

Supporting regions in just transition: the role of social partners

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Eurofound – European Foundation for the Improvement of Living and Working Conditions



Mission

- To provide knowledge to support the development of better informed social, employment and work-related policies



Vision

- Being Europe's leading knowledge source for better life and work



Strategic objective

- To provide scientifically sound, unbiased, timely and policy relevant knowledge that contributes to better informed policies to improve living and working conditions and strengthen cohesion in a changing Europe

2021-2024: Research activities

Working conditions
and sustainable
work

Industrial relations
and social dialogue

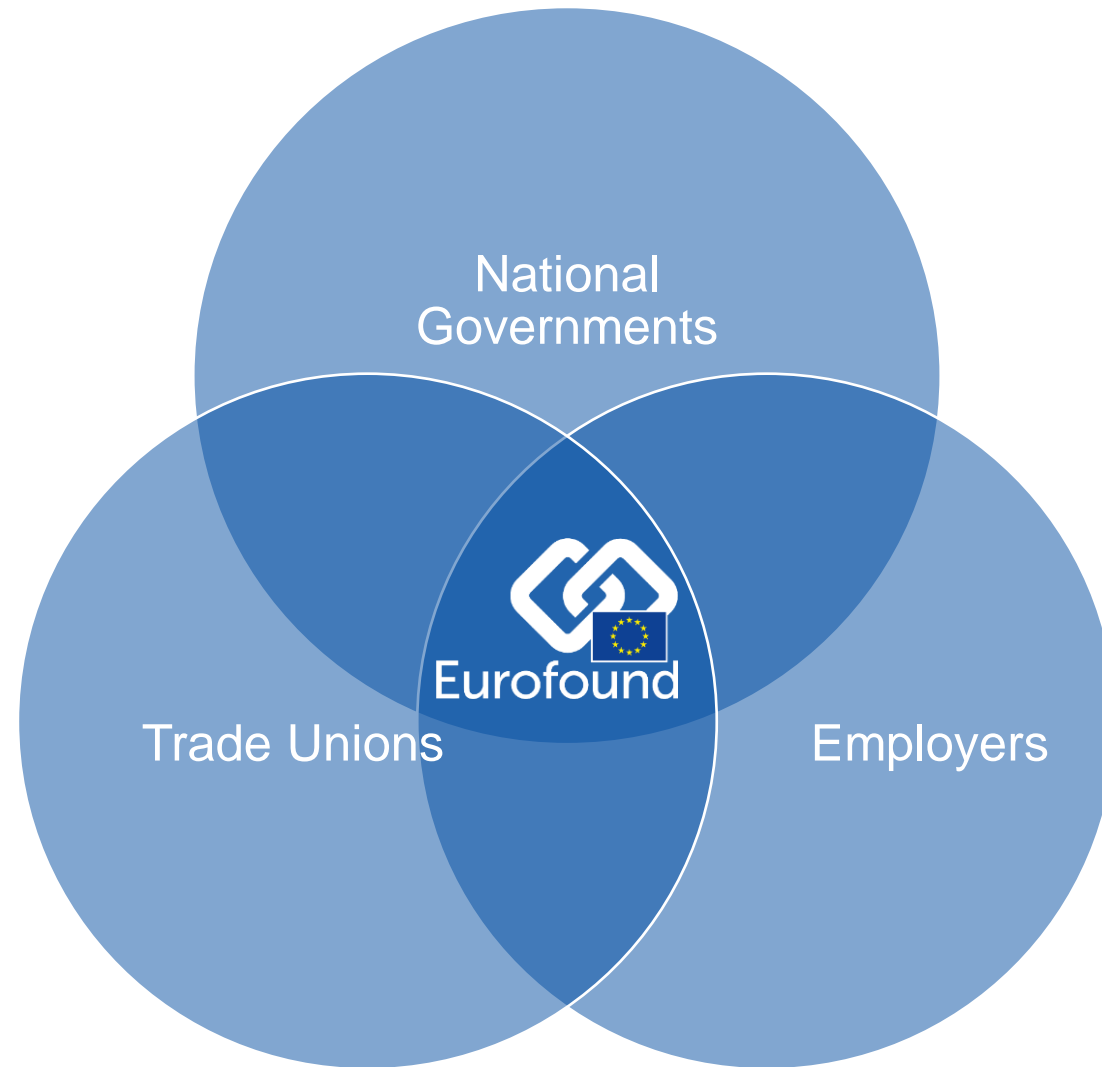
Employment and
labour markets

Living conditions
and quality of life

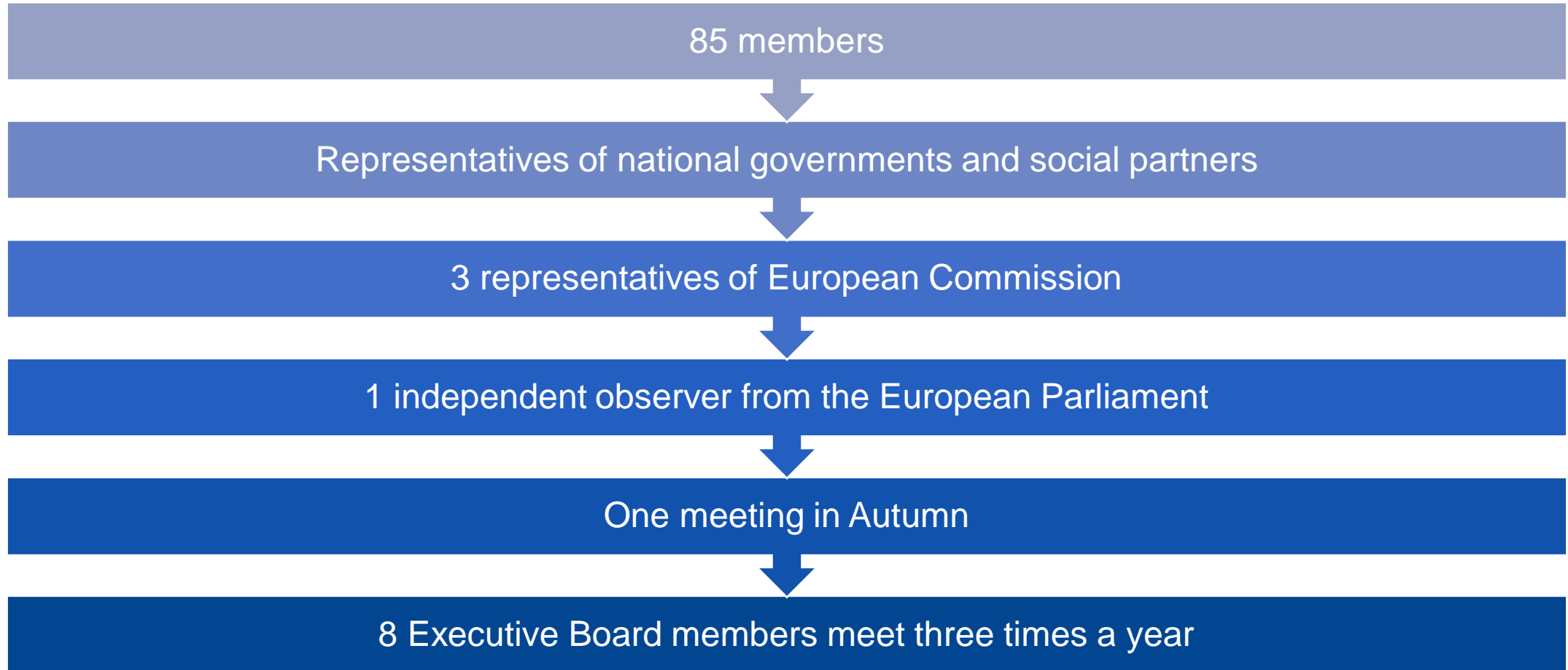
Anticipating and
managing the
impact of change

