



# Nothing About Us Without Us

## A Just Transition Manifesto

Our industries and workplaces are radically changing. The transition is already happening. The pandemic, the war in Ukraine and the energy price crisis are accelerating the pace of change. Industrial workers across Europe have consistently been raising their voices – we need political leaders to hear us and respond urgently.

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

Achieving Just Transition requires industrial workers' voice.



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# Why a Just Transition Manifesto?

This manifesto is our message to policymakers in Europe. To those that are designing and implementing far-reaching climate policies which will deeply transform our industrial sectors, companies and jobs, transforming entire regions.

It is our call to policymakers to ensure a Just Transition. A transition to a green economy that is fair for ALL workers, a transition that does not destroy but preserves and creates good quality jobs. A transition that is anticipated, managed and negotiated with workers for every aspect that concerns them. 'Nothing about us without us!'

It is welcome that Just Transition has made it into the common language of European policymakers and national leaders. **It is now time to move beyond slogans.**

Our manifesto and accompanying studies therefore provide policymakers with evidence from across Europe of the local impacts of the green transition, of how trade unions are engaged in anticipating and managing the change and the obstacles they face. It makes detailed demands for a comprehensive Just Transition framework that provides for adequate resources, is based on effective policy planning, promoting and strengthening workers' rights, and involves trade unions through intense social dialogue. The urgency of creating this framework has only increased in this volatile context in which we find ourselves. Europe cannot risk greater regional and social inequalities.

**Just Transition means transforming the economy in a fair and inclusive manner to ensure the maintenance and creation of good quality jobs. The participation of workers and their trade unions in the anticipation and social management of industrial change is a prerequisite: 'Nothing about us without us!'**

## Evidence supports our demands and the urgency to act:

- No country or region starts from the same position, and no one has a perfect model. We must learn from and implement best practices.
- Well-functioning industrial relations systems and strong welfare states allow workers to see the transition as an opportunity.
- Weakening social dialogue is a direct threat to a Just Transition. We must reverse this trend.
- Strong economies with a high level of investments in advanced technology help workers and unions embrace the transition.
- Economic dependency and foreign ownership of companies create uncertainty about corporate strategies and reduce the capacity to achieve a Just Transition. This affects trade unions from Central and Eastern Europe in particular.
- Emerging Just Transition policies are too narrow in scope and lack financial firepower and ambition to meet the challenges ahead.

## The time to act is now!



# Our Just Transition Manifesto

## An industrial policy fit for ambitious climate goals and good quality jobs

Moving to a low-carbon economy depends on sustainable and resilient industries. Our industries provide for 30 million high quality jobs across Europe and deliver solutions to decarbonise our economy. They require supportive industrial policies.

### IndustriAll Europe demands

1. An updated EU industrial strategy securing:
  - Democratically co-designed pathways for the transition
  - Access to affordable, decarbonised energy, as well as strategic raw materials and components
  - Investments in the transformation of industrial sites and infrastructure
  - Fair competition on EU and international markets, also addressing carbon costs
  - Creating lead markets for innovative products.
2. Social dialogue in industrial policymaking, thereby harnessing the innovation potential of workers.
3. Review of the Energy Union Governance Regulation and obliging Member States to develop comprehensive Just Transition Plans in the context of National Energy and Climate Plans. Trade unions should be mandatorily involved through social dialogue.
4. A European Just Transition Observatory to monitor the implementation of all policies and measures related to the European Green Deal.
5. Better involvement of young people in transition planning and listening to their needs.
6. Diversity and equality to ensure that the best ideas and innovations of all people in our societies are considered.



## Funding the transition

A Just Transition is not free, but the costs of poor transitions are much higher for individuals, regions and society at large. Reaching climate targets in a fair and inclusive manner requires higher public spending, but potentially delivers long-term savings to society.

### IndustriAll Europe demands

1. An EU economic governance that supports decarbonisation and Just Transition, as well as fair taxation and pricing policies.
2. A competition law and state aid rules that support our net-zero ambition.
3. An EU funding strategy for Europe's regions that supports Just Transition, including the use of ETS revenues to reinforce Just Transition instruments.
4. 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.
5. Extension of the 'partnership principle' to cover all relevant EU funds. This implies systematic trade union involvement in designing, implementing and monitoring EU-funded programmes to ensure they reach workers and communities.
6. Social conditionality on EU funds to ensure that they support collective bargaining, high-quality jobs and high-quality apprenticeships. Short-term and precarious contracts must be limited, decent pay and access to training must be assured.
7. Inclusion of gender and workforce diversity concerns in Just Transition plans.



# Stronger collective bargaining and social dialogue

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.

## IndustriAll Europe demands

1. Stronger rights to effective collective bargaining and to join and form trade unions to strengthen workers' voice in the implementation of climate policies.
2. Increase collective bargaining coverage.
3. Build, rebuild and strengthen social dialogue and collective bargaining structures at all levels across Europe.
4. Conditionality in public procurement to ensure that contracted companies engage in collective bargaining.
5. Use the European Semester Cycle, the European Pillar of Social Rights and the Multiannual Financial Framework to force governments and social partners to put in place well-functioning collective bargaining structures.
6. Allocate EU and national funding for capacity building for social dialogue and collective bargaining.
7. Reinforce and implement the European Pillar of Social Rights and endorse commitments to promote collective bargaining and extend collective bargaining coverage in all Member States.
8. Fully implement the ILO conventions and Council of Europe decisions on the right of access to collective bargaining in all Member States, and for all workers.





# 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.

## IndustriAll Europe demands

1. An EU legal framework for the anticipation and management of Just Transition at the company level, inspired by the 2013 Cercas report, including mandatory rules on timely and quality information, consultation and participation of trade unions and worker representatives at local, national and European levels, as well as social guarantees for workers.
2. Mandatory Just Transition plans to be adopted by all companies, with the full involvement of trade unions and worker representatives. The corresponding proposals contained in the draft EU directives on corporate sustainability reporting and due diligence must be improved, including a broader scope and detailed requirements about the industrial, economic and social dimensions of the plan.
3. Social conditionalities for national and EU funds that benefit companies to ensure that companies' industrial strategies respect workers' rights.
4. Just Transition shop stewards to be installed within companies, equivalent to occupational health and safety representatives. These must have the right to specific training if needed and be involved in corporate transition planning.



# Tackling new skills needs and a right to quality training and life-long learning for every worker

A Just Transition requires support for job-to-job transitions, including the necessary reskilling and upskilling of the current workforce. It also requires investing in our education systems to develop new training programmes for the changing and emerging job profiles of the green economy.

## IndustriAll Europe demands

1. An individual right to training and life-long learning, and the obligation to develop strategic jobs and skills planning at both company, sector and regional levels, with the full involvement of trade unions and worker representatives.
2. Involvement of trade unions in skills strategies for the green economy at every level. Social partners play a key role in defining skills needs, updating qualification profiles, and providing guidance to workers.
3. Rights for every worker to job-to-job transitions, through law or collective agreement, according to national practice.
4. Granular employment mapping at NUTS 3 level to identify workers and their skills to enable job-to-job transitions and upskilling pathways.
5. 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.
6. Swift adoption of the proposed Council Recommendation on learning for environmental sustainability.
7. Effective implementation by all Member States of the Council Recommendations on key competences for life-long learning; on vocational education and training for sustainable competitiveness, social fairness and resilience; and on a European framework for quality and effective apprenticeships.



