of the pandemic. The remaining seminars planned in 2020 were either postponed or offered in an online-only format. The conversion into online seminars allowed us to give continuity to the project. The training programme was adapted to make it more suitable for an online teaching environment and the seminars took place on ERA's own online training platform which allowed for an interactive experience for both the speakers and participants.

This project is being supported by 22 national bodies responsible for court staff training in eighteen EU Member States (Austria, Belgium, Bulgaria, Croatia, the Czech Republic, Estonia, Finland, France, Germany, Hungary, Latvia, Lithuania, the Netherlands, Poland, Portugal, Romania, Slovenia and Spain). All these partners will translate (parts of) the training materials into their national languages – which represents a total of 16 EU official languages – for the implementation of the domestic legal seminars.



Part 08: Development of training materials

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930 court staff from all over Europe will be the direct beneficiaries of innovative and practical legal training and will enhance their knowledge and competences in the use of EU civil law instruments. Of these, 330 court staff will also improve their basic language skills to use better the judicial cooperation instruments in English. Since the training packages in all language versions and the manual on legal terminology in English will be freely available for future use on the project's subsite court-staff.legaltraining.eu, it is very likely the number of indirect beneficiaries will go beyond the partnership.

Complementing this project, in 2020, ERA and EJTN started implementing a second legal and language training project for court staff, this time in the field of European criminal law. This project, which was awarded a grant by the European Commission and started in November 2019, comprises the creation of a standardised training package, consisting of practical case studies and a manual on legal terminology in English, in order to set up interactive seminars for court staff. In 2020, the standardised training package was established in English by two leading EU experts together with national experts from all project partners. By 2022, a series of nine national legal seminars and five language training events as well as a pan-European conference will be conducted. While over 470 court staff will benefit directly from these training events, numerous others will be able to benefit from the standardised training package that will be made publicly available in ten languages and from the project subsite containing all results of the project. Issues of European criminal law covered in the training events include the legal framework of mutual legal assistance and mutual recognition, especially regarding, for instance, the application of the European Arrest Warrant and the use of the European Investigation Order. Like the aforementioned project in the area of civil justice. this second project for court staff in the area of criminal justice is being supported by seventeen national bodies responsible for court staff training in fourteen EU Member States (Belgium, Bulgaria, Croatia, the Czech Republic, Finland, Germany, Hungary, Lithuania, the Netherlands, Poland, Portugal, Romania, Slovenia and Spain).

Training modules on behalf of the European Commission's DG **Environment**

In 2017 ERA was awarded another four-year service contract to continue a major project on behalf of the European Commission's DG Environment entitled "Cooperation with National Judges in the Field of EU Environmental Law", which aims to develop training modules on various topics of EU environmental law as well as to organise workshops for judges.

This project, which ERA has been in charge of since December 2013, has led to the development of comprehensive standardised training materials which promote interrogative and participative learning methods and are easily reusable. The entire training packages are accessible online (www.era. int/judges&environmental_law) by any party or institution interested in organising future training in these areas of law. The materials are addressed to both end-users and training providers. The "user's pack" includes the traditional documentation with the related legislation and jurisprudence of the CJEU to be distributed to end-users in advance of the training in the form of an introductory e-learning course. Blended learning as a methodological tool ensures initial familiarisation with the scope and objectives of the training and a level playing field for all participants, whilst at the same time constituting a resource for future reference as it remains freely available after the completion of the training event. Although a significant part of the training relies on the provision of information on different legal instruments through face-to-face presentations, the "user's pack" is complemented by workshop exercises (case studies, IT-supported training sessions, role-play) requiring the active contribution of the participants. In addition to the materials included in the "users' pack", training providers have access to the "trainer's manual", which explains how best to navigate through the materials available and how these may be integrated into future workshops by providing information on their structure, content and methodology. Further to this, information on the organisational aspects of a training event, such as guidelines on how to identify possible trainers, select the participants or evaluate the training event, have been included.