Promoting social
cohesion and
convergence

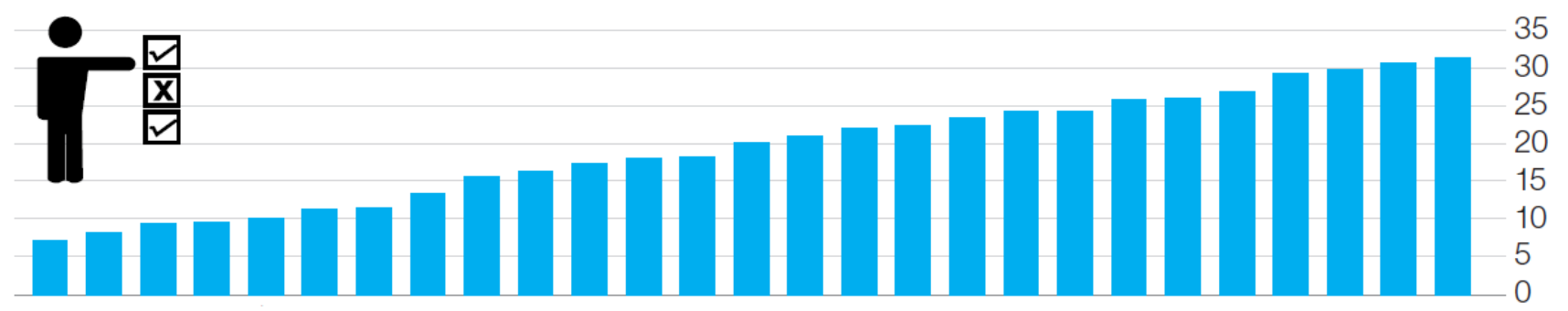
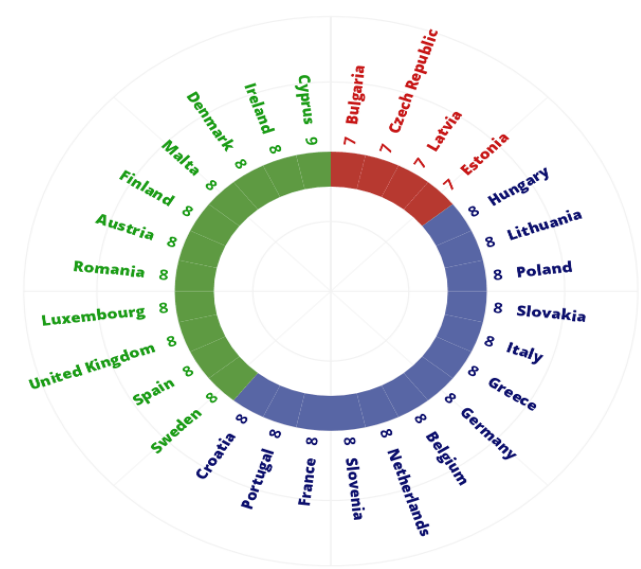
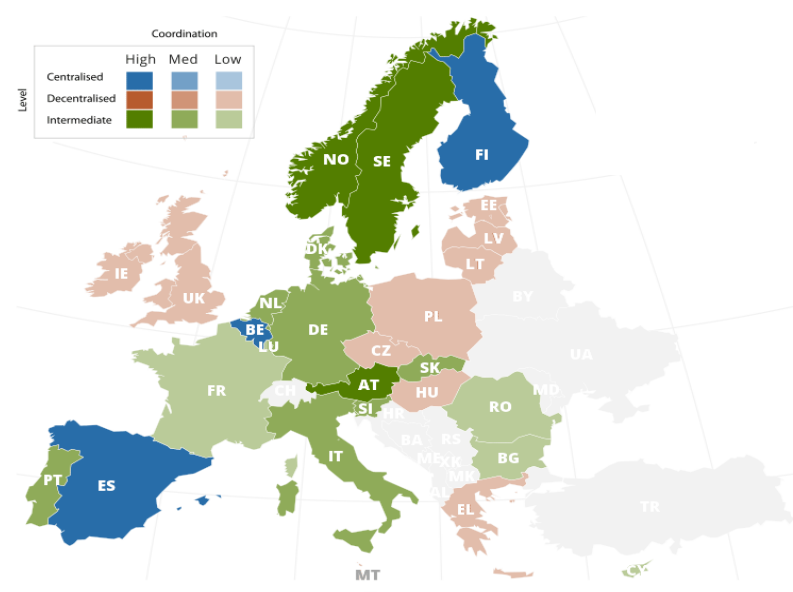
Eurofound – A tripartite agency



