



Next Step: TRANSITION

**NEW competences for
workers' representatives
in a Sustainable Energy Transition**

Compendium of Social Dialogue Practices in Green Energy Transition

Deliverable 2.2

Project partners:



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DOCUMENT INFORMATION

Deliverable 2.2 Compendium

Project Acronym	Next Step: Transition
Grant Agreement	101048656
Deliverable number and title	[D2.2] [Compendium of Social Dialogue Practices in Green Energy Transition]
Dissemination level	Public / Limited consortium and EC
Organisation Name	ADAPT Associazione ADAPT Fondazione Helex Institut
Submission date	28/04/2023

Project partners:



Associated organisations:



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ABBREVIATIONS

ACV	Algemeen Christelijk Vakverbond = Confederation of Christian Trade Unions (in Belgium)
BIE	Bouw-Industrie & Energie International = Construction, Industry and Energy (in Belgium)
CCOO	Comisiones Obreras = workers' commissions (in Spain)
CISL	Confederazione Italiana Sindacati Lavoratori = Italian Confederation of Trade Unions (in Italy)
CSC	Confédération des syndicats chrétiens = Confederation of Christian Trade Unions (in Belgium)
DGB	Deutscher Gewerkschaftsbund = German Trade Union Confederation (in Germany)
e.g.	exempli gratia = for example
et al.	et alii = and others
EPSU	European Public Service Union
EU	European Union
e.V.	eingetragener Verein = registered association
FEMCA	Federazione Energia, Moda, Chimica e Affini = Federation of Energy, Fashion, Chemistry and Related Workers (in Italy)
FICA	Federación de Industria, Construcción y Agro = Federation of Industry, Construction and Agriculture (in Spain)
FILCTEM	Federazione Italiana Lavoratori Chimica Tessile Energia Manifatture = Italian Federation of Chemical, Textile, Energy and Manufacturing Workers (in Italy)

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FLAEI	Federazione lavoratori aziende elettriche italiane = Federation of Italian Electricity Company Workers (in Italy)
ibid.	ibidem = in the same place
IG	Industriegewerkschaft = Industry trade union (in Germany)
IG BCE	Industriegewerkschaft Bergbau, Chemie, Energie = Mining, Chemicals and Energy Trade Union (in Germany)
n.d.	no date
OECD	Organisation for Economic Co-operation and Development
p.	page
pp.	pages
UIL	Unione Italiana del Lavoro = Italian Labour Union (in Italy)
UILTEC	Unione italiana lavoratori del tessile, energia e chimica = Italian Union of Textile, Energy and Chemical Workers (in Italy)
UGT	Unión General de Trabajadoras y Trabajadores = Union of Workers and Workers (in Spain)
ver.di	Vereinte Dienstleistungsgewerkschaft = United Services Trade Union (in Germany)
VET	Vocational Education and Training
WP	Work Package

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EXECUTIVE SUMMARY

This compendium presents examples of industrial relations practices on sustainability in the energy sector. The focus lies on bipartite, tripartite and multi-stakeholder social dialogue at the EU level and in the EU countries of this project, which are Italy, Spain, Belgium, Bulgaria and Germany.

Since it is this project's aim to strengthen the capacity of trade unionists and workers' representatives to promote a socially and environmentally sustainable transition in the European energy sector, this report delivers examples of how social dialogue, co-determination and collective bargaining practices in this area can be achieved. These examples can help inspire trade unionists and workers' representatives to initiate more social dialogue practices for just transition, decarbonisation and sustainability in the energy sector in Europe.

After some theoretical information about social dialogue, the report starts with presenting examples of bipartite social dialogue (including co-determination and collective bargaining practices), before continuing with examples of tripartite and multi-stakeholder social dialogue.

This compendium is the third part of this project's desk research, next to the deliverables 2.1 Literature Review and 2.1 Report on the institutional framework for a just energy transition and the role of industrial relations in Europe. This compendium's content builds on the research for the Institutional Report and the insights from the interviews (WP 1.3) the project team conducted between December 2022 and February 2023. The following examples of industrial relations practices will be presented to the participants of the WP 3.1 E-learning session, which will be a large group of trade unionists from all five represented countries.

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THEORETICAL BACKGROUND

Social dialogue plays a particular role in promoting just transition because the green transition represents a new area of negotiation among social partners, who are required to build new expertise to add their demands to their activities and negotiation agenda. The discussions can, therefore, be revitalised and lead to innovative win-win solutions and policies (Markandya et al., 2016, in Molina Romo, 2022, p. 8). Consequently, social dialogue represents a “key governance tool to find solutions and share the burden and benefits of the environmental transition between workers and employers, with the support of governments” (Molina Romo, 2022, p. 8).

Moreover, social dialogue is considered “a priority instrument to deliver [...] policies and should be one of the pillars for good management of transitions towards environmentally and socially sustainable economies and societies” (Molina Romo, 2022, p. 5). On all levels, it has the opportunity to confront the challenges caused by the transition and identify the consequences and risks in terms of employment, occupational health and safety, inequality, social exclusion, energy security, and the impact of redevelopment, among others (Rugiero, 2019, p. 110).

Definition of social dialogue

Social dialogue exists in different compositions. The International Labour Organisation defines social dialogue as “all types of negotiation, consultation or information sharing among representatives of governments, employers and workers, or between those of employers and workers, on issues of common interest relating to economic and social policy” (2013, in International Labour Organisation, 2022, p. 2). Social dialogue primarily has the objective to “promote consensus building and democratic involvement among the main stakeholders in the world of work [...] and the potential to resolve important

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economic and social issues, encourage good governance, advance social and industrial peace and stability and boost economic progress” (International Labour Organisation, n.d.).

While bipartite social dialogue happens between workers’ representatives or organisations and employers or their organisations, tripartite social dialogue includes these two parties and government representatives as a third party (International Labour Organisation, 2022, p. 2). One speaks of a multi-stakeholder social dialogue when civil society actors are participating in the discussions, too (Molina Romo, 2022, p. 26).

To tackle all the different challenges of the green energy transition mentioned above, it is crucial to invite several social partners, such as representatives of the world of work, employers, public institutions, environmental organisations, and civil society, and initiate more multi-stakeholder social dialogue occasions (Rugiero, 2019, p. 110).

Levels of social dialogue

Social dialogue happens on different levels, such as the national, sectoral, regional, local or company level. At the national level as well as the regional and local level, the dialogue partners develop policies, and the social partners’ role is to take part in the formulation and implementation of these policies. At the company level, social partners can design and implement specific policies and strategies, in addition to dealing with the enforcement of policies set on higher levels (Smith, 2017, in Molina Romo, 2022, pp. 8-9).

Social dialogue occurs also on the European level, where European social partners contribute to defining European social policies. The European Trade Union Confederation (ETUC) represents workers at the European level, while BusinessEurope (private sector employers), SMEunited, (small and medium-sized enterprises), and SGI Europe (public employers) represent the EU-level employers. European social dialogue happens on cross-sectoral and sectoral levels (European Trade Union Confederation, n.d.; BusinessEurope, n.d.).

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Forms of social dialogue

Social dialogue can take various forms. It can range from the exchange of information, mutual consultation and co-determination to collective bargaining. Collective bargaining is “a process of decision-making between parties representing employer and employee interests which implies the ‘negotiation and continuous application of an agreed set of rules to govern the substantive and procedural terms of the employment relationship’” (Windmuller et al., 1987, as cited in OECD, 1994, p. 168). Collective agreements may, therefore, include working conditions such as wages, salaries, special payments, working hours and holiday entitlement (Deutscher Gewerkschaftsbund, April 04, 2023). Bargaining can happen in different forms, such as between trade unions and individual companies (single-employer bargaining), or also between union federations and employer associations (multi-employer bargaining) (OECD, 1994, p. 168).

