



LIFE IP North-HU-Trans
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Just transition from the perspective of the unions

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BDSZ

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AZ IGAZSÁGOS ÁTMENETÉRT

Social Dialogue



- European level: Social Summit (ETUC – Business Europe, UEAPME, CEEP + COMMISSION)
- European Sector level: Sector Social Dialogue Committees
IndustriAll, EPSU – European Employer Federations
- National level: Sector SD Committees
- Company level: collective bargaining

Social Dialogue at national level

In the mining sector :

Hungarian Mining Union BDSZ



*In 1913 the newspaper **Bányamunkás** and its sister paper **Bergarbeiter** appeared, marking the beginning of trade union movement in this sector*

In the electricity sector

United Electricity Workers Federation EVDSZ



The first union in the electricity sector was founded 80 years ago

Social Dialogue at company level

There are two organisations at Matra Power Plant representing the employees working at the power plant and at the lignite pits.

Local organisations of the Hungarian Mining Union BDSZ at the Visonta and Bükkábrány Open Pits and organisation of the Mátra Power Plant Central Maintenance Ltd respectively

The Mátra Power Plant Electricity Union (MEVISZ) is a member of the sectoral trade union federation (EVDSZ), but it is a trade union with its own legal personality

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Trede union position on the local impact of the green transition

Green transition must be a just transition

‘Just Transition’, once a trade union campaign slogan, has finally made its way into the common language of European policymakers and national leaders. For trade unions, Just Transition means the transformation of the economy in a fair and inclusive manner to ensure the maintenance and creation of good quality jobs.



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Green transition - Green Deal



Since Europe's Green Deal is a deliberate political intervention into market forces, national and European politicians have a direct responsibility for delivering a **Just Transition framework** for the affected workers and regions that manages decarbonisation, while preventing deindustrialisation and increased inequalities.



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Potential consequences for workers

As Europe gets ready to implement the Green Deal and the measures agreed in the Fit for 55 package, **25 million industrial workers in Europe potentially face restructuring and job losses** due to the green transformation of our industries - exacerbated by the COVID-19 crisis, digitalisation, trade and market developments and a volatile geopolitical situation.

Just Transition Manifesto of industriAll Europe

Manufacturing, mining and energy trade unions, under the umbrella of **industriAll European Trade Union**, have launched their [Just Transition Manifesto](#) on May 17-18:

JUST NOTHING
ABOUT US
WITHOUT US!
TRANSITION  **N**

Achieving Just Transition requires industrial workers' voice.



Just Transition Manifesto

The manifesto is industrial workers' call to policymakers across Europe to ensure a transition to a green economy that is fair to **ALL** workers, and that does not destroy but preserves and creates good quality jobs. They want a transition that is anticipated, managed and negotiated with workers for every aspect that concerns them.



Just Transition framework - European level

Calls of the manifesto:

- An industrial policy fit for ambitious climate goals and good quality jobs
- Adequate resources to fund the transition
- Stronger collective bargaining and social dialogue to negotiate the transitions
- A toolbox of workers' rights and companies' duties to anticipate and shape the change
- Tackling new skills needs and a right to quality training and life-long learning for every worker to support the Just Transition

Just Transition at national level – the Spanish case

Based on National & EU regional development funds

Funds support - 250 million euros

Spanish coal mining – classic social plan

- Early retirement for miners over 48
- Retraining for green jobs
- Bayouts, zero counter
- Job exchange
- Employment agency involvement
- Surplus relocations
- Training Plan

Demands of the Manifesto relevant for Hungary

1) An industrial policy fit for ambitious climate goals and good quality jobs.

An updated EU and **national** industrial strategy is needed securing:

- Democratically co-designed pathways for the transition: social dialogue in industrial policymaking
- Investments in the transformation of industrial sites and infrastructure



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Demands of the Manifesto relevant for Hungary

2) Adequate resources to fund the transition

Reaching climate targets in a fair and inclusive manner requires higher public spending, but potentially delivers long-term savings to society. What is needed is:

- An EU funding strategy for Europe's regions that supports Just Transition, including the use of ETS revenues to reinforce Just Transition instruments.
- A stronger alignment of the European structural and investment funds to the requirements of the transformation, allowing support for industrial companies through their transformation processes.



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Demands of the Manifesto relevant for Hungary

3) *Stronger collective bargaining and social dialogue to negotiate the transitions*

Strong collective bargaining and social dialogue are a prerequisite for a Just Transition. They enable social partners to discuss and negotiate solutions that mitigate negative employment consequences and guarantee high quality jobs throughout the transition:

- Stronger rights to effective collective bargaining and to join and form trade unions to strengthen workers' voice in the implementation of climate policies
- Increase collective bargaining coverage
- Allocate EU and national funding for capacity building for social dialogue and collective bargaining



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Demands of the Manifesto relevant for Hungary

4) *A toolbox of workers' rights and companies' duties to anticipate and shape the change*

The transition to decarbonised industries will ultimately be implemented at company level. An inclusive and just transition can only be achieved if workers and their representatives have their say:

- An EU legal framework for the anticipation and management of Just Transition at the company level, including mandatory rules on timely and quality information, consultation and participation of trade unions
- Mandatory Just Transition plans to be adopted by all companies, with the full involvement of trade unions and worker representatives
- Just Transition shop stewards to be installed within companies, equivalent to occupational health and safety representatives



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Demands of the Manifesto relevant for Hungary

5) Tackling new skills needs and a right to quality training and life-long learning for every worker to support the Just Transition

- Rights for every worker to *job-to-job transitions*, through law or collective agreement
- Granular *employment mapping* at NUTS 3 level to identify workers and their skills to enable job-to-job transitions and upskilling pathways
- Companies to invest in a *future-proof skilled workforce*. Member States must fully use all EU funding opportunities for national skills strategies and increase public budgets for life-long learning



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Just transition on the ground

- **World Bank:** „Just transition at local level means *recognising the different needs of different groups* of workers: the pre-retired, the middle generation, young people, women need different treatment.”
- **LIFE Project objectives:** „**Segmentation of workforce** based on age, health conditions, skills, experience, location, willingness to change career, etc; **Support career change** for 500 workers and miners of the MPP preferably towards green economy”
- **Special problem** at MPP that needs a solution: group of older workers who *will not reach the retirement age* at the end of the phase-out process
- **Possible solution:** early retirement scheme

Thank you for your attention

Don't forget :

NO ONE LEFT BEHIND!



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