

## Chapter 3: Ensuring a Job-to-Job transition

1. The shared objective of companies and trade unions is to guarantee quality jobs for workers who are changing or adapting their job as a result of the transition. This will be achieved through implementing clear programs to prepare workers for job-to-job transitions. The companies commit to ensure a transition towards new jobs that are at least of the same **quality**

Job placements in companies or job outplacements and cooperation between companies will be strategic for managing the job-to-job transition in particular for job profiles that might disappear or reduce substantially. Companies should commit to a strategic job transition and development discussion with workers' representatives (as defined in chapter 1 and 2). Priority should be given to internal placements within the same company. If internal placements within the company cannot be secured, priority should be explored within the same company group. If placements in the same group of companies cannot be secured, cooperation agreements should be explored with undertakings from the same or different economic sectors to support a job-to-job transition. Companies must commit to identify jointly with trade unions job placement opportunities as well as the options for outplacements.

2. Employers and workers' representatives recognise that career development interviews are a precondition to ensure a correct anticipation of change and a successful transition. Employers commit to provide a career development interview to potentially impacted workers, regardless of their **employment status**, at least every year. Such interviews explore and outline individual career plans based on company-wide Social Just Transition plans and social impact assessments as agreed in chapter 1.
3. In the framework of these interviews, the employer and the worker will set up targets/outcomes for training and life-long learning to achieve the career path **set out**.
4. **Workers' representatives will be closely involved in developing these career development interviews to ensure that the quality and modalities are adequate.** In order to advise the workers in their career developments, the workers will be able to be accompanied in these interviews by a workers' representative.

**Okomentoval(a): [A1]:** Add in "chapter 0 - definition": quality job  
There is lot of definition of quality work. Eurofund's definition? Or defining criteria? Collective guarantee to be integrated in the definition

**Okomentoval(a): [A2]:** In the definition: employment status FOR WORKERS OF THE COMPANY

**Okomentoval(a): [A3]:** Move in implementation plan or more details on enforcement in implementation plan

**Okomentoval(a): [SG4]:** IMPLEMENTATION plan : explanation on how to involve the trade unions and on what

**Okomentoval(a): [A5]:** Check the legal provision.

## Chapter 4: Quality Training as the key to employment security

1. Social partners recognise that training and lifelong learning are necessary to maintain workers' qualifications and skills and to ensure their employment security. Accordingly, workers will have access to relevant training.
2. In keeping with the career development interviews as defined in chapter 3, all impacted workers shall have the right to suitable training to adapt their skills to their future job. Training opportunities linked to the interview's targets/outcomes should be updated regularly and should be independent from the skills maintenance program.

3. The training on offer must be of sufficient quality to achieve these aims. In training policies as outlined in the social just transition plan and reflected in the outcomes/targets of the individual career development interviews, reference should be made to existing European and/or international VET frameworks. Employers will inform and consult workers' representatives on a regular basis on the development of these training policies, including on the duration, completion rates, overall training budgets etc.
4. Social partners recognise the importance of in-person training.
5. The training offer will be accessible for vulnerable groups, promoting inclusion and diversity.
6. Employers acknowledge a social responsibility towards young people and the need to invest in their inclusion and their preparation for their future jobs in particular through good quality apprenticeships. In doing so, employers will also seek to promote diversity and gender equality in workplaces.
7. Training must be validated, recognised and lead to certified qualifications. These qualifications should be linked to opportunities for workers to remain in employment and acquire the necessary skills for their future job in line with the aforementioned established career paths. The exact modalities will be decided by social partners at the appropriate level.
8. The cost of training should be borne by the employer in accordance with vocational training provisions at the Member State level. The time spent in preparation and postprocessing of the training as well as time spent at the training itself must be considered working time and must be paid accordingly
9. Companies facing financial difficulties should have access to dedicated funds to train workers impacted by the job transition. The exact modalities will be defined at the European and national level by social partners.

**Okomentoval(a): [A6]:** "In addition, metrics will be established between national social partners to measure quality. This might include duration, completion rates, overall training budgets etc." IN IMPLEMENTATION  
ADD metrics on balance on in person/online trainings

**Okomentoval(a): [A7]:** NOT AGREED yet by Eurogas - TO BE CHECKED BY EUROGAS

**Okomentoval(a): [A8]:** Add in recital : reference to council recommendation on quality apprenticeships

**Okomentoval(a): [A9]:** Recital : directive on transparent and predictable working conditions