

CONFERENCE 2026

PROGRAMME SCHEDULE



SECURITY AND PROTECTION

OF SOFT TARGETS IN ORGANISATIONS

NEW FORMS OF RISK FOR WORKERS



SEMINAR

11th - 12th June 2026

CATHOLIC

UNIVERSITY

IN RUŽOMBEROK





SEMINAR

Safety and protection of soft targets in organizations. New forms of risk for workers.

Catholic University in Ružomberok Hrabovská cesta 1A, 034 01 Ružomberok, Slovakia

IO. JUNE 2026

18:30 Arrival and welcome dinner in Hotel Kultúra

Welcome speech: Doc. Ing. Ľubica Černá, PhD. President of NKOS

II. JUNE 2026

8:45 - 9:15 Transfer to company MONDI SCP a.s. Ružomberok

9:30 - 12:30 Study visit in MONDI SCP from hard targets to schools: adapting professional safety protocols (Speaker: Gabriela Karčová, MONDI SCP a.s.)

MONDI SCP Ružomberok - <https://www.mondislovensko.sk/>

The study visit to Mondí SCP offers participants a unique opportunity to witness security management in practice within a highly secured facility (a "hard target"). The objective is to demonstrate professional crisis management protocols, evacuation procedures, and modern monitoring technologies that can be adapted for schools and social care facilities. The visit focuses on building a strong "safety culture" and illustrates how to effectively train employees in alertness and proper threat response, directly complementing the theoretical framework of the seminar.

12:30 - 13:45 Lunch at MONDI SCP a.s. and transfer back to the Catholic University

14:00 – 14:45

Defining soft targets: vulnerability, risk assessment, and prevention strategies.

Speaker: prof. Ing. Andrej Veľas, PhD., Head of the Department of Security Management, University of Žilina

Moderator: Mgr. Ing. Ivan Černý, Vice-President of the Trade Union of Education and Science Workers (NKOS) Trade Union OSH Inspector

14:45 – 15:00 **Discussion Q&A**

Moderator: Mgr. Ing. Ivan Černý, Vice-President of the Trade Union of Education and Science Workers (NKOS) Trade Union OSH Inspector

15:00 – 15:30 Coffee break

15:30 – 16:30 Panel discussion I (country reports of participants)

Safety as a priority in social dialogue and collective bargaining.

Speakers: Dr. András Bardócz-Tóador, President of Hungarian Folk High School Society, Hungary (online). Doc. Ing. Lidmíca Nemcová, CSc. member of Board hKaP, Czechia, Karolina Korenčan, member of women union ZD NSi Slovenia,

Moderator: Mgr. Daniel Markovič, PhD. Member of the Executive Board of the Trade Union for Education and Science Workers (NKOS)

16:30 – 17:30 Panel discussion II (country reports of participants)

The role of employee representatives and trade union inspectors in developing organizational crisis management plans.

Speakers: Yuriy Kurylo president of VOST "Volya" Ukraine, Jakim Nedelkov, Vice President of the Confederation of Free Trade Unions of Macedonia, Miroslav Landeka, Member of Union Grad Mostar BiH

Moderator: Mgr. Katarína Blanárová, Member of Board NKOS

19:00 Dinner at Koliba u Dobrého pastiera (Černová)

12. JUNE 2026

9:00 - 11:00

**Active shooter and violent threats: practical survival strategies for employees.
New forms of risks for workers: from aggression to violent attacks.**

Speaker: Michal Jaššák, the Slovak Police Force, expert lecturer and methodologist specializing in violence prevention and soft target protection. He focuses on safety training for staff in education, healthcare, and public sector institutions

Moderator: Ing. Radislav Kendera, PhD. Vice-president of NKOS

11:00 – 11:30 Discussion Q&A

Moderator: Ing. Radislav Kendera, PhD. Vice-president of NKOS

12:00 – 13:00 Lunch at hotel Malina (Hrabovo)

13:30 – 15:30

Integrated workplace protection: practical application of technical and organizational measures.

Speaker: Peter Ďubek, a security specialist and experienced instructor focusing on person protection and workplace violence intervention

Moderator: Ing. Radislav Kendera, PhD. Vice-president of NKOS

15:30 – 16:30

Emergency medical response: practical first aid protocols for employee representatives.

Speaker: MUDr. Noemi Šimunková, member of the Youth platform of NKOS

Moderator: Katarína Smeets Škvarková, Member of the Executive Board of the Trade Union for Education and Science Workers (NKOS)

16:30 – 17:00 Discussion Q&A

Moderator: Katarína Smeets Škvarková, Member of the Executive Board of the Trade Union for Education and Science Workers (NKOS)

17:00 Conclusions and recommendations for politicians and social partners followed by an evaluation of the seminar. Closing of the seminar.

Moderator: Doc. Ing. Ľubica Černá, PhD. President of NKOS

18:00 Dinner at Pension Blesk

13. JUNE 2026

Departure of participants

**We kindly request that you complete the
evaluation questionnaire.
Thank you for your cooperation**



Project No: 07-07-26-SE

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Conference participants are expected to arrive on 10.6.2026 (Wednesday) and leave on 13.6.2026 (Saturday).

The conference will start on 11.6.2026 at 8:45 and will end on 12.6.2026 at 17:00.

Venue:

Catholic University of Ružomberok, Office of the Rector
Hrabovská cesta 1A
034 01 Ružomberok

Conference languages: English (EN), Slovak (SK), Czech (CZ)



**Funded by the
European Union**