Collective bargaining also occurs on different levels. Economy-wide bargaining takes the form of a bipartite or tripartite type of negotiation between trade union confederations, central employer associations, and government representatives. Sectoral bargaining focuses on employment terms on one specific industry. The third level of collective bargaining covers the company level (Millward et al., 1992; Kenyon & Lewis, 1993, both in OECD, 1994, p. 170).

Sources:

- BusinessEurope (n.d.). *EU social dialogue*. BusinessEurope. Retrieved April 18, 2023, from <https://www.buena-europe.eu/policies/social/eu-social-dialogue>
- Deutscher Gewerkschaftsbund (April 04, 2023). *Tarifpolitik und Tarifautonomie. Was ist ein Tarifvertrag?* DGB. Retrieved April 13, 2023, from <https://www.dgb.de/themen/++co++8441ae46-fe1-11df-463e-00188b4dc422>
- European Trade Union Confederation (n.d.). *European Social Dialogue*. ETUC. Retrieved April 6, 2023, from <https://www.etuc.org/en/issue/european-social-dialogue>
- International Labour Organisation. (August 2022). *Just Transition Policy Brief: The Role of Social Dialogue and Tripartism in a Just Transition towards Environmentally Sustainable Economies and Societies for All*.
- International Labour Organisation (n.d.). *Social Dialogue*. International Labour Organisation. Retrieved April 18, 2023, from <https://www.ilo.org/ifpdial/areas-of-work/social-dialogue/lang-en/index.htm>
- Molina Romo, O. (2022). *The role of tripartite social dialogue in facilitating a just transition: experiences from selected countries* (Vol. 76). ILO. <https://doi.org/10.54394/MGBG9270>

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OECD (1994). *Employment Outlook*. Retrieved April 25, 2023, from <https://www.oecd.org/els/emp/2409993.pdf>.

Rugiero, S. (2019). Decarbonisation in the Italian energy sector. In B. Galgóczi (Ed.), *Towards a just transition: coal, cars and the world of work* (pp. 109–133). ETUI aisbl.

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SOCIAL DIALOGUE PRACTICES

1. Bipartite social dialogue

Environmental Delegates and Information and Consultation Rights at Repsol

<p>Country: Spain</p> <p>Level: Company</p> <p>Type: Bipartite collective bargaining</p> <p>Parties involved: Repsol (company), UGT-FICA and CCOO Industria (trade union federations), Sindicato de Trabajadores de Repsol (STR, works council)</p>

Spanish sectoral social partners increasingly include environmental aspects in collective agreements. At the company level, an important example is provided by the X Framework collective agreement signed on September 27, 2022, by the Spanish multinational energy group, Repsol, and the sectoral trade union organisations, UGT-FICA, CCOO Industria, and the works council STR. The agreement provides for the establishment of a joint labour-management commission for occupational health and safety, whose information rights refer also to general policies and programmes in the environmental domain. Moreover, Article 42 of the agreement is specifically dedicated to the environment. Here, the signatory parties commit themselves to act in an environmentally responsible and respectful manner. For this purpose, each trade union organisation is entitled to appoint an environmental workers' delegate within each company of the Repsol Group. These environmental delegates are to be informed by management, at least once a year, of its environmental policies, programmes and data, as well as of the environmental effects potentially engendered by any new productive and organisational processes.

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Furthermore, their competencies encompass: collaboration with management for the improvement of the initiatives in the environmental field; the promotion of workers' involvement in the application of environmental legislation; the monitoring of the implementation of environmental regulations and corporate policies and programmes; and the contribution to the organisation of training activities on issues related to the company's environmental obligations. Finally, environmental delegates are provided with a 20 hours-right to training.

Source:

Dirección del Grupo Repsol, CCOO Industria, UGT-FICA & STR (2022). *X Acuerdo Marco del Grupo Repsol*. Retrieved April 12, 2023, from: https://www.boe.es/diario_boe/txt.php?id=BOE-A-2023-4794

Manifesto 'Work and Energy for a Sustainable Transition'

Country: Italy
Level: National, sectoral
Type: Bipartite joint declaration
Parties involved: Confindustria Energia (employers' association), FEMCA-CISL, FILCTEM-CGIL and UILTEC-UIL (trade union federations), with the support of the Ministry of Ecological Transition

On November 30, 2021, the employers' association Confindustria Energia and the trade union federations FILCTEM-CGIL, FEMCA-CISL and UILTEC-UIL, with the support of the Ministry of Ecological Transition, presented a joint Manifesto on Work and Energy for a Sustainable Transition, intended to contribute to the achievement of the targets set in the EU 'Fit for 55' Package. The presentation of the Manifesto was preceded by a complex discussion phase, which was carried out by the signatory parties with the involvement of several experts (energy and consumers' associations, scientific and academic institutes, representatives from the Ministries of Ecological Transition, Economic Development, and Labour) and entailed the set up and activation of three thematic working groups, focusing respectively on: just and efficient energy transition; innovation

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and know-how to the benefit of the Italian supply chain; innovation and know-how to the benefit of industrial transformation and employment security. Working groups' activities led to the final elaboration of the Manifesto, which is now composed of ten programmatic points, meant as proposals to cope with the industrial and social changes triggered by the energy transition.

Notably, the Manifesto suggests to:

- 1) promote all possible solutions, tools and approaches which show the potential of the decarbonisation process;
- 2) offset the costs of transition for consumers and businesses and fight energy poverty by seeking economically and socially accessible solutions;
- 3) support a labour-oriented transition promoting job creation and re-employment opportunities;
- 4) give value to industrial relations and bilateral bodies for the identification of solutions (in terms of income support measures and active labour market policies) to address the needs and effects of the energy transition;
- 5) promote a new model of structured cooperation between educational and research institutes, businesses, public authorities and social partners, to facilitate the definition and implementation of a national energy strategy and the sharing of know-how;
- 6) simplify bureaucratic procedures and make them more effective and transparent;
- 7) support circular economy by favouring the production of sustainable energy vectors via the valorisation of processes of resources' re-use and recycle;
- 8) encourage investments in research and development to boost the decarbonisation of Italian supply chains;
- 9) review fiscal and industrial public policies to spur the adoption of new technologies;
- 10) improve the relationships between the government and businesses for the sharing of their respective strategies about a revision of the EU legislation on state aid.

Source:

Confindustria Energia, FEMCA-CISL, FILCTEM-CGIL & UILTEC-UIL (2021). *Manifesto "Lavoro ed Energia per una transizione sostenibile"*. Retrieved April 12, 2023, from: <https://femcacisl.it/ajax/page/doFile/post/2039/2/Manifesto>

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Enel's 'Participatory' Management of the Energy Transition

Country: Italy

Level: Company

Type: Bipartite collective bargaining

Parties involved: Enel (company), FILCTEM-CGIL, FLAEI-CISL and UILTEC-UIL (trade union federations)

Enel, an Italian multinational manufacturer and distributor of electricity and gas with about 70,000 workers, stands out for its solid system of industrial relations, characterised by a structured contractual practice, high levels of unionisation and non-conflictual relations with trade unions and workers' representatives. Important examples of Enel 'participatory' model of industrial relations are the agreements signed in the early 2010s. Firstly, the 2012 Protocol on National Industrial Relations, which set up a joint labour-management 'control room' on strategic business processes; strengthened pre-emptive meetings on company decisions with particular reference to reorganisation processes; established several bilateral committees on economic and market scenarios, training and employability, safety and protection in the workplace, corporate social responsibility, welfare, and equal opportunities; enhanced the role of trade unions in monitoring professional skills as a part of the revision of the job classification system.

