

## **REJenerAXion Toolkit: A Just Transition for the Energy sector**

**Edited by industriAll**

The **REJenerAXion** project, carried out by Fondazione DI Vittorio and European sectoral organization, aims to strengthen the role of social dialogue and innovative industrial relations to respond to a socially fair and balanced way to the challenges and opportunities of the green transition, focusing on protecting workers in the energy sector.

The **toolkit** has been designed to fit a multilevel framework, analysing the transition of the energy sector in 8 partner countries: Belgium, France, Germany, Hungary, Italy, Poland, Slovakia and Spain.

At the **national level** each country develops a report and presents case studies which tackle the initiatives and projects aimed at, for instance, managing the phasing out of coal regions and the impact of power plant closure; social contracts in mining and electricity sectors, or examples of transforming industries and their management and anticipation.

At the **European level**, a final report is built around the comparative analysis between member countries, with individual and comprehensive recommendations which overview the transition of the energy sector at European level.

The horizontal analysis takes the **occupational** aspect of the transition, pointing the three pathways to a fair job transition and the measures which are adopted in each country:

1. **Exit:** referring to encouragements and incentives to exit the labour market through generational relay, redundancy allowances, incentive-based retirement, voluntary retirement. Typology of measures can span from support to employees, social contract negotiations, transferability of contract or cooperation agreements.
2. **Redeployment:** with measures aimed at tackling the impact of the disinvestment process. Measures may include internal mobility and staff

retention, external mobility to other sites or companies in the value chain, transformation of the workplace to fit new needs.

3. **Entry:** refers to actions to tackle the skill mismatch related to the energy transition. The aim is to address the challenge through re-skilling, upskilling and skills development of workers, with incentives to train and employ young workers

Comparative reports of outputs are carried out in each country to find point of convergence and divergence, and further [recommendations](#) are produced to strengthen industrial relations in responding to challenges and opportunities of a fair transition of the energy sector.

An [Executive Summary](#) is available to synthesise all the findings and research outputs to help the reader navigate the different elements of the project. It was emphasized that strengthening **social dialogue** through a more cohesive and coordinated approach is crucial to effectively manage the transition and ensure the success of Territorial Just Transition Plans. Engaging all stakeholders in open communication and collaboration will help address challenges, mitigate impacts on vulnerable communities, and maximize the benefits of the shift to a greener economy. This approach ensures that the transition is fair, inclusive, and successful for everyone involved.

For further information refer to the main page of the REGEnerAXion Project: [Home | Rejeneraxion](#) and the recording of the [final conference](#).