

WEBINAR SERIES

Sustainable employment and welfare support

Platform for coal regions in transition Secretariat
18 June 2020



Agenda

Opening remarks

Anna Sobczak, Policy Coordinator
for EU Coal Regions in transition,
Just Transition Fund in the context
of EU Green Deal

Sustainable employment and welfare support

Andrea Broughton, Ecorys

Timon Wehnert, Wuppertal
Institute

Featured speakers

Maria Belarmina Díaz Aguado, Director
General, Energy, Mining and Reactivation,
Principality of Asturias

Sébastien Storme, Senior Advisor at the
Just Transition Centre of the International
Trade Union Confederation (ITUC)

Q&A

Facilitator

Robert Pollock, Senior Advisor, Platform for Coal Regions in Transition

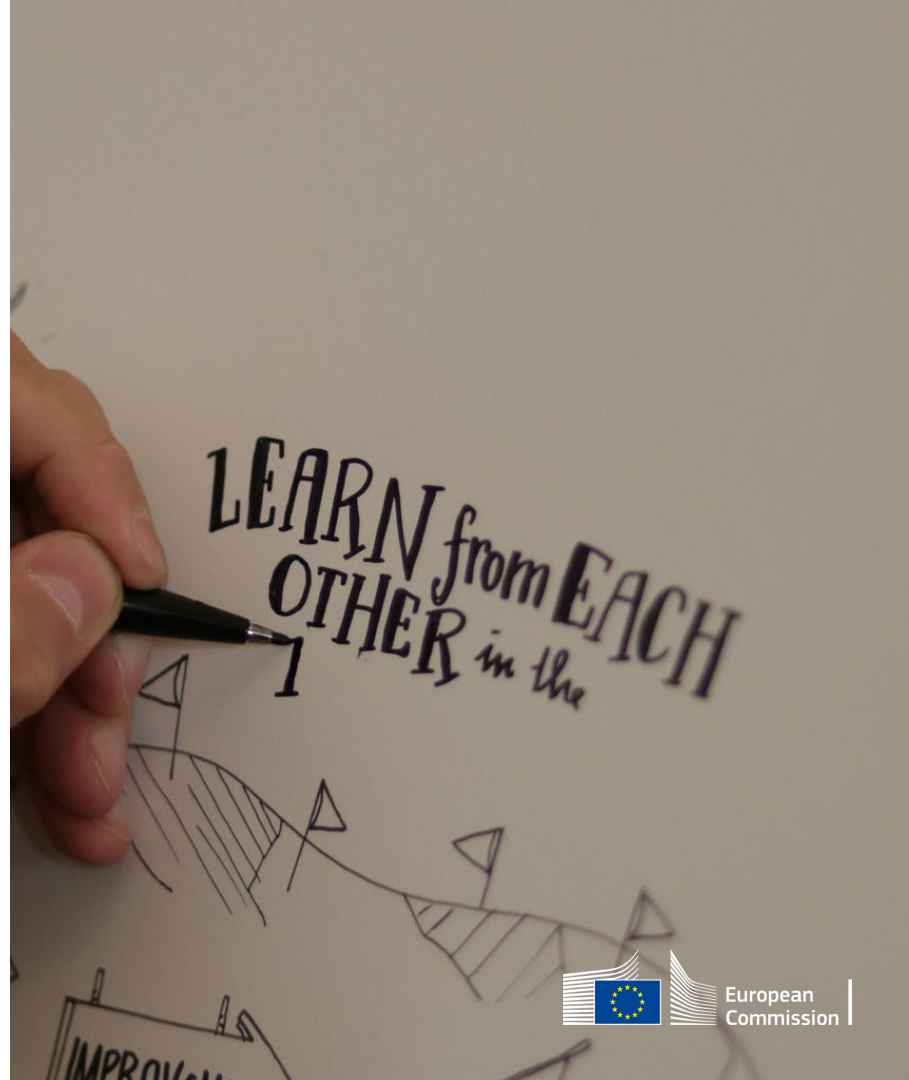
Webinar structure

Duration 1:30 hs

Participants are muted

Questions can be added to the *questions* panel, and will be answered at the end of the webinar

The webinar will be recorded and uploaded to YouTube



Opening remarks

EU policy context

Working for **social fairness and prosperity** while striving to be the first **climate-neutral continent** are among [top priorities of EU Commission](#).

