



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

A green transition needs to be a just transition

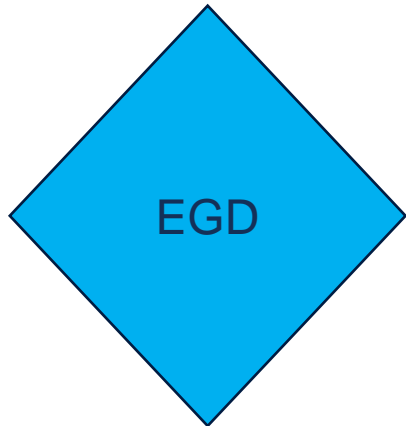
First CISL meeting –#GreenFin
Financing the green transition
20 February 2024

Stavroula Demetriades
Senior Research Manager

The European Green Deal: Leading the green transition

The first climate
neutral continent
by 2050

- Political, financial investment (**patient capital**)
- System transition
- Links with industrial policies and sectors
- Sectors are interconnected
- Green technology, digitalisation, innovation
- Social dimension of transition (who is left behind?)
- Participatory (**with me, not for me!**)
- Global actor



Fit for 55 package,
including emissions
trading, regulations
and targets

EU
sus



Farm-to-fork strategy



Circular economy
package

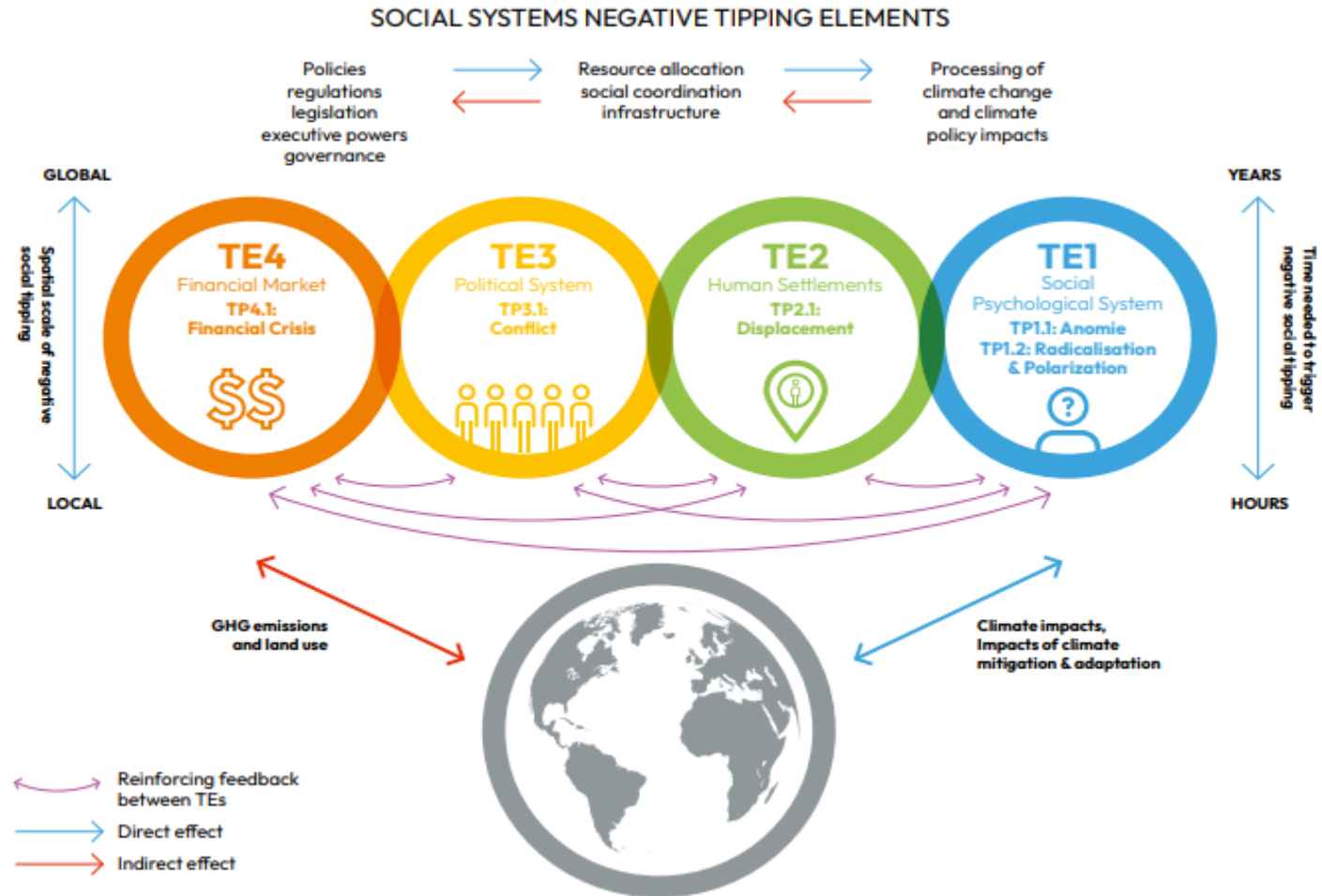


Nature protection and
restoration

Earth system destabilisation; the tipping point and impacts on social systems

'A 2°C world might be insurable, a 4°C world certainly would not be'

Former CEO of AXA (2015)