Secondly, the 2013 Agreement for Early Retirement and Intergenerational Solidarity, which provided for some sort of 'generational turnover', entailing incentives to leave or retire for a large number of people, in order to make room for new young staff, mainly employed through vocational apprenticeship programmes. Thirdly, the 2013 Agreement on the Functional, Geographical and Intra-group Mobility of Employees (Redeployment), which sought to ensure the internal employment stability of Enel group during the energy transition, by regulating occupational retraining and the relocation of personnel in traditional energy generation to other business units. And fourthly, the 2015 Protocol on Competitiveness, New Energy Scenarios, Innovation and Sustainable Development,

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which allowed for the regular provision of information and the involvement of the trade unions in the joint management of the redeployment and retraining of workers.

A first test bench for Enel participatory approach to reorganisations in the face of the energy transition, was offered in 2015 by the so-called 'Futur-e' project, aimed at the reconversion of 23 thermoelectric power plants and a mining area into new sustainable development opportunities for local communities. Under these circumstances, Enel engaged in the internal reallocation of workers employed in traditional energy generation, by using functional and geographical mobility. Re-skilling, redeployment and early retirement for elderly workers were crucial measures to retain skills that people had developed over many years at Enel. The group, therefore, managed to relocate more than 900 employees, by also maintaining their wage levels and limiting long-distance replacements. The involvement of trade unions as well as local stakeholders (e.g., public institutions, environmental associations and entrepreneurs) was crucial also for orienting Enel's ideas of conversion and redevelopment of the areas and plants. Despite some criticism from trade unions as for the lack of sufficient information, the 'Futur-e' plan launched in Italy is now acknowledged worldwide as a model of the circular economy, inspiring also the Spanish company Endesa, which is part of the Enel group.

Enel's propensity to seek negotiated solutions continues today and it has led in 2022 to the signature of the so-called 'Statute of the Person', a protocol aimed at promoting a new paradigm centred on personal well-being and fruitful relationships between the parties, as key values to address the energy transition. The Statute is structured into three main sections, corresponding to three essential aspects in labour relations: namely 'well-being, participation and productivity', 'knowledge and continuous learning' and 'safety culture and behaviour'. The first section stresses the importance of a fair and decent salary for every person, as well as of proper normative and social security treatments. The second section points to the relevance of continuous learning for an inclusive and sustainable transition, where no one is left behind. In the third section, the

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parties share the commitment to work together to develop a health and safety culture within the whole company and the related supply chain.

Sources:

Enel, FILCTEM-CGIL, FLAELI-CISL & UILTEC-UIL (2022). *Statuto della persona – Protocollo per la valorizzazione della persona nell'impresa*. Retrieved April 12, 2023, from: <https://farecontrattazione.adapt.it/wp-content/uploads/2023/04/enelprotocollocontrattazioneinclusivastatutodellapersona.pdf>

Rugiero, S. (2019). Decarbonisation in the Italian energy sector: the role of social dialogue in achieving a just transition -the case of Enel. In B. Galgoczi (Ed.), *Towards a Just Transition: Coal, Cars and the World of Work* (pp. 109–133). Brussels: European Trade Institute. Retrieved April 12, 2023, from: <https://www.etui.org/sites/default/files/Just%20transition%2004.pdf>

Eni's Protocol 'Together' to Accompany the Energy Transition

Country: Italy

Level: Company

Type: Bipartite collective bargaining

Parties involved: Eni (company), FEMCA-CISL, FILCTEM- CGIL and UILTEC-UIL (trade union federations)

On December 3, 2020, Eni, the Italian multinational energy company signed with the trade union organisations FEMCA-CISL, FILCTEM-CGIL and UILTEC-UIL the Protocol 'Together', focused on a new 'Model of industrial relations to support the energy transition path'. The text's main objective is to set the bases to "combine the economic sustainability of the industrial plan with the principles of environmental and social sustainability".

Among the most distinctive features of the agreement, there is a correlation between industrial relations and the energy transition. In this sense, it is stated that Eni aims to become a leader in decarbonisation, by reducing greenhouse gas emissions by 80 % and carbon intensity by 55 % by 2050. To achieve these objectives, the agreement emphasises the contribution of a "culture of bilateral, continuous, constant and inclusive relationships between the parties". Indeed, a highly articulated information and

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consultation system, based on periodic sessions and ad hoc joint labour-management committees, is outlined. Notably, a 'Strategic Committee' is tasked with discussing issues such as environmental protection, technological innovation and development, circular economy, and work organisation; while at the international level, the role of the 'Global Monitoring Committee', composed of both business and labour representatives, and the European Observatory for Health, Safety and the Environment, devoted to the promotion of a culture of sustainable development, is confirmed.

Further contents of the Protocol encompass: the so-called 'Generational Pact', aimed at fostering workforce turnover with the recruitment of young people; digitalisation in the fields of health, safety and the environment and remote working; workers' training for the development, by the means of the internal Corporate University and the collaboration with universities and research centres, of the proper skills and competences to manage the energy transition; welfare and organisational well-being through initiatives and services in the areas of parenthood, care giving, sustainable mobility and prevention of oncological diseases; and health, safety and the environment, via the strengthened collaboration with workers' representatives of contracting companies, the introduction of digital PPE (personal protective equipment) and the creation of a pool of internal experts in this domain.

Source:

Eni, FILCTEM-CGIL, FEMCA-CISL & UILTEC-UIL (2020). *Insieme – Un modello di relazioni industriali a supporto del percorso di transizione energetica*. Retrieved April 12, 2023, from: https://www.bollettinoadapt.it/wp-content/uploads/2020/12/protocollo_relazioni_industriali_2020__03122020_new_format.pdf

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Position Paper 'Shaping the Transformation: Measures for a Sustainable Business Location'

Country: Germany

Level: National, sectoral

Type: Bipartite joint declaration

Parties involved: Federal Association for Renewable Energy (Germany's lobby association of the renewable energy industry, BEE), DGB (trade union federation)

In 2022, the Federal Association for Renewable Energy (BEE) and the German Trade Union Confederation (DGB) published a joint position paper involving measures for Germany to keep being a sustainable business location during and after the transition towards a carbon-neutral industry and society. An accelerated energy transition is a central project on the path to a climate-neutral economy and a prerequisite for giving a boost to the ecological modernisation of the German industry. Consequently, the two parties demanded from the next federal government, among others, to:

- Translate emission targets of the Federal Climate Protection Act into concrete measures.
- Increasing the target corridors in the Renewable Energy Sources Act.
- Launch a comprehensive qualification offensive focusing on the energy transition.
- Advance the promotion of socio-ecological research and development for transformation-relevant innovations in the field of renewable energies and sector coupling technologies.
- Launch flanking measures to increase the attractiveness of collective agreements in the renewable energy sector, with incentives for companies and employees to join associations and trade unions.
- Reduce electricity costs for companies and private households.
- Carry out a comprehensive reform of other levies and charges in the electricity sector to make consumer-side flexibility economically attractive.