on Industrial Emissions" and the "Interaction between the EIA and the Nature Directives" in 2013, "Participatory and Procedural Rights in Environmental Matters" in 2014, "EU Air Quality and Noise Legislation" in 2015, "Biodiversity and Wildlife Trafficking" in 2016, "EU Water Law" and "EU Nature Protection Legislation – Focus on Site Protection" in 2017, "EU Nature Protection Legislation - Focus on Species Protection" and "EU Environmental Impact Assessment Law" in 2018, "EU Aarhus Acquis – Focus on Access to Justice" and the "Industrial Emissions Directive" in 2019, ERA was asked to design two new training modules in 2020 on "Combatting Waste Crime" and on "Introduction to EU Environmental Law". The module on "Combatting Waste Crime" was tested and subsequently implemented in the framework of one face-to-face 2.5-day workshop held in Trier in March 2020 and two online workshops in September and October 2020. Concerning the module on "Introduction to EU Environmental Law", training materials were developed in four languages (English, German, Greek and Italian) and two online workshops took place in 2020 in English and in German; two more online workshops will be implemented in Italian and in Greek at the beginning of 2021.

This is in line with the approach implemented recently by the European Commission which requires that more and more training materials of the topics at stake and that workshops be implemented in the native language of the cooperating national judicial training institutions. This approach aspires to increase the uptake of the training materials as well as to offer tailormade modules better matching the needs of national judges in European environmental law.

Last but not least, in 2020 ERA and EJTN organised a joint online training seminar on EU environmental law which made use of various training materials developed under the DG ENV programme.

In September 2020 ERA submitted a new bid in response to a call for tenders from the

ERA

Part 08: Development of training materials



European Commission aiming at continuing the programme "Cooperation with national judges in the field of environmental law" for four incorporate both EU and domestic law aspects more years. When preparing this bid, ERA was able to secure the support of judicial training institutes, supreme administrative courts, and judges' associations from nineteen jurisdictions (Austria, Belgium, Bulgaria, Croatia, the Czech Republic, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Poland, Portugal, Romania, Slovenia, Spain) as well as the support of the Association of the Councils of State and Supreme Administrative Jurisdictions of the European Union a.i.s.b.l. (ACA-Europe), the European Network of Prosecutors for the Environment (ENPE) and the Association of European Administrative Judges (AEAJ). In early 2021 ERA was informed of the successful outcome of this tendering procedure.



Journal of the Academy of European Law

RA Forum, the quarterly legal journal published by ERA in cooperation with Springer (Berlin/Heidelberg), saw its annual growth in readership take another great leap in 2020, with a remarkable 74% increase in the number of article downloads compared to the previous year.

Interest in ERA Forum, which is composed of articles based on the most outstanding presentations delivered at ERA's conferences, has surged in recent years. While the journal is accessed mainly as part of online packages available to institutional subscribers around the world, agreements between Springer and authors' institutions - often universities - has resulted in an increasing number of articles being made available for free as part of an "Open Access" arrangement. This has significantly widened the potential readership of the journal.

An exceptional move by Springer in 2020 to promote the accessibility of the journal was to publish research related to Covid-19 for free. A number of articles in ERA Forum benefitted from this measure, including "The right to data protection and the Covid-19 pandemic: the European approach", "Privacy in emergency circumstances: data protection and the Covid-19 pandemic", "Covid-19 restrictions on human rights in the light of the case-law of the European Court of Human Rights" and "Fundamental rights under Covid-19: an European perspective on videoconferencing in court".

\equiv	Topics covered
	in 202 0
Access to Public Document	sCriminal Law
Artificial Intelligence	Data Protection
Asylum	EU Green Deal
Blockchain	
Brexit	Labour Law
Brussels IIa	Public Procurement
Capital Markets Union	State Aid Law
Copyright	
Cavid 19	VAT



Other articles published in the journal addressed topics as diverse as "The dark side of the tour: labour and social security challenges of highly mobile workers in the live performance sector", "How green is green enough? The changing landscape of financing a sustainable European economy", "Prevention, disruption and deterrence of online child sexual exploitation and abuse" and "The fundamental rights of unaccompanied minors in EU asylum law: a dubious trade-off between control and protection". The three most popular articles in terms of the number of downloads were "Criminal justice, artificial intelligence systems, and human rights", "Concretising the role of extended producer responsibility in European Union waste law and policy through the lens of the circular economy" and "Regulating Blockchain, DLT and Smart Contracts: a technology regulator's perspective".

The authors included leading practitioners from the judiciary, private practice and public administration as well as top academics from across Europe. Some of the most downloaded articles were written by ERA's own lawyers.

e-Learning



e-Presentations

e-Presentations - film recordings of speakers at ERA events combined with embedded background documentation and a selfassessment quiz - provide one way to prolong the life of ERA's live programmes in different online formats. In 2020, 64 new e-presentations dealing with specific and current issues of European law were produced, bringing the total catalogue to 544.