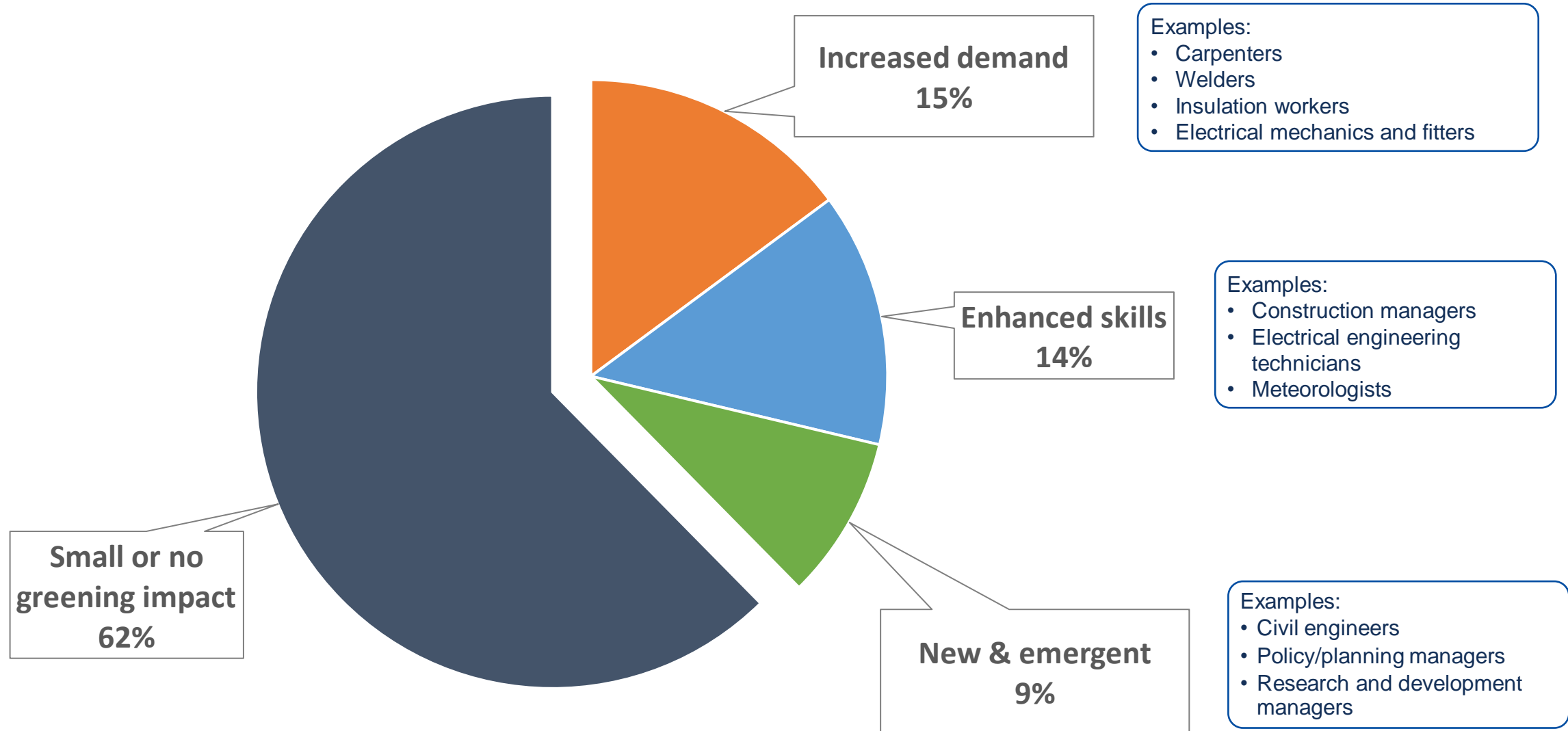


Source: [Global Tipping Points | Home \(global-tipping-points.org\)](http://global-tipping-points.org)