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Source:

Bundesverband Erneuerbare Energie e.V. (2022, June 23). *Positionspapier – Gemeinsame Erklärung vom BEE und dem Deutschen Gewerkschaftsbund (DGB)*. Bundesverband Erneuerbare Energie e.V. Retrieved April 3, 2023, from <https://www.bee-ev.de/service/publikationen-medien/beitrag/gemeinsame-erklaerung-vom-bee-und-dem-deutschen-gewerkschaftsbund-dgb>

Joint Statement from the European Social Partners in the Gas Industry

Country: Europe

Level: European, sectoral

Type: Bipartite joint declaration

Parties involved: Eurogas (lobby association of European gas producers and suppliers); European Public Service Union (EPSU) and IndustriALL Europe (trade union federations)

The European social partners in the gas industry EPSU, Eurogas and IndustriALL Europe published a joint statement in 2020, in which they claimed to be determined to work together to achieve climate neutrality in the European Union by 2050. They recognised the crucial role of the gas industry in achieving the EU's climate targets and the opportunities new gas technologies offer in terms of high-quality, stable and non-seasonal jobs for European workers. They also signalled their commitment to managing the transition in the gas sector by analysing the challenges and needs of the sector and its workers and defining common solutions through a joint project.

Since, according to the signatory parties, the European Green Deal should reduce the inequalities between European citizens and European regions, the energy transition should be seen as a profoundly social and political challenge and not solely a technological issue. Therefore, the partners called on the Commission to put the social dimension at the heart of the Green Deal and ensure employment, decent living conditions and access to energy for all.

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Furthermore, the partners welcomed the creation of a Just Transition Mechanism and stress the need to involve social partners in the design of area-specific Just Transition Plans better to address transition needs and opportunities in specific sectors. They further stressed that sectoral social dialogue between workers' and employers' representatives at all levels of decision-making is key as it provides a forum for discussion and anticipation of these changes.

Source:

EPSU, Eurogas & IndustriALL (n.d.). *Gemeinsame Erklärung der Sozialpartner des Europäischen Sektoralen Sozialen Dialogs in der Gaswirtschaft*. EPSU. Retrieved March 17, 2023, from https://www.epsu.org/sites/default/files/article/files/Joint%20Statement%20on%20the%20Just%20Transition_DE.pdf

Skill2Power Project

Country: Europe
Level: European, sectoral
Type: Bipartite joint project
Parties involved: European Public Service Union (EPSU) and IndustriALL Europe (trade union federations), Eurelectric (sector association of the electricity industry), consultancy company Spin360

The Skills2Power project ('Strengthen the Role of National Social Partners and VET Providers to Build Skills Intelligence in the Electricity Sector') was launched in 2018 and ended in September 2021 with a final conference. It was coordinated by the European social partners of the electricity sector – the European Public Service Union (EPSU), IndustriALL Europe, Eurelectric – and the consultancy company Spin360 as technical partner. Its main goal was to develop concrete joint strategies for anticipating and monitoring the needs for the upskilling and reskilling of workers in the electricity sector in France, Italy, Spain, Hungary and Sweden. The project aimed at addressing the skills needs of a sector rapidly moving towards green transition, decarbonisation, new developments in technology and the evolution of business models. It also sought to

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address the currently weak relations among sectoral stakeholders in building sound skills intelligence and skills anticipation.

The project focused on implementing three policy recommendations in these five countries and supporting stakeholders at different levels (European social partners, industry, national social partners, education and training providers and relevant public authorities) in managing change in their roadmap of activities on education and skills in the electricity sector. These recommendations were: (1) to strengthen the role of social partners in the interaction with VET providers; (2) to maintain and update sectoral intelligence on skills needs, in order to revise strategies and actions periodically; and (3) to summarise best practices identified during this project and to define practical approaches and capacity-building projects in order to spread them across Europe.

Since the changes in new technologies, new business models, energy efficiency and the skills needed for energy transition must be compared and matched with the training offered by VET providers, this project focused also on promoting capacity building through workshops at the national level in the five represented countries, in order to stimulate exchange and mutual knowledge among national sectoral stakeholders.

Source:

EPSU, Eurelectric & IndustriALL (2021). *Report – Executive Summary: Strengthen the role of national social partners and VET providers to build skills intelligence in the electricity sector*. Retrieved April 12, 2023, from https://news.industriall-europe.eu/documents/upload/2021/9/637678333019962389_Industrial%20-%20Executive%20Summary%20-%20EN%20v01.pdf

Project partners:



Associated organisations:



Project 'Phase-out of Coal-fired Power Generation'

Country: Germany

Level: Company

Type: Bipartite co-determination

Parties involved: Großkraftwerk Mannheim (power plant), its works council

Due to the political decision to end the coal-based power generation in Germany in 2020, the Großkraftwerk Mannheim (GKM) was forced to find regulations to close the Mannheim site, the largest hard coal-fired power plant in Germany. The GKM's situation was special because it must remain fully functional until the last day in order to ensure security of supply. Simultaneously, the staff needed to be reduced in such a way that no dismissals had to be made in the event of a final closure.

The works council set itself the goal of a works agreement that regulates both instruments and processes for phasing out coal and, at the same time, keeps an eye on the consequences for the staff. As a result, the functionality of the GKM was secured until the end. At the same time, the agreement included, above all, the guarantee of continued employment for the colleagues, not only financially, but also qualitatively at the level they were at at the time of the negotiations.

The regulation focuses on the following measures:

1. Exclusion of compulsory redundancies in connection with the coal phase-out
2. Processes for transferring all employees from work to work, or into early retirement
3. The protection of all current employees until retirement or equivalent continued employment

This works agreement gave the works council access to not only quantitative but also qualitative personnel planning. During an annual coordination process, the works council and the management determined together how many employees will leave in

Project partners:



Associated organisations:



the following years, who will be qualified for the process of the staff transfer, and who will move up in terms of planning.

With their project 'Phase-out of coal-fired power generation', the GKM's works council was nominated for the German Works Council Award 2022.

Source:

Bund-Verlag GmbH (2022). *Nominiert für den Deutschen Betriebsräte-Preis 2022. Betriebsrat des Großkraftwerks Mannheim AG.* Bund Verlag. Retrieved March 20, 2023, from <https://www.bund-verlag.de/betriebsrat/deutscher-betriebsraete-preis/Preis-2022/Nominierung22>

Staff Training for the Conversion to Gas Operation

<p>Country: Germany</p> <p>Level: Company</p> <p>Type: Bipartite co-determination</p> <p>Parties involved: Currenta, its works council</p>
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Currenta operates one of the largest chemical sites in Europe: the Chemparks in Leverkusen, Dormagen and Krefeld-Uerdingen. The steam and a large part of the electricity with which Currenta supplies the companies in the Chemparks are generated in combined heat and power plants. At present, around 70 % of these are still powered by energy from coal combustion. By 2025, the company wants to completely phase out coal-fired power generation and switch to gas as a transition technology, and later possibly to hydrogen.

It has already become apparent that around 40 % fewer staff will be needed after the conversion of the two coal-fired power plants on the Krefeld-Uerdingen site to gas operation. There is a future agreement that the company has concluded with the central works council and IG BCE, which excludes compulsory redundancies in the event of restructuring until 2025. For this reason, the works council saw two main ways to absorb presumed risks in the implementation of the sustainability strategy for employees – in

Project partners:



Associated organisations:



particular, the foreseeable change and possible job cuts: On the one hand, in view of the high proportion of employees of near-retirement age, they demanded from the employer a regulation for a secure entry into early retirement. On the other hand, they advocated extensive measures to qualify the workforce.