For each e-presentation, there is a basic version available for free and a premium version with added functionality, including the possibility to obtain a certificate to meet continuing professional development (CPD) obligations, which is available on the ERA website for a modest fee. The basic version is also available on ERA's YouTube Channel www.youtube. com/c/EuropeanLawERA, which was viewed over 31,745 times in 2020, an increase of 67% compared to the previous year.

At the end of 2020, ERA launched subscriptions for the premium version of the e-presentations – for the whole range or for thematic collections focusing on "asylum and immigration", "banking and financial markets", "competition, protection" and "intellectual property".

ERA produced a further 96 e-presentations in the context of EU-funded projects on competition law, environmental law, detention conditions, anti-discrimination law and gender equality. In addition to English, these e-presentations were produced in Estonian, German, Polish, Portuguese and Spanish.



had solid foundations on which to build. In addition to the conferences, seminars and courses described. continued to produce e-learning programmes and digital resources designed to leave a durable legacy.

e-Courses

In the framework of a project funded by the European Commission's DG Environment on "EU Environmental Law for National Judges", five new blended e-learning courses were developed, as well as two new stand-alone courses. These are publicly available both on ERA's website and on that of DG Environment.

In addition to the distance-learning resources available on its own website, ERA also regularly develops tailor-made e-learning solutions for the EU institutions and other clients. In 2020, ERA updated a series of e-courses for the contracted interpreters of the European Parliament on "Privacy and Data Protection", "Criminal Justice". "Financial Regulation" and "Capital Markets Regulation" in the framework of a service contract with its DG Personnel. ERA also delivered a tailor-made e-learning course public procurement and State aid", "data on European intellectual property law to the European Food Safety Authority (EFSA) as a training tool for its legal officers.

> The Covid-19 pandemic has transformed the landscape of professional training in EU law - as well as many other sectors. Thanks to its investment in e-learning in previous years, ERA is well-placed to respond to the rising demand for online training solutions in future.

¹¹ Scholarship Programme

ith the aim of ensuring that all legal practitioners have access to interactive and stimulating training opportunities on EU law, ERA has run a scholarship programme since 2001. Each year the scholarships are awarded to legal practitioners who want to participate at ERA events but find it financially difficult to do so. Offering an opportunity to attend highquality training and a forum to forge professional contacts at an early stage of legal careers is also an investment in developing a common European legal culture.

In light of the Covid-19 pandemic, the programme switched from helping practitioners to attend faceto-face events to sponsoring their participation in online-only programmes. With no need to cover travel and accommodation, the average cost per scholarship was lower than in previous years, meaning that ERA was able to provide access to even more scholars than usual. In total, ERA awarded 40 scholarships – with a total value of €23,000 – to legal practitioners from 15 countries.



Country of **Origin** of **ERA Scholars 2020**

•	Estonia	4		Albania	2
•	Lithuania	4	۲	Greece	2
٥	North Macedonia	4	۲	Slovenia	2
	Poland	4	۲	Cyprus	1
•	Spain	4	•	Netherlands	1
o	Turkey	4	0	Portugal	1
•	Bulgaria	3	0	Romania	1
0	Italy	3			

ERA could offer these opportunities only thanks to the generous support of the Friends of ERA Association and other donors.

To improve the visibility of the Scholarship Programme, ERA launched a new dedicated subsite in 2020. The conditions and procedures are explained and an online application process provided. The subsite also includes an interactive section entitled "Hear directly from our scholars" displaying reports from the scholars and individual interviews.





ERA would like to thank sincerely the donors to the Scholarship Programme in 2020:

- Friends of ERA Association

— Nina Niejahr

- Vanessa Knapp
- Madeleine Merkx
- Claire McCann
- Hans-Jürgen Hellwig
- Philippe Davidie
- Patrick Van Eecke
- Tonia Novitz
- Annabel Mace
- Raphaele Xenidis
- Alexandre Oliveira
- Salvador Guerrero Palomares
- Peter Vajda
- Carlos de Almeida Lemos

— Paola Balbo

CC

Thank you for this amazing opportunity, for all the vibrant energy and enthusiasm provided along with the new knowledge and excellent networking possibilities and it is my warm recommendation to all legal experts and practitioners trying to build better insight into new topics to become part of a community that brings together legal professionals from across Europe."