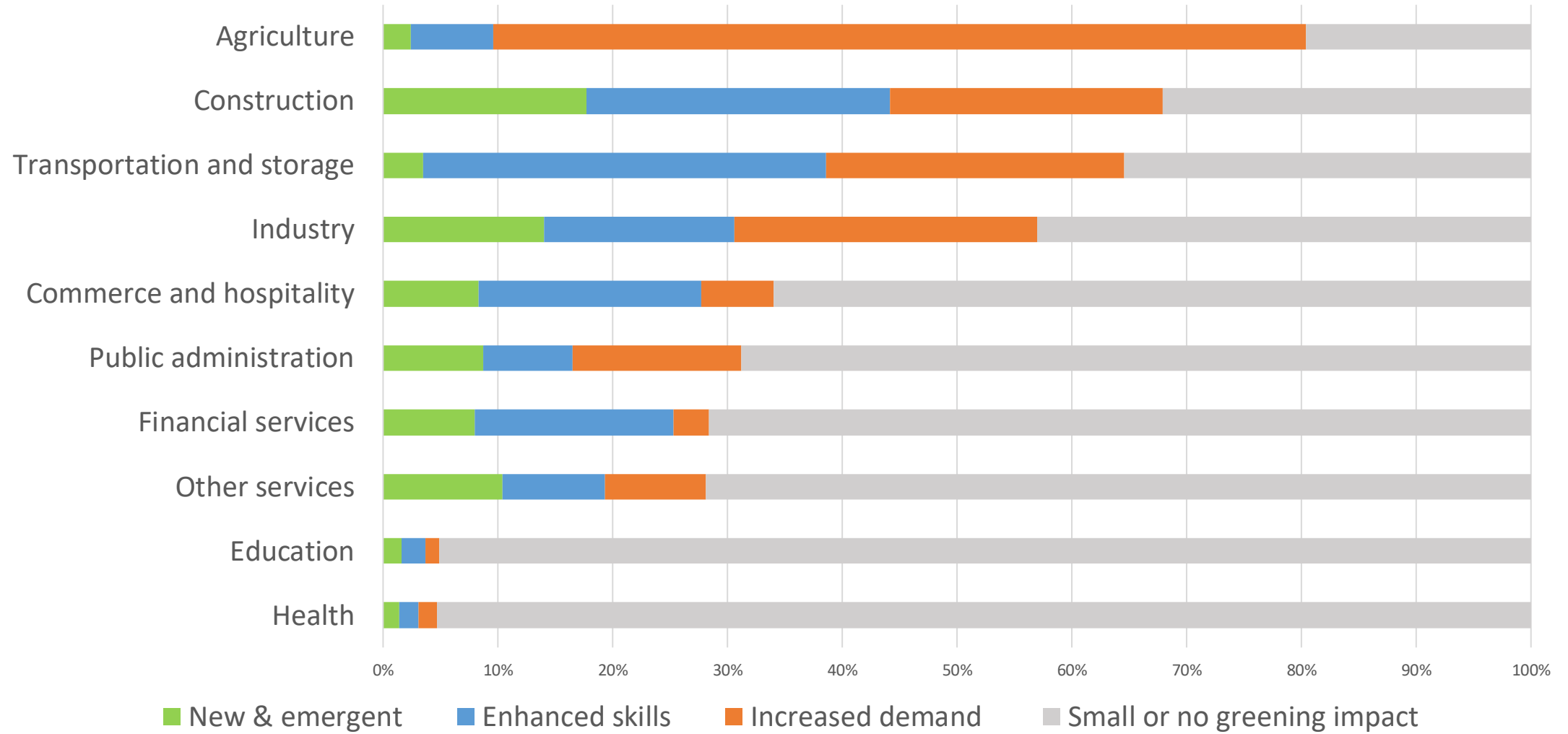


Green transition and job quality

Greening occupations - Jobs likely impacted by the transition



Greening by sectors