For about four years, Currenta has been training power plant operators itself in order to be well-prepared for the conversion of its coal-fired power plants to gas operation. This is a novelty for the chemical industry. After the first year of training, in which the trainees are taught the basics of chemistry, they already work in the power plant and gain practical experience there, which they can use to switch from coal to gas. As part of the theoretical power plant operator training at the Kraftwerk School in Essen, they also get to know the latest future technologies and thus receive the necessary tools to further advance and help shape the transformation of power plants towards climate neutrality.

Source:

Wahle, I. (2022, June 14). *Currenta – Dialog mit Beschäftigten und Bürger*innen*. Hans-Böckler-Stiftung. Retrieved March 20, 2023, from <https://www.mitbestimmung.de/html/dialog-mit-beschaeftigten-und-buerger-21376.html>

Coal Phase-out: Masses of Self-training

Country: Germany

Level: Company

Type: Bipartite co-determination

Parties involved: RAG Deutsche Steinkohle (coal mining corporation), their works councils

The works councils at RAG Deutsche Steinkohle (RAG) supported the phase-out of hard coal mining with coordinated training and accompanying measures. The aim was to place as many miners as possible in new activities and companies.

Project partners:



Associated organisations:



Since the start of the coal phase-out in 2007, RAG faced the immense challenge of having to cut tens of thousands of jobs and giving as many miners as possible new career prospects through retraining. Over the years, the RAG works councils have played an active role in shaping this conversion process from a company that no longer produces coal to an ecologically sustainable company that is primarily entrusted with the eternal tasks of mining.

The industry-wide collective agreement in force at the time initially offered employees basic protection, as it excluded compulsory redundancies. Social plans and reconciliation of interests in the individual mines also ensured that the massive staff reductions could be accompanied socially.

At that time, a transfer company that could have operated the qualification and placement business was deliberately omitted. Rather, RAG decided to carry out this business on its own and to mobilise its own resources, contacts and connections for this purpose. RAG already had its own training company, RAG Bildung, where the company bundled many years of experience and high competence in the development and implementation of educational offers for different professional groups.

After 2007, RAG Bildung systematically expanded its services, increasingly approached cities, prepared regional labour market analyses and cooperated with other educational institutions. Among other things, she also established intensive contacts with the Chamber of Industry and Commerce, craftsmen's initiatives, other companies and job exchanges in order to determine job and qualification needs in the region and to place retrained miners there.

In strong collaboration and exchange with the RAG management, the works councils were present in every mine and everywhere in recruitment. RAG provided them with scientific assistance and expert advice. After the miners could be trained and placed, they were often followed up for weeks in their new jobs. According to the works councils, between 1997 and 2022 a total of more than 26,000 employees took advantage of RAG's

Project partners:



Associated organisations:



offers to undergo retraining, to claim qualification measures and financial transitional assistance from other employers during the "getting to know each other" phase. Almost 90 % of the staff were able to gain a foothold in the new professions, such as professional drivers, paramedics, nurses or firefighters.

Source:

Wahle, I. (2022, June 21): *RAG Aktiengesellschaft – Kohleausstieg: Massenhaft Qualifizierungen in Eigenregie*. Hans-Böckler-Stiftung. Retrieved March 20, 2023, from <https://www.mitbestimmung.de/html/kohleausstieg-massenhaft-21445.html>

Project 'Modern Work'

Country: Germany

Level: Company

Type: Bipartite co-determination

Parties involved: 50Hertz (network operator), its works council

50Hertz is one of four transmission system operators in Germany and operates the extra-high-voltage electricity grid (220 kV and 380 kV) with a system length of around 10,500 kilometres.

The works council launched the project 'Modern Work at 50Hertz', which started a process of reflecting about, among other topics, the consequences of the green energy transition within the company. This project is an example of a proactive activity by the works council, which has an impact on the company and shows co-determination. The management accompanied the project and exchanged ideas with the works council and the project management team during and after the project phase to implement ideas.

It started in 2021 by calling on all employees to participate voluntarily in a survey. More than 800 employees contacted the works council who were willing to take part in the survey. The survey was filled out during workshops in small groups, which were

Project partners:



Associated organisations:



moderated by volunteers from the workforce. Almost a hundred employees were prepared to undergo special training for this task.

The findings and results from the surveys and the workshops were processed in more detail by the project group 'Modern Work' and in topic-oriented working groups. In some cases, experts were consulted.

In the project, the works council was primarily concerned with the question: How does work change under the conditions of the climate crisis, energy transition, advancing digitalisation and pluralisation of lifestyles? In the workshops, six topics emerged, on which the respondents commented in detail: (1) team, leadership, organisation, (2) working hours, (3) innovation, (4) training, (5) identification & corporate culture, and (6) corporate health. The project received consistently positive feedback from employees regarding the topics addressed.

Source:

Wahle, I. (2022, June 6). *50Hertz – Ideenschmiede für die Energiewende*. Hans-Böckler-Stiftung. Retrieved March 20, 2023, from <https://www.mitbestimmung.de/html/ideenschmiede-fur-die-energiewende-21300.html>

enercity: Collective Agreement on the Coal Phase-out

Country: Germany

Level: Company

Type: Bipartite collective bargaining

Parties involved: enercity, ver.di (trade union)

On the 18th February 2022, the ver.di collective bargaining commission agreed with the management board of enercity AG and the thermal production division on a 'collective agreement for the socially acceptable implementation and support of the 'coal phase-out' at enercity'. This collective agreement is the essential prerequisite for enercity to be able to participate in the auction procedure for the decommissioning of hard coal-fired

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Associated organisations:



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power plants. In addition, the collective agreement to secure the future and employment was extended ahead of schedule until the 1st January 2032. It was essential to extend the collective agreement to secure employment at this point in time in order not to enter into negotiations until 2026. In the event of a bid in the context of auctioning, it is, in principle, possible for employees to receive a state adjustment allowance (APG) from the age of 58 at the earliest in order to retire prematurely from active working life. The prerequisite is the loss of the respective job and the dismissal for operational reasons by the employer. In this case, the APG is increased to 89.5 % of the monthly net income. There will be no cuts in the company pension scheme. The annual special benefit for ver.di members will continue to be granted, too.

Source:

ver.di (2022, February 21). *Starker Abschluss zum enercity Kohleausstieg*. Energie in ver.di. Retrieved March 10, 2023, from <https://www.energieinverdi.de/blog/starker-abschluss-zum-enercity-kohleausstieg>

Uniper: Collective Agreement on the Coal Phase-out

<p>Country: Germany</p> <p>Level: Company</p> <p>Type: Bipartite collective bargaining</p> <p>Parties involved: Uniper, ver.di (trade union)</p>
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Uniper is one of Germany's largest electricity producers and operates coal, gas and hydroelectric power plants throughout the country. On the 28th August 2020, ver.di reached an agreement with the board of Uniper on social security for the employees affected by the phase-out of coal-fired power generation. The collective agreement provides for a fundamental exclusion of dismissals for operational reasons as well as a substantial increase in the state adjustment payment by the company. The collective bargaining committee of ver.di already unanimously approved the agreement. Younger workers would be given opportunities for further training and qualification in order to

Project partners:



Associated organisations:



reorient themselves, and older workers would receive attractive regulations for early retirement from active working life.

The agreement fulfils the requirements of the coal phase-out law. Without a collective agreement or a company agreement on the regulation of staff reductions, operators of hard coal-fired power plants cannot register their sites for state auctions in order to receive compensation for shutting down the plants. The trade unions had pushed through these safeguards in the coal compromise - as well as a state adjustment allowance for workers aged 58 and over who are affected by staff reductions.