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Facilities & Conference Services 12

In addition to ERA's legal training activities which are held at our premises in Trier, events of external clients are also regularly hosted in the ERA Conference Centre (ECC).

Event highlights in the **ERA Conference Centre**

fter a regular increase of its turnover with an exceptionally successful year in 2018 and also in 2019 which was the second-best turnover ever, ERA's commercial room rental and service activities (summarized with the notion ECC) faced the biggest crisis of its history until now, due to the corona pandemic. The majority of pre-booked conferences at the beginning of the year had to be cancelled. While some larger face-to-face events took place at the beginning of 2020 (January – March), the complete lockdown from the end of March provided challenges for some ECC clients. Consequently, all activities foreseen for April, May, and June were cancelled one after the other.

We took the opportunity to incorporate new measures (for distance, security, and sanitation) in both buildings so that a few of the smaller seminars could take place in June with lots of space and just minimal dining service (only beverages and individual sandwiches). At this stage, it was clear that our priority was to appease our clients so we sent a newsletter to let them know that although the ECC had to close for a while, we were ready to adapt and rise to the new challenges so that they could rely on us.

In the second half of the year, the actual corona regulation enabled us to accept seminars from a few institutions (district court (Landgericht), State examination office (Landesprüfungsamt), Chamber of Tax Consultants (Steuerberaterkammer, District Administration (Kreisverwaltung), which were our main clients for 2020.

Only one (hybrid) conference from the Ministry of Science, Further training and Culture could take place in October with great success. Another conference from the Ministry of Family, Women, Youth, Integration, and protection of Consumers had to be cancelled in June and was postponed to 2021.

To summarize, turnover in 2020 was a very modest one. We had to cope with a lot of new regulations and measures, but we adapted knowing that we had to face a new general challenge, which was not only technical.



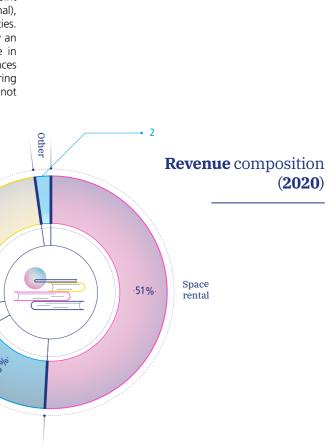
Although potential prospects for 2021 do not give much reason for optimism yet, the need and the desire of attending conferences, where people can exchange face-to-face again will return. In anticipation of this, ERA services and ECC's future will further concentrate on its strengths: modern and bright facilities, customer-orientated and innovative services, and up-to-date conference and technical resources.



ECC revenue

As summarised before, from a business point of view (economical, as well as organisational). 2020 was a disappointing year for ECC activities. In line with previous years, please find below an overview of the composition of the income in 2020. Because of the exceptional circumstances of the Coronavirus pandemic in 2020, comparing these numbers to the previous years does not make logistical sense.

Unfortunately, the forecast for 2021 does not give too much indication to be optimistic. The Corona crisis and subsequently the government regulations on the implementation of events will remain in 2021 to have an enormous effect on ERA's income from commercial activities.



Part 12: Facilitie & Conference ser

13 The Team

The ERA team is composed of 80 staff from 16 countries

Director









SUSANNE LUDWIG



SABINE WEINAND

KNIPPEL-PROBST







European Private Law

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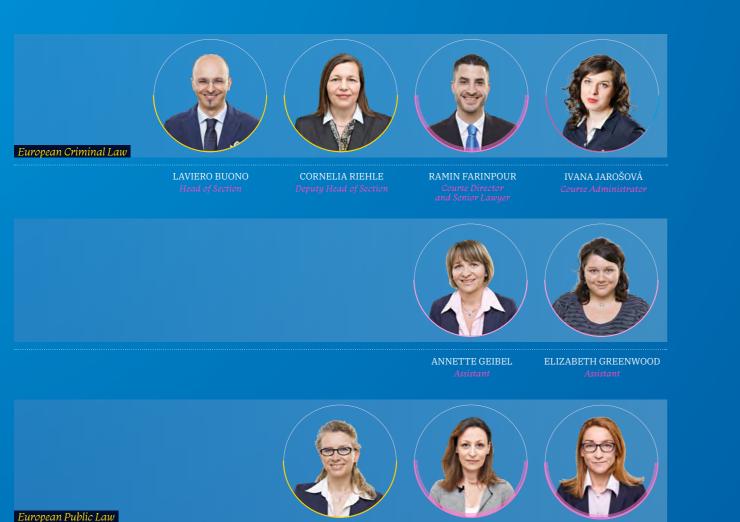
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14 The Boards