Management Board



Comparative research



Four Europe-wide surveys

**The European Working
Conditions Survey**



**European Working
Conditions Survey**

1990/91; 1995/96;
2000; 2005; 2010;
2015; 2021 (CATI)

**The European
Quality of Life Survey**



**European Quality
of Life Survey**

2003; 2007/8;
2011/12; 2016

**The European
Company Survey**



**European
Company Survey**

2004; 2009;
2013; 2019



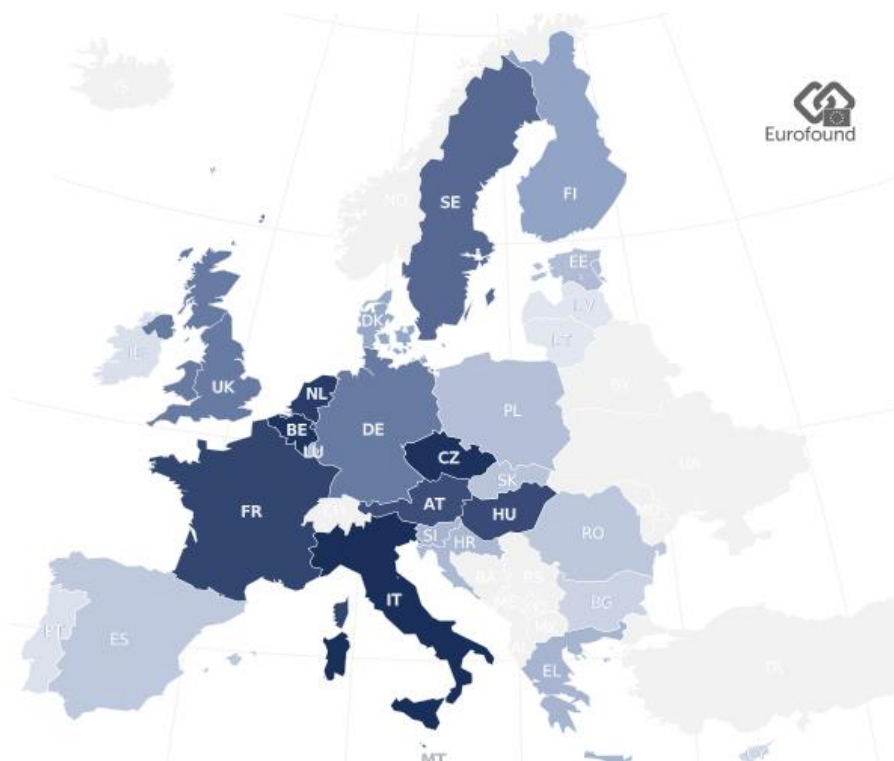
COVID-19
Living, working and COVID-19



**Living, working
and COVID-19
e-survey**

2020; 2021, 2022

Network of Eurofound Correspondents



National level

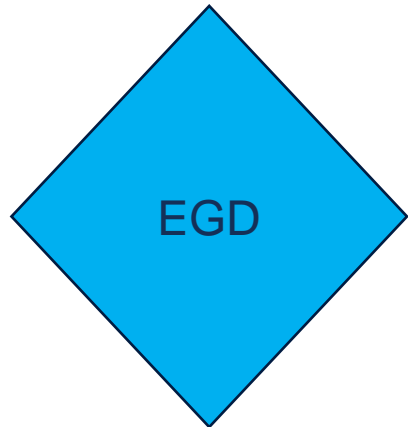
- All EU Member States
- + Norway

Leading the green transition

The first climate-neutral continent
by 2050

At least 55% less
greenhouse gas emissions by 2030,
compared to 1990 levels

Net-zero
greenhouse gas emissions - or
climate-neutral - by 2050

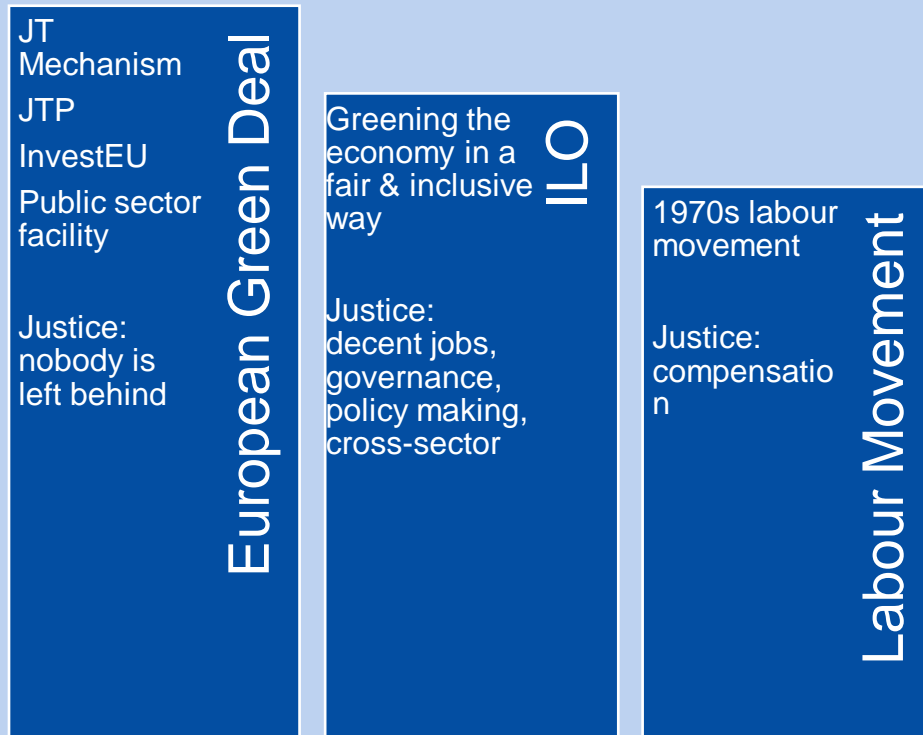


‘Social partners have a vital role to play in contributing to addressing, through dialogue, the employment and social consequences of the challenges of the green transition’:
Council Recommendation on ensuring a fair transition towards climate neutrality

‘Social dialogue for a fair and just transition’:
Council Recommendation on strengthening social dialogue in the EU

Just Transition-Territorial Just Transition Plans (TJTPs)-what are they?

- Just transition:



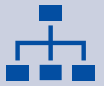
- TJTP- aim: *‘to mitigate the adverse effects of the climate transition by supporting the **most affected territories** and workers concerned and to promote a balanced socio-economic transition’*