[EU Green Deal](#) puts forward measures to support labour market transition, with a focus on [just transition](#) leaving no one behind.

[EU Platform for Coal Regions in Transition](#) promotes dialogue among local, regional and national governments, businesses, trade unions, NGOs and academia to develop solutions for a just energy transition.

Reminders

- **Consultation:** [A strong social Europe for just transitions](#)
- [Coal Regions in Transition Virtual Week](#) 29.06-03.07.2020



Sustainable employment and welfare support

An approach to labour market transition

SKILLS

- Anticipating skills needs
- Skills audits
- Transferability to other sectors
- Linking labour supply and demand

SUPPORT FOR WORKERS

- Information and consultation
- Tailored support for workers, with their involvement
- Specific requirements
- Welfare support



COOPERATION

- Key actors
- Cooperation processes and social dialogues

ECONOMIC DIVERSIFICATIONS AND TRANSFORMATION

- Promotion of new job opportunities
- Jobs in renewable energy and energy efficiency
- Regional structural change

[Download the Sustainable employment and welfare support toolkit](#)

Sustainable employment and welfare support

SKILLS

Anticipating skills needs

Mega-trends such as sustainability and digitalisation can lead to skills gaps and mismatches, but also offer major opportunities for employment and growth.

Forecasting and anticipating skills needs is necessary to provide workers with the right types of skills.

Ideally, a function for anticipating and forecasting would be developed through a **partnership between key stakeholders** such as local or regional authorities, national governments, and, where appropriate, individual companies and social partners (employer and employee representatives).



Sustainable employment and welfare support

SKILLS

Linking labour supply and demand

Skills audits at a company level to assess the available skills in the workforce and support employees in developing and acquiring missing skills, and **reviewing existing skills**.

Attracting inward investment from new industries and employers.

Linking the local labour market to wider regional opportunities.

Boosting local job creation by **encouraging and supporting entrepreneurship**.



Sustainable employment and welfare support

SKILLS

Transferability of skills

Once the extent of existing skills is known, a process of **assessing transferability to other sectors and other types of jobs** can be undertaken. Where possible, working conditions and health and safety provisions should equal those in previous jobs.

Mining occupations involve a high degree of physical tasks and technical knowledge, requiring strength and fine motor skills. **Similar occupations may be found in other sectors**, such as construction.



Sustainable employment and welfare support

COOPERATION

Key actors

It is important to **bring together all key stakeholders** to develop sound solutions to support workers and the economic development of the region.

Individual companies

Central government

Regional authorities

Social partners

Training providers

Sources of advice and guidance

Community representatives

Public employment services

Funding bodies



Sustainable employment and welfare support

COOPERATION

Cooperation process

Clear steps to manage cooperation:

dialogue between the social partners;

identify relevant stakeholders;

contact key stakeholders;

conduct **interviews** to identify contribution opportunities;

organise **workshops** and meetings to develop a plan;

develop **roles and tasks** for stakeholders;

establish a **timeline**;

develop monitoring **indicators**.



Sustainable employment and welfare support

SUPPORT FOR WORKERS

Information and consultation

Employees and their representatives need to be **included early on in the process of restructuring plans** that can affect their employment and future.

Employers should **consult with their workforce** in a way that enables meaningful dialogue.

It is considered best practice when restructuring is **conducted jointly between the employer and employee.**



Sustainable employment and welfare support

SUPPORT FOR WORKERS

Tailored support for workers

Adapt actions to suit individual workers and their needs.

Specific requirements

Specific groups will have specific requirements, eg: young workers, older workers, those unemployed on a long-term basis.

Support can include: individual skills reviews, career counselling, and review of training opportunities.



Sustainable employment and welfare support

SUPPORT FOR WORKERS

Welfare support

Welfare support should take the form of a “**hand up**” rather than just a “hand out”

Differentiation of support for different groups:

For older workers, income replacement and possibly early retirement options

For younger workers, active engagement in seeking employment, and payments to cover the costs of travel



Sustainable employment and welfare support

ECONOMIC DIVERSIFICATION

Economic diversification matters

It promotes **job opportunities**.

It **minimises dependency** on a small number of large industries.

It is **less sensitive to economic fluctuations**.

It fosters **innovation**.