at **31 December 2020**

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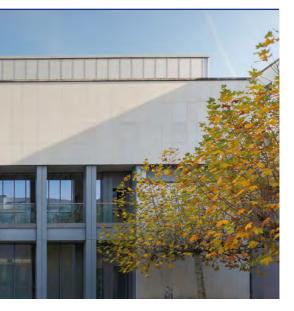
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Part 15: Cooperation Partners

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Cooperation <u>Partners</u>

European level

Association of the Councils of State and Supreme Administrative Jurisdictions of the European Union (ACA-Europe)

Association of European Administrative Judges (AEAJ)

Association of European Competition Law Judges (AECLJ)

Confederation of European Probation (CEP)

Council of the Bars and Law Societies of Europe (CCBE)

Council of Europe (HELP)

Court of Justice of the European Union

European Association of Judges for Mediation (GEMME)

European Commission - DG Competition, DG Education and Culture, DG Environment, DG Home, DG Justice, DG Translation, OLAF

European Criminal Bar Association (ECBA)

European Disability Forum (EDF)

- European Employment Lawyers Association (EELA) European Food Safety Authority (EFSA) European Forum for Restorative Justice (EFRJ) European Foundation Centre (EFC) Disability Thematic Network European Judicial Training Network (EJTN) European Law Institute (ELI) European Lawyers Foundation (ELF)
- European Legal Interpreters and Translators

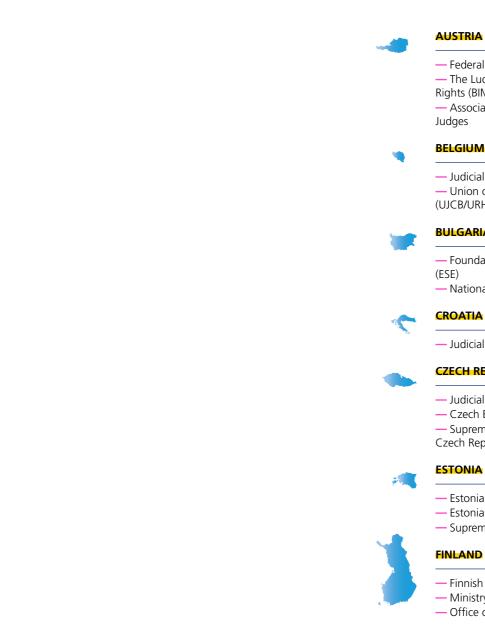
Association (EULITA)

ACA		AJ
AECL] The Association	ion of European Law judges	
COLNCIL OF DUROFC	CVRIA	бемме
Coropen Caropen Carwingson	ECBA	EUROPEAN DISABILITY FORUM
EELA	efsa Europeur Food Selery Authority	5 EUROPEAN FORUM FOR RESTORATIVE
efc	ejtn	ELLI EUROPEAN LAN HIGHT
	eulita	46e ****
		CEPOL
	Fair	EMR

European Network of Prosecutors for the Environment (ENPE)
European Organisation of Prison and Correctional Services (EuroPris)
European Parliament
European Union Agency for Law Enforcement Training (CEPOL)
Europol Data Protection Experts Network (EDEN)
Fair Trials

Institute of European Media Law (EMR)







— Federal Ministry of Justice - The Ludwig Boltzmann Institute of Human Rights (BIM) - Association of Austrian Administrative Judges

BELGIUM

— Judicial Training Institute (IGO-IFJ) — Union of Commercial Judges of Belgium (UJCB/URHB)

BULGARIA

- Foundation European School of Enforcement

- National Institute of Justice (NIJ)

Judicial Academy

CZECH REPUBLIC

- Judicial Academy
- Czech Bar Association
- Supreme Administrative Court of the Czech Republic

ESTONIA

- Estonian Bar Association
- Estonian Prosecutor's Office
- Supreme Court

FINLAND

- Finnish Bar Association
- Ministry of Justice
- Office of the Prosecutor General

FRANCE

- École Régionale des Avocats Grand Est (ERAGE)

- National High School for the Police (ENSP)
- National School for Clerks (ENG)
- National School for the Judiciary (ENM)