- **Partnership principle** - *Comprehensive partnership, including at least regional and local authorities, economic and social partners, civil society*

Aims of the report

- Provide a first assessment of the involvement of social partners in the design, implementation and evaluation of TJTPs
- Map actors involved, level of involvement and differences at the sub-national level
- Describe and compare views of social partners on TJTPs
- Map changes in the content and timeline of TJTPs caused by the energy crisis
- Gather evidence on the role of collective bargaining in TJTPs



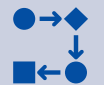
Involvement of social partners in the governance structure of regional plans (TJTP)



Multi-level governance



Coordination: Monitoring Committees (ESF+)



Participation in three stages: Design, Monitoring and Implementation



Opportunities for participation of social partners at all levels, incl. regional level.

Countries with provisions for involvement of social partners in the plans

MS	Peak level organisations			Sector level organisations			Regional level organisations		
	Design	Monitoring	Implementation	Design	Monitoring	Implementation	Design	Monitoring	Implementation
AT	v	v	v					v	v
BE							v-		
BG	v-			v-			v-		
CY	v++			v					
CZ	v+			v+			v+		
DE	v++								
DK	v	v	v	v					
EE	v	v	v	v	v	v			
ES		v		v	v	v			
EL		v							
FI	v	v	v	v	v	v	v	v	v
FR	v-			v-			v-		
HR	v-								
HU				v++			v++		
IE	v-			v-			v-		
IT	v-						v-		
LT	v	v					v		
LU	v++	v++	v++						
LV	v	v		v	v				
MT	v~			v~			v~		
NL	v	v		v~			v~		
PL	v	v	v	v	v	v	v~	v~	v~
PT	v-								
RO	v			v			v		
SE				v					
SI	etc								
SK	v++			v++					

