

TERRITORIAL JUST TRANSITION PLANS



Location: **Poland**

Stakeholders: **Trade unions, government and European Commission**

Main Objective: **Ensure a just and socially responsible transition in coal and energy-intensive regions.**



5 Territorial Just Transition Plans were fully approved by the European Commission in **December 2022**



Several social agreements have been signed **since 2020** (e.g., on hard coal mining, electricity sector, and lignite mining)

Social Agreement for energy workers and lignite miners and solutions in the form of social protections

holiday for energy workers - for up to 4 years = 80% of the employee's monthly remuneration for holiday leave

holiday for miners - for up to 4 years = 80% of the employee's monthly remuneration calculated as remuneration for holiday leave

one-off cash severance pay = 12 times the employee's monthly remuneration calculated as remuneration for holiday leave (min. 5 years of work experience required)

The condition for receiving subsidies for holidays and one-off severance pay will be the shutdown of a conventional generating unit (power unit) or a systemic reduction in brown coal extraction.

The process depends on the development of new energy sources and is extended until 2049.

Poland's Territorial Just Transition Plans show how strong social dialogue between trade unions, government, and the EU can drive transitions. Through multiple social agreements, the plans prioritise worker protection and long-term planning for a fair energy transition.