In detail, the agreement provides for, among other things:

- the fundamental exclusion of dismissals for operational reasons, even five years after the last operating power plant in the Uniper Group has been shut down.
- an employer's top-up on the state adjustment allowance for employees over the age of 58, who will receive this benefit for five years in order to be able to claim the early retirement pension afterwards.
- offers for further training/qualification for other tasks within the company for a period of up to 24 months as well as offers for a transfer to an employment and qualification company with continued payment of the current remuneration for a period of up to three years are provided for.
- further provisions on severance packages.

Source:

ver.di (n.d.). *Kohleausstieg: ver.di sichert Uniper-Beschäftigte ab*. Ver.di Ver- und Entsorgung. Retrieved March 27, 2023, from https://ver-und-entsorgung.verdi.de/branchen/energiewirtschaft/tarinfofos_energie/++co++962dd008-eb72-11ea-8ac2-001a4a160100

Project partners:



Associated organisations:



Saipem's Green Pay via Collective Bargaining

Country: Italy

Level: Company

Type: Bipartite collective bargaining

Parties involved: Saipem (company), FEMCA-CISL, FILCTEM-CGIL and UILTEC-UIL (trade union federations)

In terms of collective bargaining outcomes, one of the most frequent measure negotiated at company level is the so-called 'green pay': pay rises linked to energy efficiency and conservation. Indicators used to measure green performance may refer to electricity, methane, paper and water consumption as well as product waste. There are also cases where management and workers' representatives agreed a share of additional pay for environmental training, and set a gainsharing plan that increases pay proportionally to the number of anomalous environmental events that workers denounce. Elsewhere, management and workers' representatives linked a share of the incentive pay plan to the goal of reducing the number of large environmental accidents.

An example in the energy sector is the agreement signed on October 11, 2022 by the Italian oilfield services company Saipem and the trade union federations FEMCA-CISL, FILCTEM-CGIL and UILTEC-UIL. The agreement regulates a variable pay scheme, whose amount is linked to diverse indicators of productivity and performance, including the reduction of greenhouse gas emissions, which results from a series of energy efficiency actions performed by the company. The level of savings in greenhouse gases will be moreover published in Saipem's sustainability report and consolidated non-financial statement.

Source:

Saipem, FILCTEM-CGIL, FEMCA-CISL & UILTEC-UIL, (2022). *Verbale di accordo sulla struttura del Premio di Partecipazione*. Retrieved April 12, 2023, from: <https://farecontrattazione.adapt.it/wp-content/uploads/2023/04/Accordo-Saipem-pdr-con-parametro-ambientale-11-10-2022.pdf>

Project partners:



Associated organisations:



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2. Tripartite social dialogue

Framework Agreement for a Just Transition for Coal Mining and Sustainable Development of the Mining Regions for the Period 2019-2027

Country: Spain

Level: National, sectoral

Type: Tripartite collective bargaining

Parties involved: Ministry for Ecological Transition, UGT-FICA and CCOO Industry (trade union federations), Unión Sindical Obrera (trade union, USO), CARBUNIÓN (employers' association)

In October 2018, the Ministry for Ecological Transition, the trade union federations UGT-FICA and CCOO Industry, the trade union USO, and the employers' association CARBUNIÓN signed the Framework Agreement for a Just Transition for Coal and Sustainable Development of the Mining Regions for the Period 2019-2027. The Agreement is intended as a programming tool for public policies for the reorganisation of coal extraction and the promotion of an alternative economy in mining areas. In particular, it establishes the basis for the necessary measures for a fair transition of the mining and coal industry, in accordance with European regulations. Moreover, it aims to promote actions that contribute to the reactivation of the former mining regions and companies, as well as the improvement of the environment.

Importantly, given the high concentration of coal mines in Spain, the Agreement intends to mitigate the impact caused by the loss of jobs and the social repercussions of the closure of coal production units. Therefore, it promotes the development of job-generating business projects and ensures support for the realisation of related infrastructure, thus facilitating and consequently enabling the hiring of unemployed workers due to the cessation of mine use. Similarly, the Agreement promises to design specific measures for the training of workers in the coal extraction sector.

Project partners:



Associated organisations:



According to the Agreement, its content has been integrated with another series of economic and social interventions, which have been designed in an urgent action plan for transition specifically addressed to the regions and companies affected by the closure of mining facilities and agreed upon with the Autonomous Communities, local authorities and social actors.

Source:

Ministerio para la Transición Ecológica, UGT-FICA, CCOO Industria, Federación de Industria-USO & Carbunión (2018). *Acuerdo marco para una transición justa de la minería del carbón y desarrollo sostenible de las comarcas mineras para el periodo 2019-2027*. Retrieved April 12, 2023, from: <https://www.transicionjusta.gob.es/Noticias/common/Acuerdo-Marco-para-una-transicion-justa-de-la-mineria-del-carbon-2019.pdf>

Agreement for a Just Transition for Coal Power Plants: Jobs, Industry and Territories

<p>Country: Spain</p> <p>Level: National, sectoral</p> <p>Type: Tripartite collective bargaining</p> <p>Parties involved: Ministry for Ecological Transition and Demographic Challenge, Ministry of Labour, Endesa, Iberdrola, Naturgy and EDP (companies), UGT-FICA and CCOO Industry (trade union federations)</p>
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In April 2020, an Agreement for a Just Transition was signed between the Ministry for Ecological Transition and Demographic Challenge, the Ministry of Labour, the companies owning thermal power plants Endesa, Iberdrola, Naturgy and EDP, and the trade union federations CCOO Industry and UGT-FICA. The agreement enshrines the parties' commitment to work together for the development of so-called Just Transition Agreements (launched by the governmental body, Just Transition Institute) in order to anticipate and mitigate the negative effects of the closure of coal-fired power plants.

The Agreement, therefore, allows for the relocation of workers employed in the signatory companies and those operating in their supply chain and the search for alternative

Project partners:



Associated organisations:



employment opportunities in the affected areas. These activities are to be carried out by the signatory companies (via new investment proposals in the same territories involving renewable energies and other feasible lines of business, plans to relocate their own personnel in jobs related to new activities, cooperation in vocational training and employability support plans), as well as by the government (via a proactive search for investors, energy policy instruments for the implementation of energy-based business initiatives in the affected areas, specialised technical support for reconversion projects, and assistance to affected workers with vocational training and employment services).

Trade union federations agree to participate in all the processes and committees established at all levels on a number of issues, including training, occupational health and safety, reindustrialisation and outreach. Finally, representatives of the government, the trade unions and the companies participate in a specific committee charged with overseeing the compliance of the Agreement and other agreements potentially signed by the interested companies, as well as evaluating the implementation progress.

Source:

Ministerio para la Transición Ecológica y el Reto Demográfico, Ministerio de Trabajo y Economía Social, Endesa, Iberdrola, Naturgy, EDP, UGT-FICA & CCOO Industria (2020). *Acuerdo por una transición energética justa para centrales térmicas en cierre: el empleo, la industria y los territorios*. Retrieved April 12, 2023, from: <https://www.transicionjusta.gob.es/common/acuerdoporunatransicionenergeticajustaparacentralestermicasencierrees.pdf>

Project partners:



Associated organisations:



3. Multi-stakeholder social dialogue

Commission on Growth, Structural Change and Employment ('Coal Commission')

Country: Germany

Level: National, cross-sectoral

Type: Multi-stakeholder governance forum

Parties involved: Politicians, academics (professors, scientists), Federal Employment Agency, DGB (trade union federation), IG BCE and ver.di (trade unions), Climate Alliance Germany, German Red Cross, Greenpeace, Confederation of German Employers' Associations, Federal Association of Energy and Water Industries, Federation of German Industries, Institute for Applied Ecology, Deutsche Telekom AG, State Association for Renewable Energies of North Rhine-Westphalia e.V., Association of Municipal Enterprises, Supervisory Boards, Potsdam Institute for Climate Impact Research (PIK), German Chamber of Industry and Commerce, Fraunhofer Institute, German Federation for the Environment and Nature Conservation (BUND) e.V.