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GERMANY

Bavarian State Ministry of Justice
 German Bar Association Committee for

- Lawyer Notaries — Federal Ministry of Justice and Consumer
- Protection (BMJV) — German Bar Association Committee for Intellectual Property and Media
- German Bar Association Committee for Labour Law
- Ministry of Justice of Hesse
- Ministry of Justice of North Rhine-Westphalia
- Judicial Academy of North Rhine-Westphalia
 Ministry of Justice and Consumer Protection, Rhineland-Palatinate
- Ministry of Justice of Baden-Württemberg

GREECE

- Athens Bar Association
- Bar Association of Thessaloniki
- National School of Judiciary

HUNGARY

- Budapest Bar Association
- National Competition Authority (GVH)
- National Office of the Judiciary (NOJ)

IRELAND

- The Bar of Ireland
- The Honorable Society of King's Inns, Dublin

ITALY

- Antigone
- High School for the Magistracy

- Latvian Council of Sworn Advocates
- Judicial Training Centre (LTMC)
- National Courts Administration

LITHUANIA

- Lithuanian Bar Association
- National Courts Administration
- Prosecutor General's Office

LUXEMBOURG

٩.

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- German Bar Association in Luxembourg
- Ministry of Justice

MALTA

- Judicial Studies Committee (JSC)

NETHERLANDS

— Training and Study Centre for the Judiciary (SSR)

POLAND

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- National School of Clerks

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— Judicial Academy of the Slovak Republic

SLOVENIA

-

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- Judiciary — Centre for Legal Studies (CEJ), Ministry of Justice



- Child Rights International Network (CRIN)
- Queen Mary University of London 📖



Friends of ERA Association

Our online Webissage presented photos taken from our previous exhbitions in 2014 & 2019 of "ERA around the world."





Friends of ERA 16

he purpose of the Friends of ERA Association is to support ERA's work and to serve as a network of individuals and institutions committed to the common cause of promoting the better understanding and application of European law. For any organisation dedicated to networking, 2020 proved to be a challenging year, with pandemic-related restrictions meaning that no face-to-face social gatherings could take place.

continued to be the ERA Scholarship Programme, which financed the participation of even more scholars than usual in ERA's online programmes in 2020 (see report on page 42).

As an alternative to the meetings of national Chapters, which have been held at regular intervals since 2014 and are popular among members, a new kind of online get-together was introduced in December 2020: the webissage "ERA around the world" brought together an audience of Friends of ERA members with a group of ERA staff – all passionate amateur photographers – who presented the photos they had contributed to two previous exhibitions at The main focus of the Friends of ERA's support ERA and shared the stories behind. As a souvenir of this virtual journey around the world, the collection of photos was offered in a set of 30 postcards, the proceeds of which benefited the ERA Scholarship Programme

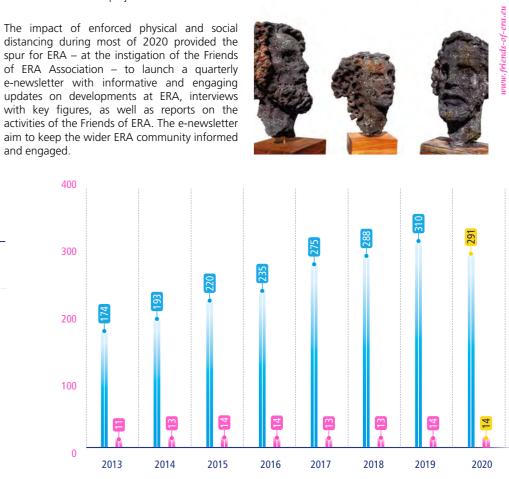
With art at ERA in focus, the Association launched a fundraising campaign for the commission of a new art installation on the ERA premises - a sculpture entitled "Philosophers in Dialogue" by the Italian artist Giovanni de Angelis, which will uniquely represent ERA's core mission: cross-border, interprofessional and intercultural exchange on the essence of our common rules. To find out more about this project, please visit https://era-comm.eu/ friends-of-era/news/artproject-2021/.

and engaged.

Membership

Individual Members

Institutional Members



The steady growth in membership of the Association unfortunately stalled in 2020. The acquisition of new members could not balance out the number who let their membership expire or decided not to renew it due to the uncertainty caused by Covid-19. A fresh recruitment drive will be required in 2021.

Part 16: Friends of ERA



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