PROJECT PRESENTATION

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Co-founded by the European Union

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Project Consortium

Italy
Spain
France
Germany
Belgium
Poland
Slovakia
Hungary

- **Trade Unions**: Filctem-Cgil (→ co-applicant), EPSU-European Federation of Public Service Unions, ETUI - European Trade Union Institute (→ associate organizations).

- **Research Institute:** FDV (→ applicant), la Fundacion 1° de Mayo (Spain), Association travail emploi Europe société - ASTREES (France), wmp consult – Wilke Maack GmbH (Germany), Laboratoire d'Etudes sur les Nouvelles Formes de Travail, l'Innovation et le Changement - LENTIC, Université de Liège (Belgium), Central European Labour Studies Institute - CELSI (Slovakia and Hungary), Institute Sprawl publicznych (Poland), Agenzia per l'Innovazione, lo Sviluppo e la Formazione – AISFOR, (Italy) → (co-applicants).

- **Supporters**: ETUI-European Trade Union Institute, EPSU- The European Federation of Public Service Unions; IndustriALL Europe.

The project network includes **research institutes** and **trade unions** to adopt **a comprehensive approach** able to consider energy transition at both a theoretical and practical level.

Trajectories of the Ecological Transition towards a Climate Neutral Europe

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In line with the **commitment of the EU to global climate action under the Paris Agreement** (UNFCCC, 2015), in November 2018 the European Commission set the long-term objective **of a climate-neutral Europe, to be achieved by 2050**.

The European Green Deal is the roadmap for achieving net-zero greenhouse gas emissions for the EU economy. The plan would make **Europe the first climate-neutral continent**.

The aim of the **National Recovery and Resilience Facility Plans** is to mitigate the economic and social impacts of the coronavirus pandemic ensuring in the long-term **a sustainable and inclusive recovery that promotes a green transition**.

The EU Fit for 55 Package is a package of proposals to reduce emissions in the EU by at least 55 % until 2030, with the aim of reaching "carbon neutrality" by 2050, delivering on the targets agreed in the **European Climate Law**.

REPowerEU is the European Commission's plan to rapidly reduce dependence on Russian fossil fuels and **fast forward the green transition**, while increasing the resilience of the EU-wide energy system.

The EC Green Deal Industrial Plan for the Net-Zero Age (February 2023) to enhance the competitiveness of Europe's net-zero industry and support the fast transition to climate neutrality. It is based on four pillars: a predictable and simplified regulatory environment, speeding up access to finance, enhancing skills, and open trade for resilient supply chains:

- ***NZIA – Net Zero Industry Act (***March 2023*):* to increase the production in Europe of the net-zero technology industrial base to achieve climate neutrality (at least 40% of needs by 2030)

- ***CRMA – Critical Raw Materials Act*** (March 2023): to ensure EU access to supply of critical raw materials and improve their refining, processing and recycling.

The **European Sovereignty Fund** (summer 2023): for the first time, it combins the EU budget to support both research and innovation and production. In the medium term, it constitutes the "structural response" to strengthen the competitiveness of European industry, focusing on investments in research and innovation and on strategic industrial projects.

Energy transition towards a new socio-economic model: benefits and critical points

Reaching these targets requires unprecedented transitions in all aspects of society for EU Member States, with a “radical revision of the linear extractive and fossil-fuel-based growth model of the past (Galcoczy, 2020)→ **Energy transition plays a major role for the green transition of the economy**

The socio-economic impacts of energy transition:

- **Competitivenesses of industrial systems**
- **Employment**
- **Work organization and Working conditions**
- **Skills**
- **Local and regional economies**

Creation of **new economic opportunities** with the development of **new green jobs.**

Job replacement and destruction of **direct and indirect jobs and activities** dependant on fossil-fuel energy generation.

Negative implications of the energy transition

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Downsizing in electricity production from oil, gas and coal sources: **Decommissioning of old fossil fuel power plants**.

Decline in the consumption of traditional fuels which leads **refineries either curtail or shut down production**.

Energy transition is particularly challenging for regions which still rely heavily on fossil-fuel based production or extraction as the "**coal and carbon-intensive regions**".

The problem of the future and the redevelopment of employment and of the former industrial sites after the decommissioning.

Implications of the energy transition processes also in a cross-sectoral perspective (e.g. impacts on energy intensive industries, such as steel, chemical, cement, materials).

The clean energy transition requires **to be driven and managed in both a socially fair and balanced way** to ensure **workers' rights protection and new good jobs** – in terms of sustainability and "decent work" (ILO)

→ a **Just Transition to clean energy.**

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PROJECT OBJECTIVES

- Special attention must be paid to the regions, workers, companies and social groups most affected by the change through a **well-managed transition rooted in social dialogue process and innovative bargaining**.

- **The industrial relations system and social dialogue play a key role** in driving energy transition in an equitable way, ensuring the social acceptability of the transition.

  - **The project aims to analyse and strengthen the role and contribution of innovative industrial relations structures and social dialogue, for the anticipation and management of the distributional effects of the clean-energy transition,** so as to promote economic growth, good employment, social equality and sustainable development.