What is happening in practice? Type of involvement



Interesting cases at sector level

Spain: Tripartite Framework Agreement for a Just Transition of Coal Mining and sustainable development of Mining regions

Sweden: Trade union partnership (several sectors) & business associations

Peak organisations	Sector level	Regional level
<ul style="list-style-type: none">• Public consultation• Monitoring committee• Existing structures (DK, DE, ES, FI, FR, NL, SE)• Bilateral meetings (DK, CZ, MT)• Working, expert or focus groups• Specific bodies (Institute for JT in Spain)	<ul style="list-style-type: none">• Public consultation• Working, expert or focus groups• Framework Agreements• Bilateral meetings (DK)	<ul style="list-style-type: none">• Public consultation• Regional level social partners (few instances, e.g. AT, DK, ES, FI)• Regional meetings

Youth: voice, skill and training

Governing structures

Young people have a seat at the table (e.g.):

CY, CZ, DE, GR, LV,
NL, PL, SK, SL, SP



Skilling, training

Actions addressing young people (e.g.):

AT, FI, FR, IT, LV, PL, SI,
SP, SE



Proposals submitted by social partners: priorities for just transition



Employment and quality of work

Skilling, upskilling, career guidance



Education system

Adapting the education system to the green economy



Subsidies & support for businesses

Competitiveness, green industrial policies, green entrepreneurship



Research, innovation, digitalisation



Circular economy

Views of social partners

Employers

- Flexibility, business friendly rules for funding
- Support for companies, removal of barriers
- Involvement in TJTP
- Reskilling and retraining

Both support climate neutrality goals!

Trade unions

- Just transition through social dialogue
- Good quality jobs, working conditions, social support to workers
- Reskilling and retraining
- Alignment with other plans
- A broader approach to sectors
- Capacity issues