The Commission on Growth, Structural Change and Employment ('Coal Commission') was an advisory body to the Federal Government appointed on the 6th June 2018. The Commission and its 31 members (representatives of the parties mentioned above) should draw up a plan for the gradual reduction and phasing out of coal-fired power generation in Germany and make concrete proposals for growth and employment in the regions concerned.

The Commission's action programme intended to:

- create concrete prospects for new, future-proof jobs in the affected regions.
- develop a mix of instruments bringing together economic development, structural change, social compatibility, social cohesion and climate protection.
- Ensure necessary investments for structural change.
- propose measures for the contribution of the energy industry in order to reduce the gap to achieve the 40 % CO₂ reduction target for 2020.

Project partners:



Associated organisations:



- develop a plan to gradually reduce and phase out coal-fired power generation; including a completion date and the necessary legal, economic, social and structural accompanying measures.
- propose measures to achieve the 2030 CO2 reduction target for the energy sector.

Structural policy proposals included the demands to:

- grant EUR 1.3 billion per year for project-related structural measures in the affected regions in a law over a period of 20 years; in addition.
- develop adjustment allowance lignite for employees aged 58 and over.
- locate new federal and state authorities to create at least 5,000 jobs.
- accelerate the implementation of transport infrastructure projects.

Climate and energy policy proposals included the demands to:

- reduce the installed coal-fired power plant capacity in Germany from 42.5 GW in 2017 to zero by 2038.
- negotiate a solution with the lignite-fired power plant operators.
- offer degressive voluntary decommissioning premiums to hard coal-fired power plant operators until 2030.
- increase renewable energies to 65 % of electricity consumption by 2030 in a system-friendly and market-compliant manner.

The Commission published their final report on the 26th of January 2019. They proposed a comprehensive monitoring of the measures, which means that the Federal Government is to submit progress reports on the status of implementation in 2023, 2026 and 2019.

Sources:

- Bundesministerium für Wirtschaft und Klimaschutz (n.d.). *Fragen und Antworten zur „Kohlekommission“*. Bundesministerium für Wirtschaft und Klimaschutz. Retrieved March 20, 2023, from <https://www.bmwk.de/Redaktion/DE/FAQ/Kohlekommission/faq-kohlekommission.html>
- Bundesministerium für Wirtschaft und Klimaschutz (n.d.). *Mitglieder der Kommission „Wachstum, Strukturwandel und Beschäftigung“*. Bundesministerium für Wirtschaft und Klimaschutz. Retrieved March 20, 2023, from <https://www.bmwk.de/Redaktion/DE/Artikel/Wirtschaft/wsb-kommission-mitglieder.html>

Project partners:



Associated organisations:



H2-Compass Project: Stakeholder Dialogue – Elaborating a Vision of the Hydrogen Economy

Country: Germany

Level: National, sectoral

Type: Multi-stakeholder joint project

Parties involved: Several partners from public administration (e.g., The Ministry for Economic Affairs, Labour and Energy, business and industry (e.g., The Federation of German Industries, European Investment Bank), academics and think tanks (e.g., Max Planck Institute for Chemical Energy Conversion), civil society (e.g., IG Metall (trade union), Climate Alliance Germany)

H2-Compass was a project of acatech (National Academy of Science and Engineering) and DECHEMA (German Society for Chemical Apparatus e.V.). The project was funded by Germany's Federal Ministry of Education and Research and its Federal Ministry for Economic Affairs and Climate Action. The H2-Compass aspired to cultivate an intensive dialogue with stakeholders. The aim of the dialogue was to create a common vision of a German hydrogen economy, with the goal of climate neutrality by 2045. To this end, the project offered a range of formats, such as a survey, workshops and interactive conferences.

The large stakeholder survey asked for the 600 participants' opinions about the production of hydrogen and derivatives, sector-specific hydrogen use, hydrogen storage, infrastructure and transport, and hydrogen imports. Based on the survey results, the project team developed discussion papers on four hydrogen topics, which served as a basis for several in-depth stakeholder workshops, which took place from spring until late summer 2022. The workshops were about criteria for hydrogen imports, political levers for successful business models centred on domestic hydrogen production, possible goals and criteria for the political prioritisation of hydrogen applications, public perception and political expectation management. The input from these workshops helped to further develop the discussion papers, and their contents were discussed at

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the stakeholder conference in the autumn of 2022. The findings from the stakeholder dialogue will be incorporated into an H2-Compass tool.

H2 compass also organises different events, such as conferences or workshops. At the 'Berlin Energy Days' on the 22nd May 2023, IG Metall's board director takes part in the panel discussion and represents the trade union's role as an important stakeholder in the discussion about H2 technologies in Germany.

Sources:

- acatech – Deutsche Akademie der Technikwissenschaften e.V. (n.d.). *Stakeholder Dialogue: Elaborating a vision of the hydrogen economy*. Wasserstoff Kompass. Retrieved April 11, 2023, from <https://www.wasserstoff-kompass.de/en/the-h2-compass-project/im-dialog>
- acatech – Deutsche Akademie der Technikwissenschaften e.V. (n.d.). *Berliner Energietage . Courses of action for the market ramp-up*. Wasserstoff Kompass. Retrieved April 26, 2023, from <https://www.wasserstoff-kompass.de/en/events/handlungsoptionen-auf-berliner-energietagen-2023>

Climate Round Tables

<p>Country: Belgium</p> <p>Level: National, cross-sectoral</p> <p>Type: Multi-stakeholder governance forums</p> <p>Parties involved: Federal government, ACV-CSC (trade union federation), public institutions, research institutions, civil society, representatives of employers, other organisations</p>

The federal government organised Federal Climate Roundtables about the urgent and large-scale transformation of society and the energy system in the autumn of 2022 and involved many stakeholders and experts in the decision-making process. The stakeholders involved experts and representatives of the relevant federal department, public institutions, representatives of employers, employees, environmental organisations, anti-poverty organisations, women's organisations, youth organisations, research institutions, the Federal Council for Sustainable Development and the Central

Project partners:



Associated organisations:



Economic Council, and civil society actors, such as the trade union ACV-CSC. In total, 300 participants were present at these round tables.

The round tables were used to monitor and review the climate policy in general, and to update the federal contribution to the draft of the National Energy and Climate Plan (NECP) in particular. They covered the following areas (2 round tables per area): (1) sustainable taxation and finance, (2) energy, (3) transport and sustainable mobility, (4) circular economy, and (5) public buildings.

The round tables on energy developed the following roadmaps, among others: carbon neutral fuels (biofuels, efuels, H₂), Energy Transition Funds, the adaptation of the transport network infrastructure to the energy transition, the strengthening of the North Sea offshore capacity, hydrogen as part of the energy transition, a survey on the increase of offshore, hydrogen industry plan.

The stakeholders wrote over 60 written recommendations.