Sustainable employment and welfare support

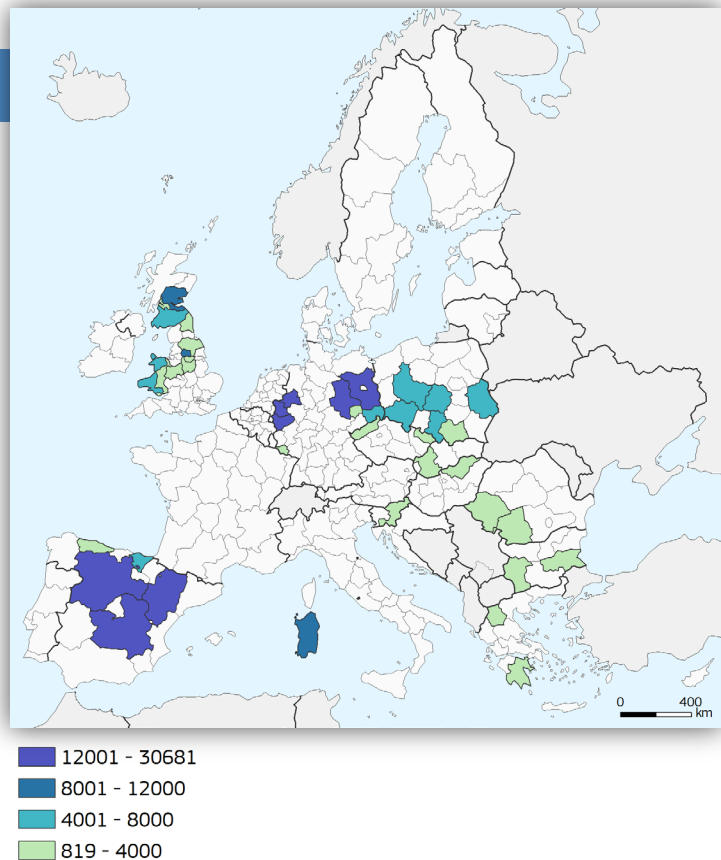
ECONOMIC DIVERSIFICATION

Jobs in renewable energy and energy efficiency

Supporting renewables and energy efficiency can help to bring **future-proof jobs** to coal regions.

The Joint Research Centre (JRC) estimates that by 2030, up to **315,000 jobs could be created in the EU coal regions** from the deployment of clean energy technologies. This number is expected to reach 460,000 by 2050.

In many countries, jobs in renewables and energy efficiency outnumber jobs in the coal sector. However, in municipalities with coal mines, **additional sectors need to be explored** to fully compensate for the loss of coal-related jobs.



Sustainable employment and welfare support

ECONOMIC DIVERSIFICATION

Transformation towards a climate-neutral economy

Coal related **infrastructure and heritage** can be an asset for a region in the future.

Coal regions should use the inevitable transition away from coal as a **catalyst for innovation processes**.

Future-proofing of private investments and public support programmes should be a key element in a region's transition strategy.

One approach to diversifying the economic base is to **foster entrepreneurs, small businesses and start-ups** in coal regions.



FEATURED SPEAKER

Maria Belarmina Díaz Aguado

Director General, Energy, Mining and Reactivation,
Principality of Asturias

Sustainable employment and welfare support



María Belarmina Díaz Aguado

Director General Energy, Mining & Reactivation

Government of Asturias

June 18th 2020

4-pillar approach



SKILLS

- Anticipating skills needs
- Skills audits
- Transferability to other sectors
- Linking labour supply and demand

SUPPORT FOR WORKERS

- Information and consultation
- Tailored support for workers, with their involvement
- Specific requirements
- Welfare support



COOPERATION

- Key actors
- Cooperation processes and social dialogues

ECONOMIC DIVERSIFICATIONS AND TRANSFORMATION

- Promotion of new job opportunities
- Jobs in renewable energy and energy efficiency
- Regional structural change



Return hope
Last chance as region

FEAR

Just transition in coal regions



COOPERATION



TSK

Asturias case



- Identification and contact with relevant stakeholders.
- **Social dialogue.**
- Workshops and meetings.
- Cooperation between different entities, associations and administrations.
- To receive proposals with different approaches.

