

UK Offshore Wind Fair Work Charter -

A step forward for collective bargaining

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The transition to a climate-neutral economy must create not only green jobs, but also good quality jobs. In the United Kingdom, trade unions, employers, and the government have taken an important step in that direction through the [Offshore Wind Fair Work Charter](#), an agreement designed to strengthen workers' rights and social dialogue in one of Europe's fastest-growing industries.

The agreement was developed jointly by the government, employers and trade unions. It reflects a shared understanding that the clean energy transition should deliver quality employment, support local communities and strengthen domestic industry.

The Charter encourages employers and unions to build relationships based on mutual respect, trust and good faith. Rather than limiting worker participation to consultation exercises or staff surveys, it recognises the important role of trade unions as independent representatives of workers.

The Charter aims to expand collective bargaining in a sector where coverage has historically been limited. The government has explicitly stated that the commitments on trade union access and worker voice are intended to pave the way for greater trade union recognition and future agreements between unions and companies. These future agreements could cover issues such as pay, working conditions, apprenticeships and workplace equality.

This framework that can help unions organise, recruit members and negotiate stronger collective agreements in the future. It also reinforces commitments on health and safety, recognising the challenges of offshore work. It promotes good employment standards throughout the supply chain and supports the principle that jobs created by the green transition should be secure, skilled and sustainable.

As Europe invests heavily in renewable energy and strategic industries, the UK experience shows that the question is not only how many jobs are created but also what kind of jobs they will be. The Offshore Wind Fair Work Charter provides an interesting example of how the green transition can be combined with stronger rights at work and renewed support for collective bargaining.

Edited by industriAll Europe.