Sources:

Service Public Fédéral (2023, January 30). *Résultats des "tables rondes sur le climat" pour renforcer la politique climatique fédérale*. Climat.be. Retrieved April 17, 2023, from <https://climat.be/actualites/2022/tables-rondes-sur-le-climat>

Service Public Fédéral (2023, January 30). *Résultats des tables rondes sur le climat. Rapport de synthèse des coprésidents*. Retrieved April 17, 2023, from <https://climat.be/doc/results-climate-round-tables-2023-01-fr.pdf>

Project partners:



Associated organisations:



The Public Participation Process for Drafting a Just Transition Agreement for the Closure of the Thermal Power Plant in Carboneras

Country: Spain

Level: Regional, cross-sectoral

Type: Multi-stakeholder information and consultation

Parties involved: Regional and local public administrations, companies, employers' associations (e.g., Asociación Empresarios de Carboneras), trade union organisations (e.g., CCOO and UGT), educational and research institutes (e.g., Instituto Andaluz de Investigación y Formación Agraria, Pesquera, Alimentaria y de la Producción Ecológica), cultural and environmental associations (e.g., Ecologistas en Acción de Andalucía),

On June 16, 2020, a public participation process was launched for the draft of the Just Transition Agreement for the Closure of the Thermal Power Plant in Carboneras (Almería). The process involved 72 stakeholders among public authorities, employers' associations (e.g., Asociación Empresarios de Carboneras), trade union organisations (e.g., CCOO and UGT), companies, educational and research institutes (e.g., Instituto Andaluz de Investigación y Formación Agraria, Pesquera, Alimentaria y de la Producción Ecológica), cultural and environmental associations (e.g., Ecologistas en Acción de Andalucía), and so on.

The identified actors were sent: a document explaining the rationale behind Just Transition Agreements; another document describing the socioeconomic situation of the area affected by the Agreement; and a questionnaire so that the actors could make their contributions and present their proposals. As a result, 24 actors actively participated in the consultation process by sending proposals and ideas about the revitalisation of the area, as well as comments and observations on its socioeconomic characteristics. Among these actors, the contribution of sectoral and cross-sectoral employers' associations and trade union organisations was particularly relevant.

Project partners:



Associated organisations:



Overall, 54 project proposals were presented by stakeholders: these addressed, among others, the domains of renewable energy sources, tourism, food and manufacturing industry, circular economy, infrastructures, education and training. The idea advanced in the proposals therefore concerned a diversification of the local economy to counterbalance the negative effects of the closure of the thermal power plant. The project proposals are to be analysed according to a number of criteria (e.g., maturity, sustainability, positive impact on employment levels, etc.), also with the aim to identify the proper financial sources for their implementation.

Source:

Ministerio Para La Transición Ecológica Y El Reto Demográfico (2020). *Convenio de Transición Justa de Carboneras. Plan de Acción Urgente para comarcas de carbón y centrales en cierre 2019-2021* (2020). Retrieved April 12, 2023, from: https://www.transicionjusta.gob.es/Convenios_transicion_justa/common/Andalucia/InformeParticipacionPublica_Carboneras_15.12.20.pdf

Pact for Work and the Climate of Emilia-Romagna Region

Country: Italy

Level: Regional, cross-sectoral

Type: Multi-stakeholder joint project

Parties involved: Emilia-Romagna Region and the local municipalities, CGIL, CISL, UIL and UGL (regional trade union confederations), Italian Banking Association (ABI), General Association of Italian Cooperatives (AGCI), Italian Association of private construction contractors (ANCE), Coldiretti, Confagricoltura, Confapi, Confapindustria, Confartigianato, Confcommercio, Confcooperative, Confimi, Italian Farmers Confederation (CIA), Italian Confederation of Craft Trades and Small- and Medium-Sized Enterprises (CNA), Confesercenti, Confindustria, Confprofessioni, Confservizi and Legacoop (regional employers' confederations), local universities, research institutes, associations

Project partners:



Associated organisations:



On December 14, 2020, the Italian Region Emilia-Romagna signed the so-called 'Pact for Work and the Climate' along with more than 50 signatory parties, including several regional employers' and trade union confederations, local municipalities, universities, research institutes and associations. The Pact enshrines the parties' joint commitment to a relaunch and development project for the area of Emilia-Romagna. Its main goal is to generate quality work, contrast inequalities and accompany the territory's green transition, thus contributing to the achievement of the targets set by the United Nations' 2030 Agenda for Sustainable Development. The Pact builds on positive relationships between public authorities and private social and economic actors, the mutual recognition of their respective roles and a shared commitment to work together.

More specifically, the Pact outlines 4 strategic objectives (related respectively to: knowledge and competences; ecological transition; the fight against territorial, economic, social and gender inequalities; work, business and opportunities), each one pursued by all signatory parties, on the basis of their roles and responsibilities, via a number of actions. The Pact envisages also 4 cross-cutting processes (related respectively to: digital transformation; simplification of bureaucratic processes; the respect of the law; active participation of cities and communities) potentially helpful for the whole regional economy and society. With specific reference to the objective of ecological transition, the parties set the goal of full decarbonisation of the region by 2050 and the total shift to renewable energy sources by 2035. To do so, they commit to a series of actions, including: the development of new green supply chains, the investment in research and development; the production and deployment of renewable energies; the prevention of hydrogeological instability; the support to circular economy; the improvement of waste sorting and recycling; and the investment in sustainable mobility.

The first monitoring of the Pact, conducted in April 2023 and concerning the period 2021-2022, is very positive in relation to all strategic objectives. Notably, with regards to ecological transition, a reduction in energy consumption, an improvement in air quality and an increase in the recycling rate have been reported.

Project partners:



Associated organisations:



Source:

Regione Emilia-Romagna (2020). *Patto per il lavoro e per il clima*. Retrieved April 12, 2023, from: https://www.regione-emilia-romagna.it/pattolavoroeclima/patto_lavoroelima_2020.pdf

The Public Dialogue Process for the Development of the Territorial Just Transition Plan for the Coal Region of Stara Zagora

<p>Country: Bulgaria</p> <p>Level: Regional, sectoral</p> <p>Type: Multi-stakeholder information and consultation</p> <p>Parties involved: Stara Zagora Regional Economic Development Agency, a non-profit association of local municipalities, industry and businesses, employers' associations, trade unions, non-governmental organisations, academia</p>
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A Territorial Just Transition Plan (TJTP), to be financed with the Just Transition Fund set up at the EU level, is being developed by the Ministry of Energy in the Bulgarian coal region of Stara Zagora. The process started in December 2020 with an introductory meeting organised by the consulting firm PricewaterhouseCoopers (PwC) with the participation of the Deputy Minister of Energy. Further meetings and surveys were later organised individually with key stakeholders, including municipalities, businesses, non-governmental organisations, research institutes, employers' associations and trade unions. However, this public dialogue process is described by stakeholders as lacking transparency, since PwC was not allowed, given the conditions set in its contract with the Ministry of Energy, to disclose any information on the outcomes of the consultations. Moreover, a large pool of stakeholders from the affected area complained about their scant involvement in preparing the Plan.

Source:

Kojouharova, V. (2023). *What is the current state of play of the just transition processes in Bulgaria?*. Bankwatch Network. Retrieved April 12, 2023, from: https://www.just-transition.info/wp-content/uploads/2023/01/2023-01-30_What-is-the-current-state-of-play-of-the-just-transition-processes-in-Bulgaria.pdf

Project partners:



Associated organisations:



Co-funded by
the European Union

The "Next Step: Transition" project has received funding from the European Commission under the grant agreement No.101048656. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union. Neither the European Union nor the granting authority can be held responsible for them.