Source: EWCTS, 2021.



**A green transition needs to be
a just transition**

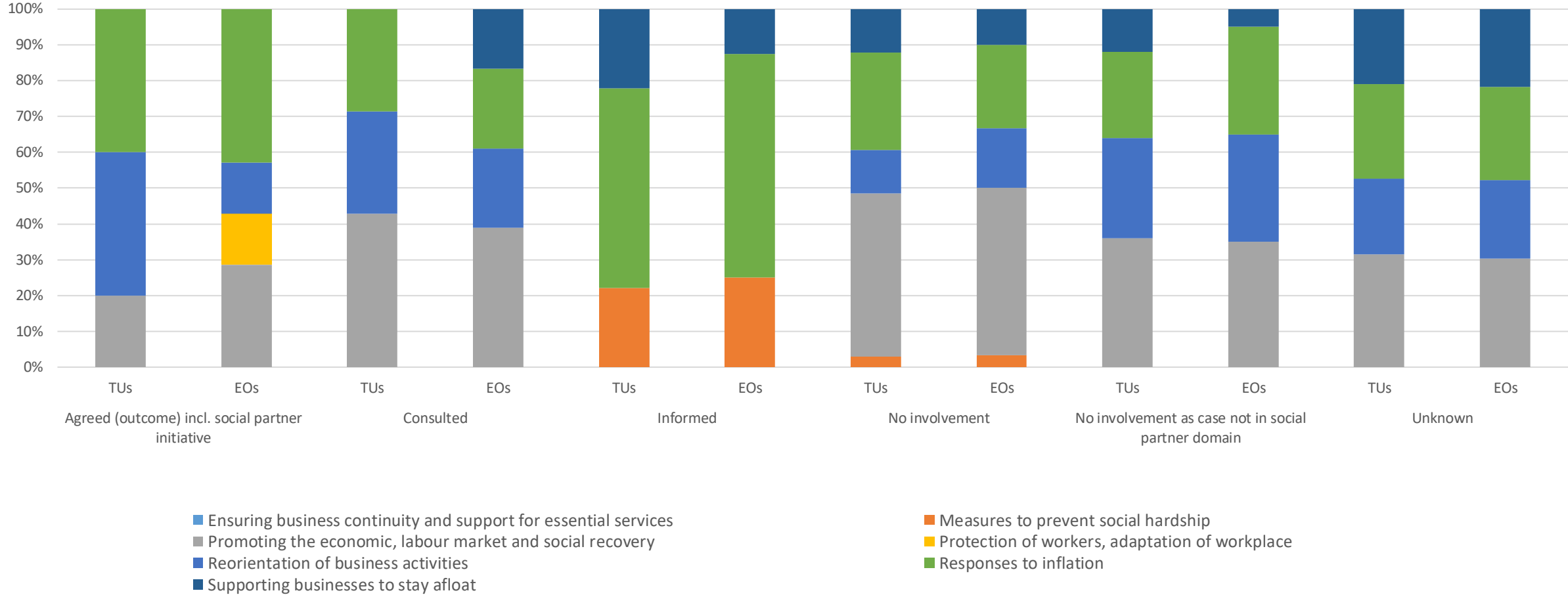
Just transition at regional level: the role of social partners