A just transition for the energy sector is becoming **even more important with the pandemic crisis and the war in Ukraine** in order to face the distributional effects and inequality of the crises.

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Expected results of the Project

- **1)** To **study the transformation taking place in the energy sector oriented towards clean energy** and their **multiple impacts** on: the labour market, work organisation and working conditions, sectoral, territorial and regional, and socio-environmental levels.

- **2)** To **increase expertise and awareness of the project partners' and concerned stakeholders** through the analysis and exchange of experiences and best practices of industrial relation and social dialogue for a just energy transition among the countries and social partners, with the aim of identifying convergences and divergences, as well as drivers and barriers, at national and European level.

- **3)** To **identify practical recommendations** to strengthen the contribution of industrial relations and social dialogue to a socially just transition to clean energy.

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Research Questions

1) Transformations taking place in the energy sector oriented towards clean energy on multiple level:

a) Employment, with impacts upon professions and skills in terms of employment shifts, reskilling and the development of green jobs. On the one hand, there is the need for new jobs and skills profiles. On the other, there is the risk of obsolescence and redundancy with job losses and the substitution of competences and professions; the need for continuous training and of adaptation of educational and vocational training programs.

b) Work organisation and working conditions, with the emergence of new risks as well as new opportunities for involving workers in decision-making and protecting health and safety.

c) Sectoral, with new relations between the phases of the value chain of the energy system, and new intersectoral relationships between energy and the other sectors of economy.

d) Territorial, with effects of the energy transition on the livelihoods and sustainability of local and regional economies and the creation of forms of multistakeholders in social dialogue to respond to the challenges of planning, territorial innovation and regional restructuring.

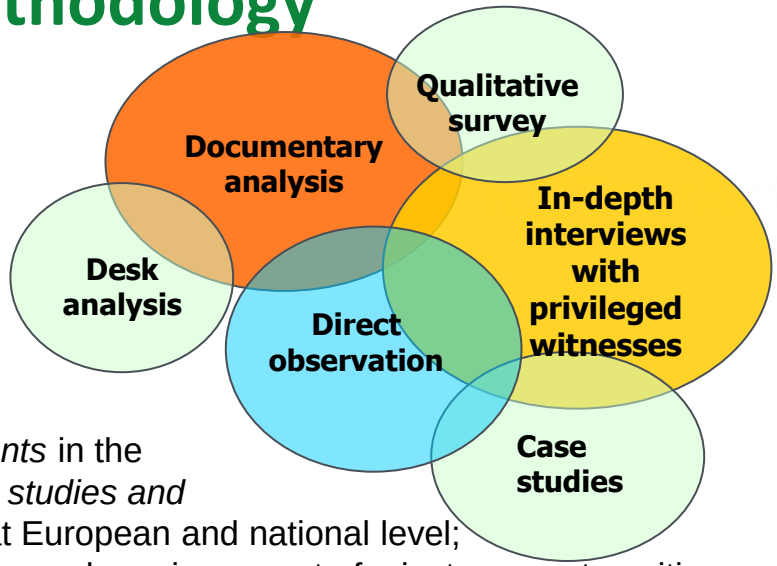
e) Socio-environmental, with better environmental conditions and the construction of synergies between job creation and climate action.

Research Methodology

Research reports at European and national level based on:

- **Desk analysis**
- **On field research**

TRIANGULATION OF DATA SOURCES AND SURVEY TOOLS



Desk analysis based on the consultation of: *policy documents* in the framework of the European, national and regional priorities; *studies and reports* from academia and institutions; *official databases* at European and national level; *relevant initiatives* of the industrial relations structures and procedures in support of a just energy transition (→ Textual sources, Socio-economic indicators, Key-facts).

On field research based on: *in-depth interviews with key players* in the field of energy transition; *case studies* to analyse concrete experiences of industrial relations coping with a just transition approach for the energy system across different levels and territories (→ Qualitative questionnaire, multi-stakeholder interviews, direct observation, comparative analysis).

Workshops at national and European level to allow an **exchange of knowledge, a comparison between different experiences** in the partner countries of the project and mutual learning (→ Communication and dissemination activities).

Action Implementation: project activities

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YEAR I

KICK OFF MEETING

28 SEPTEMBER 202

VIDEOCONFERENCE

Set-up of the SC

Structure and methodology for the preliminary reports

Organisation of the first international workshop

Preliminary reports

SEPTEMBER-JANUARY 2022-2023

European report made by FDV

Country report by each partner

FIRST TRANSNATIONAL WORKSHOP

25 JANUARY 2023

MADRID

Presentation of the Baseline Report

Presentation of the of the national reports

In–depth interviews to key actors

JANUARY – MAY 2023

Belgium, France, Germany, Italy, Poland, Slovakia (and Hungary), Spain

Set-up of the ICT online network environment

SECOND TRANSNATIONAL WORKSHOP

16 JUNE 2023

ROME

Presentation and discussion among the national stakeholders of the findings of the interviews