Social dialogue on just transition

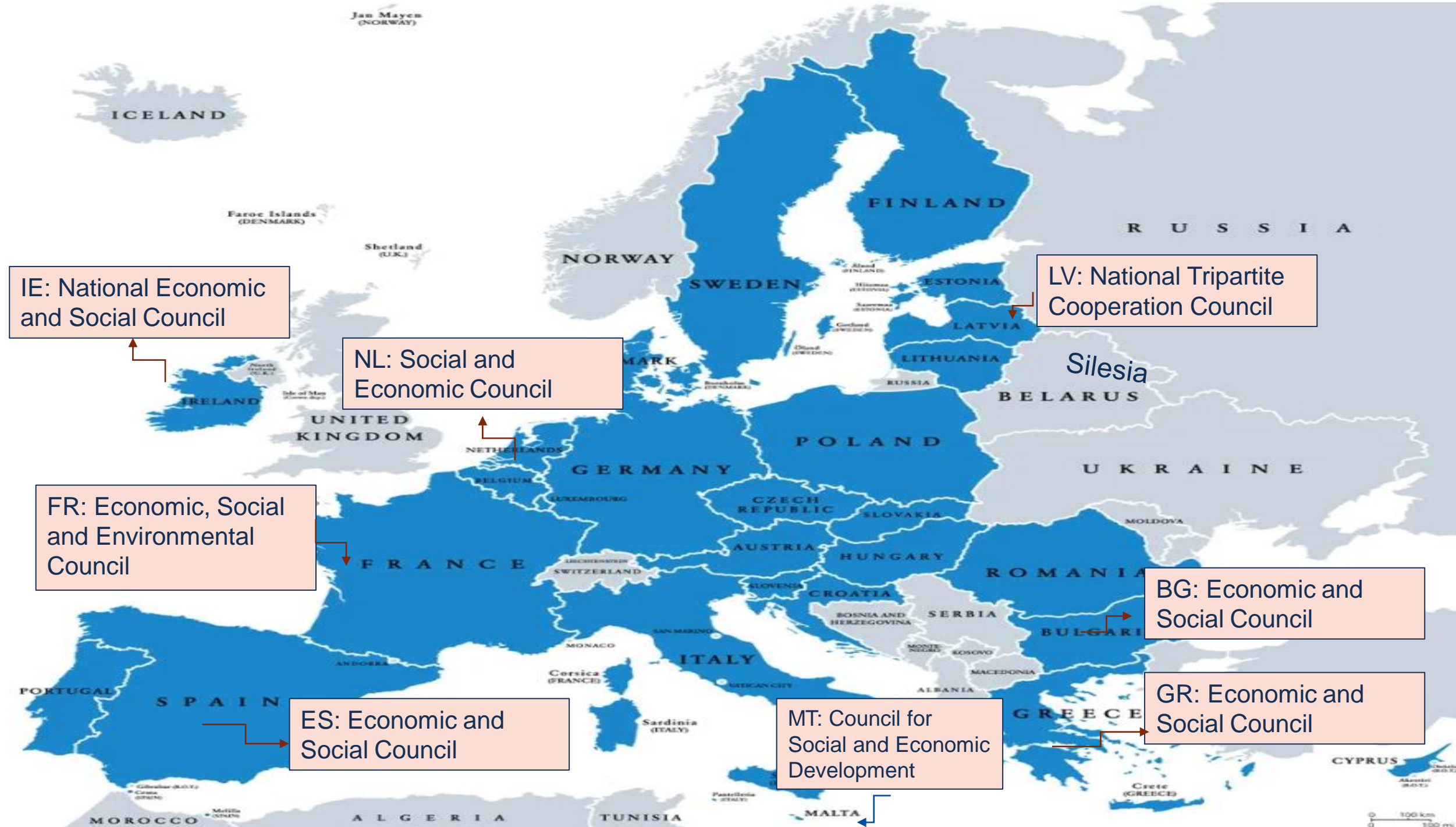
Most
common

Cross-sector	New legislation to promote collective bargaining on environmental issues in France	Company
<ul style="list-style-type: none">• Germany: Coal commission and legislation• Spain: 2 agreements for coal phase out & social plan• Finland, green and just transition• Sweden, job security council	<ul style="list-style-type: none">• Negotiations to assess impact of green transition on employment and skills• Information and consultation rights:<ul style="list-style-type: none">➤ Size and structure of workforce➤ Working conditions➤ New technologies, health and safety➤ Vocational training	<p>Bouygues Immobilier (FR): 'low-carbon' and 'biodiversity pathway'</p> <p>Enel (IT) working conditions, involvement of workers (energy sector)</p> <p>RWE, STEAG and Energicity (DE): no redundancies for operational reasons, working time, generous severance programme</p>

National tripartite bodies

- Studies, opinions, recommendations
- National strategies, plans on just transition





Is the energy crisis affecting plans?

- Short-term emergency measures:
 - Delaying or extending the operations of coal-fired power stations (CZ,GR, IT, NL, RO)
 - Halting early retirement plans for employees (D).
 - Extending licences with peat producers (FI)
 - Increasing the domestic production of lignite, and lignite power plants continue or restart operations and extension of the timetable for the phasing out of coal mines (HU, PL)
 - Extending the timetable for meeting the 40% CO2 emissions target from 2025 to 2038 (BG)
- Debate on the future of energy policies!

The energy crisis has not affected (significantly) the TJTPs	The energy crisis has brought short term changes in implementation
Croatia, Czechia, Denmark, Ireland, Latvia, Malta, Lithuania, Spain, Sweden	Austria, Bulgaria, Cyprus, Estonia, Finland, Germany, Greece, Hungary, Italy, Luxembourg, Netherlands, Poland, Romania, Slovenia

Reflections

- Participation of social partners at the peak and sector level but regional level participation is weak
- Energy crisis impacted the implementation of TJTPs in many Member States
- Few collective agreements with just transition elements – predominantly at the local/company level
- Strengthening the capacity of social partners for engaging in green, just transition issues!

Eurofound engaging with tripartism on just transition: Tripartite Exchange Seminars 2024

- Promoting **social dialogue and tripartism** (involvement of employers' organisations, trade unions and governments in the shaping of policies) and **mutual learning**, sharing of experiences and good practices and supporting **Communities of Practice** on social dialogue in green, just transition.
- Multi-Agency Seminar (Eurofound, Cedefop, EEA and ETF)
- Seminars to be held in May 2024 (residential part).



Thank you!