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 > few MS
- Fewer opportunities for participation of social partners at regional level.
- Capacity issues

EU PolicyWatch: role of trade unions and employers in the adoption of policies related to the green transition, 2022-2023



Percentage divided by category. Policy measures started from 1st January 2022 to now

Proposals submitted by social partners



Employment and quality of work

Skilling, upskilling, career guidance



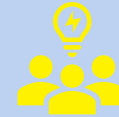
Education system

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

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

- Germany: Coal commission and legislation
- Spain: 2 agreements for coal phase out & social plan
- Finland, green and just transition
- Sweden, job security councils

New barg

- Neg
- tran
- Info
-
-
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Collective Agreements in electricity and oil -Italy

- A new 'charter on the value of people'
- Commitment to training, re-employability, new individual evaluation system
- A commission to **assess the impact of the twin transition on jobs and identify new skill needs** for the sector
- Ecological transition: participation, stronger labour relations

“To foster this paradigm shift, labour relations are called upon to promote the anchoring of a **culture of participation, which takes care of work and workers,**”

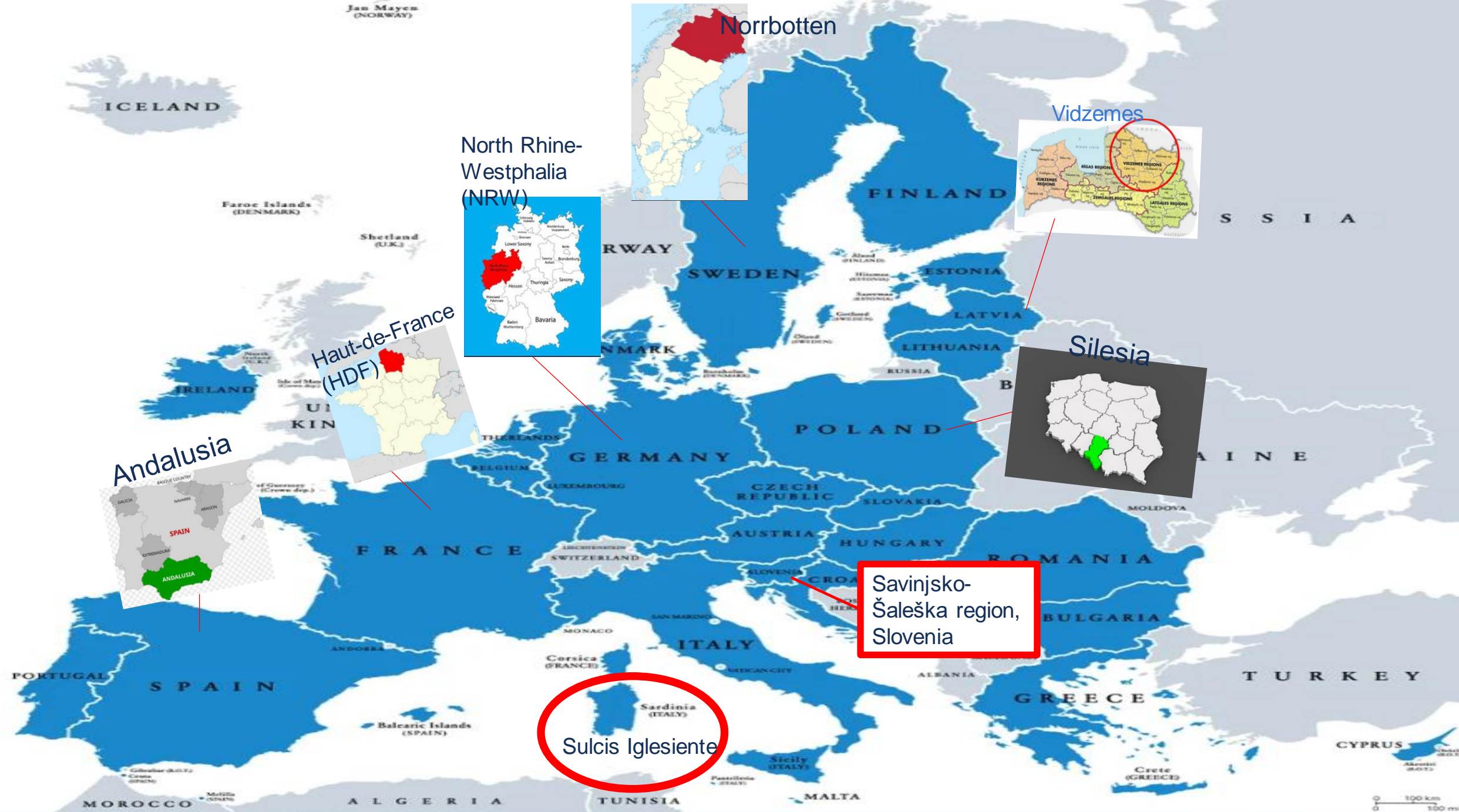
preamble in collective agreement (Mind RH, 2022)