Steering Committee

Action Implementation: project activities

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YEAR II

Videoclip, infographic production

Case studies

JUNE-JANUARY 2023-2024

3 Case studies in each country

THIRD TRANSNATIONAL WORKSHOP

24 FEBRUARY 2024

BRATISLAVA

Presentation and discussion of the case studies

Sharing the methodology for the final reports

Final reports

MARCH-JULY 2024

Comparative analysis of case studies and over-all research findings

Produced by FDV+Partners

Executive summary

MARCH-JULY 2024

Toolkit for supporting professional conversions

Recommendations for improving I&R

In a 20 pages PDF published 8 languages

Produced by FDV+Partners+Associates

FINAL EUROPEAN CONFERENCE

SEPTEMBER 2024

BRUSSELS

Organised by FDV+Partners+Associates

Action Implementation: project outputs

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RESEARCH ACTIVITIES		Per country	Per project
	Desk analysis	1	8+ 1 Eu level
	Qualitative survey (Interviews to stakeholders)	at least 10	at least 80
	Case studies	3	24
	European report	1	1
	National reports	1	8
	Country case studies reports	1	8
	Comparative analysis of the country case studies	1	1
	Executive summary and Toolkit	1	1 available in 8 different languages

Action Implementation: project outputs

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NETWORKING AND DISSEMINATION		Per year	Per project
	Kick-off meeting	1	2
	Steering committes	3	6
	Transnational workshops	1/2	3
	Final conference		1
	Website		1
	ICT online network environment		1
	Videoclip, infographics	5/6;1/2	11; 3
	Book		1

WHAT'S AT STAKE: SOME PREMISES

. The energy transition is already underway, but **needs further acceleration.**

. The climate challenge can function as an **aggravating factor for existing social risks** and the emergence of new ones →Winter 2023 highlighted that alongside the **rebound effect** (increased emissions and energy consumption) at global level the speeding of the energy transition results in **further multidimensional inequalities** (previous gaps of the redistributive effects are widened and new social risks arise).

. The transition is **systemic:** it is a **global and complex process** with profound **social implications** to be tackled according to:

- an **intersectional vision** of the emerging societal issues as part of a broader response to the ecological crisis (45 million people living in energy poverty in Europe in 2022)
- an **integrated approach** to each of the interconnected fields (social, technical, economic, environmental and legal)
- a **cross-policy perspective**.

. The transition is framed in the wider context of the **climate-environment-social nexus: environmental protection, social justice, work, sustainable welfare for a just eco-social transition.**

WHAT'S AT STAKE:
JET AND INDUSTRIAL RELATIONS

- → The search for the **integration of environmental and social quality needs** to consider the complex interactions between technological transformation and societal change within the framework of a "socio-technical transition towards sustainability" (Rugiero 2021), based on a multilevel perspective.
- → From the industrial relations perspective REJEnerAXION will mainly take into account a **labour-oriented narrative** on JET based on the involvement of workers and the role of the trade unions as a proactive rather than simply reactive agent.
- → REJEnerAXION analyses the **role of the Social Dialogue and Industrial Relations for the anticipation and management** of the distributional effects of climate policies on the energy sector, promoting economic growth, good employment, social equality and sustainable development.

WHAT'S AT STAKE

A **"Labour-oriented" Just Energy Transition** aims to promote:

1) a '**decent job transition'** based on a ***Job-to-job*** approach and relying upon **good jobs** (new green jobs must have the same good working conditions, quality of labour, qualification, wage of employees in the fossil fuel energy sector), but **lack of availability of data** on job profiles and skill needs, on new OHS risks related to new technologies and new business models;

2) a **place–based transition management** as ET is strongly context-related and needs mechanisms to be put in place alongside regional development policies, in order **to avoid industrial desertification and unequal territorial distribution effects** and to find solutions at local level (such as, for instance, the recruitment of the workforce equipped with the necessary skills to be included in the new/transformed value chains, creating synergies between technological investments, skills needs, territory), but **spatial and temporal misalignment** of the ET due to **difficult implementation by public administrations**, **changes in the geography of industrial production** and **business models and organizational strategies of different energy technologies** (*local centralization* of energy production from *fossil fuels* and energy intensive industry vs. *fragmentation and wide geographical dispersion* of *renewable energy systems*) implying a necessary evolution of trade union action practices.

3) the **overcoming of the trade off between social issues and environmental sustainability** (also resorting to the **social conditionality** of funding);

4) an **anticipatory approach based on planning and a strategic vision** that requires a **new role for the State.**

WHAT'S AT STAKE

All institutional actors declare that **social dialogue** is a indispensable tool for including the social partners in the **policy dialogue** and in the **governance of decarbonisation** in the perspective of a just transition.

The twin transitions are conceived as **an opportunity to revitalise trade unions**.

A more **binding energy transition legal framework** is needed considering that the interventions of the social partners are now limited to the use of shared recommendations and statements.

To foster successful SD achievements as a multilevel governance mechanism on JET social partners should further improve their ability to:

- translate the results of the social dialogue into practices and policies (**policy capacity**);
- set the political and public policy agenda (**agenda effectiveness**);
- critically analyse policies with a view to formulating recommendations and proposals (**analysis capacity**).

Thanks for your attention!

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