COOPERATION



“People at the centre”

Asturias case

A1. E-mobility

A2. Gas mobility

A3. Industrial residual heat

A4. Hydrogen



Private-public cooperation

COOPERATION

A5. Energy storage

A6. Self-supply of energy

A7. Energy diversification

A8. Biomass

A9. Rehabilitation of buildings

A10. Mine reclamation/ uses

A11. Circular economy



Billateral meetings

**“We listen to build a
bottom-up strategy in Asturias”**

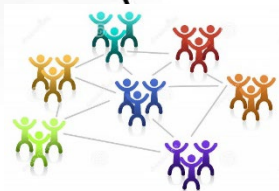
Asturias case



- **Committee to evaluate the impact of energy transition in Asturias. From October 2019 to today.**



**NATIONAL
MINISTRY**



- **ASTURIAS GOVERNMENT: 12 DG**
- **TRADE UNIONS**
- **ASSOCIATION OF EMPLOYERS**
- **COUNCILS**
- **UNIVERSITY AND RESEARCH CENTERS**



5 working groups:

- ✓ **Energy**
- ✓ **Industry**
- ✓ **Primary sector**
- ✓ **Tertiary sector**
- ✓ **Environment**

**“Multidimensional
approach”**

➤ Committee works.

COOPERATION



- Involvement regional stakeholders
- Document -Executive Summary
- Public consultation
- Regional position paper in energy transition

• LESSONS LEARNED

- ✓ Knowledge of situation.
- ✓ weaknesses and threats
- ✓ Assessment of potential, capabilities and strenghts
- ✓ Identification of opportunities:
Turning transition into an opportunity
- ✓ Never walk alone: being together
through social dialogue

Economic diversification
and transformation



Support for workers



Need for re-skilling: formative itinerary

FEATURED SPEAKER

Sébastien Storme

Senior Advisor at the Just Transition Centre of the
International Trade Union Confederation (ITUC)



Just Transition From a concept to realities

Platform for Coal Regions in Transition

Webinar June 18, 2020

ILO Just Transition Guidelines

The International Labor Organization is a UN body. It brings together employers' organizations, unions and governments to develop global labor standards, policies and programs.

In 2015, the ILO oversaw the negotiation of global "Guidelines for a just transition towards environmentally sustainable economies and societies for all". The Guidelines were meant to influence the Paris climate negotiations.



Paris Agreement and Silecia Declaration



Emphasizing the intrinsic relationship that climate change actions, responses and impacts have with equitable access to sustainable development and eradication of poverty,

Recognizing the fundamental priority of safeguarding food security and ending hunger, and the particular vulnerabilities of food production systems to the adverse impacts of climate change,

Taking into account the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities,

Acknowledging that climate change is a common concern of humankind, Parties should, when taking action to address climate change, respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity,

Recognizing the importance of the conservation and enhancement, as appropriate, of sinks and reservoirs of the greenhouse gases referred to in the Convention,

Noting the importance of ensuring the integrity of all ecosystems, including oceans, and the protection of biodiversity, recognized by some cultures as Mother Earth, and noting the importance for some of the concept of “climate justice”, when taking action to address climate change,