Social dialogue in green, just transition

- Agreement on the EGD and 'green' goals
- Social dialogue agenda: limited inclusion of green, just transition in collective bargaining
- EU level social dialogue:
 - More on digitalisation, less on green, just transition
 - Electricity, gas sector statements
 - EU level Gas sector: negotiations towards a European Framework Agreement focusing on Just Transition

Just transition: Partnerships

Roles, challenges, opportunities, enablers



Norrbotten

North Rhine-Westphalia (NRW)



Vidzemes

Haut-de-France (HDF)



Andalusia



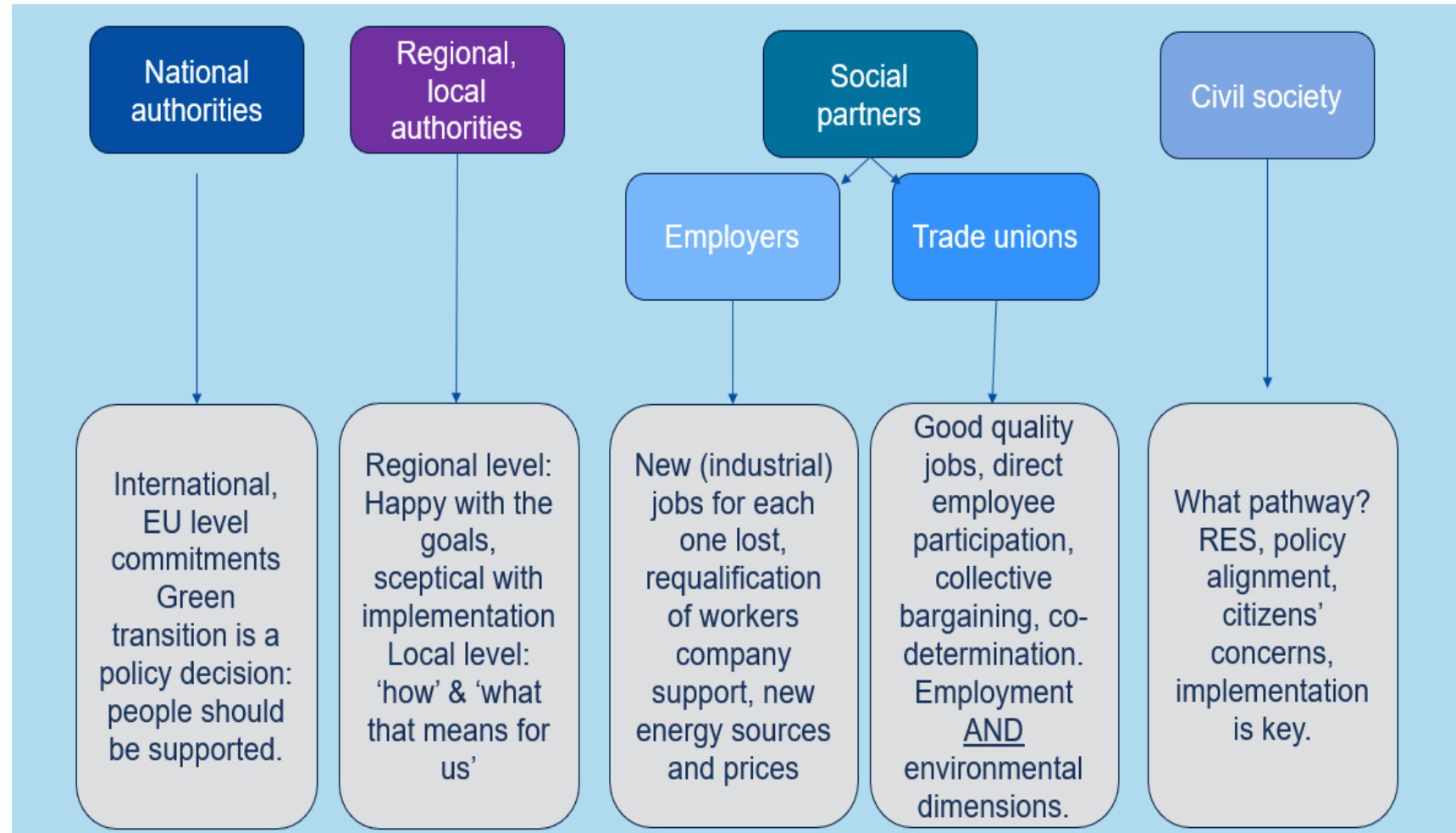
Silesia

Savinjsko-Šaleška region, Slovenia



Sulcis Iglesiente

How the various stakeholders perceive the green, just transition



Stakeholder involvement: the case for MLG

Member States	National Body/Role	Regional/State Body/Role	Local Body/Role
Netherlands	3	3	3
Poland	3	3	2
France	3	3	1
Sweden	3	2	2
Czechia	3	2	2
Estonia	3	2	2
Slovakia	3	2	2
Croatia	3	2	1
Latvia	3	2	1
Lithuania	3	2	1
Slovenia	3	2	1
Italy	3	1	1
Bulgaria	3	1	1
Greece	3	1	1
Hungary	3	1	1
Denmark	3	1	1
Luxembourg	3	1	1
Malta	3	1	1
Romania	3	1	1
Cyprus	3	1	1
Ireland	3	1	2
Belgium	1	3	2
Portugal	1	3	2
Austria	2	3	2
Germany	2	3	1
Spain	2	3	1
Finland	1	3	1

- Not just MLG but also..
- Multi-actor
- Relationships across three levels:
 - National- EU (& international)
 - State-region
 - State-society

First insights (work in progress..)

Challenges

- Capacity to deal with large, complex projects (at regional level)
- Meaningful involvement of actors
- **Funding complexities** (involvement of different ministries)
- **Lack of private investments**
- Communication
- Timing
- Delays in passing legislative measures
- Project fragmentation

Opportunities

- Financing of measures going beyond existing funding
- Strong, **diversified regional economy**
- Potential for developing sectors
- **Enhancement of 'green' skills**
- Potential for SMEs development
- Restoration of degraded areas
- Bottom-up, inclusive approaches to transition

Eurofound engaging with tripartism on green 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).



Making the green transition work: reflections on financing

- **Whole of government** approach; **multi-level, multi-actor, systemic**
- Addressing potential **overlap** of green policies or tools financing projects across ministerial departments and localities (outcomes, target group)
- Addressing different **timelines and priorities** at national, regional, local level
- Creating a **data infrastructure** for sharing information
- Connecting action on green transition to an overarching agenda of **innovation, growth, good jobs**
- Meaningful **public-private co-financing** of green projects that meet the needs of society
- **Bringing together** workers, firms, communities, intellectual (research) and financial capital
- Considering **conditionalities** on subsidies and grants

Thank you!