JUST TRANSITION
SOLIDARNA TRANSFORMACJA



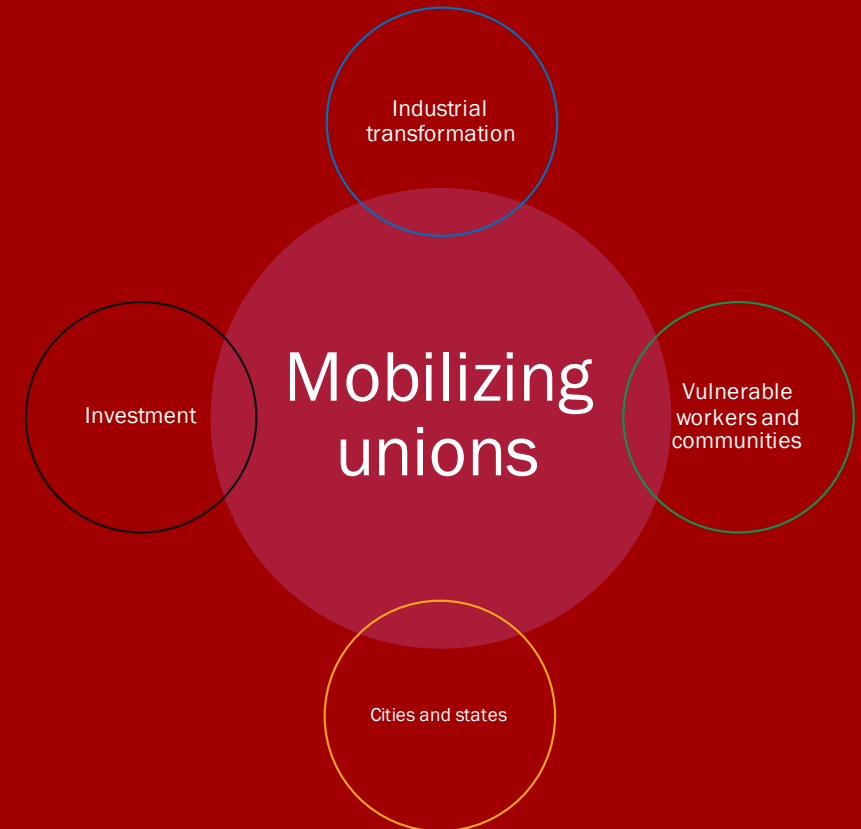
COP24 KATOWICE 2018
UNITED NATIONS CLIMATE CHANGE CONFERENCE

6. Highlight the importance of further work on the just transition of the workforce and the creation of decent work and quality jobs, including:
 - i. Sharing experiences from Parties, relevant international organizations, observer organizations, as well as other stakeholders, in supporting workers, cities and regions in the transition towards low-greenhouse gas emission and climate resilient development;
 - ii. Encouraging taking into consideration the issue of just transition of the workforce and the creation of decent work and quality jobs, while preparing and implementing nationally determined contributions, national adaptation plans and national long-term low greenhouse gas emission development strategies;

The Just Transition Centre



- Created by ITUC and ETUC in 2016
- Mission: accompany affiliates to operationalize the Just Transition
- It supports unions and their allies in getting concrete plans for Just Transition.
- The Centre helps to get good, concrete plans for Just Transition at different levels: Company and sector; city and state; national; and with investors.
- Good plans for Just Transition improve the material conditions of workers and bring down emissions and/or build resilience.



Lessons from Spain's experience

- Years of hard struggle: 2012: *Marcha Negra* – 457 km to Madrid
- Agreement with the 3 mining and energy unions
- First national Plan on Just Transition
- The philosophy: No one will be left behind
- 'Just Transition' contracts: helping the regions to consolidate the employment of the future
- Restore hope in neglected regions

isupport the spanish miners!



**SPANISH
MINERS'
SOLIDARITY
COMMITTEE**

email: smc@talktalk.net <http://smcuk.blogspot.co.uk>

Photo: Oliver Bauck/Panos by Reuters/Reuters

Sponsored by Durham Miners Association

Lessons from German's experience

- Plan to transform the country's energy sector through a Just Transition
- Social dialogue: Germany is on the onset of phasing out coal, industries and working unions are on board
- Unions: key roles
- Pathway for every single worker



“Equitable structural development must be at the heart of the Commission's work, and the unions should contribute objectively and constructively”

Stefan Körzell – President of DGB

Lessons from Canada's experience

- Very inclusive process
- Meetings with workers and their families, employers, labour union representatives, provinces, municipalities, community members, business representatives, non-governmental organizations, ...
- Unions: co-chair



"I was honoured to meet with workers and communities, to learn about their jobs and their lives, and hear directly about what they need to make this transition away from coal-fired power, a just transition. Our Task Force Report puts people and communities at the heart of climate action. Canada's unions look forward to working with the Government to ensure meaningful action on implementing these much needed recommendations."

Hassan Yussuff, Task Force Co-Chair and President of the Canadian Labour Congress

Just Transition!

Skills / Reskilling

strategic planning

investment

Social Dialogue

Workers

Social security systems

Human and workers rights

Just transition is about workers



It is not the question to take workers on board of the Transition train. The train driver is a worker!

Thank you for your attention



« Public opinion currently supports climate change-fighting efforts, but if working people are left with greater economic insecurity than before, a backlash could be generated »

Carla Lipsig-Mummé
Prof. of work and labour
York University



<https://www.justtransitioncentre.org>

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Q&A



Thank you

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#CoalRegionsEU

