



EU framework agreement on Just Transition in the Gas Sector



Gas Sector



220,000 workers in the gas sector (manufacture, distribution and trade)



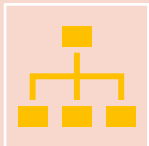
Workers by country:

More than 8000 workers: DE, PL, IT, FR, RO, NL

Between 5000-2000 workers: CZ, HU, SL, ES

Between 1999-700: AU, BG, HR, DK, IE, LV, PT

- 500 workers: BE, EE, FIN, EL, LT, LU, SK, SE



Highly qualified workforce which play a crucial role in the transition to net-zero and towards strategic autonomy

Major transitions for the gas sector

1) A need to decarbonise the sector

EU initiatives

- Green Deal objectives
- Fit for 55
- Hydrogen and Decarbonised Gas Market Package
- REPowerEU with concrete targets for biomethane and hydrogen

2) A need to secure access and supply in a context of geopolitical tensions:

- Towards more strategic autonomy
- New pipelines, terminals, etc.

- ➔ Less unabated natural gas, more biomethane & hydrogen
- ➔ Transformation that will impact job numbers and job types across the EU: risks and opportunities
- ➔ Workers going through rapid changes or experiencing insecurity

Towards an agreement

- Joint commitment (2020) – Project (2021-2022) – Report (2023)
- A concrete tool to ensure a just transition pathway for the gas sector and its workers: a need for a EU framework agreement
- A trade union mandate (jointly approved by EPSU and industriAll Europe) and a concept note approved by Eurogas' board
- A negotiation team composed of members from both side
- 5 joint negotiations between July 2023 and February 2024



CHALLENGES AND OPPORTUNITIES FOR
EMPLOYMENT IN THE GAS SECTOR IN THE
CONTEXT OF THE EUROPEAN ENERGY
TRANSITION: ENSURING A JUST TRANSITION
FOR WORKERS



Towards an agreement



- An autonomous agreement as a first step
- Scope: “applies to all workers and employers in the gas sector and national and multinational companies operating in the European Union and the European Economic Area”
- Plan : Preamble – definitions – 6 clauses

A Just Transition framework for the gas workers

European Framework Agreement between Eurogas, industriAll European Trade Union and EPSU

Introduction

- While the twin energy-digital transition towards Climate Neutrality will profoundly change the European gas sector and lead to transformation at the company and workforce level, it will also pave the way for a future-proof gas industry. The European Green Deal and specifically the Hydrogen and Decarbonised Gas Package are going to impact the sector’s development with widespread implications for the present and future workforce. Organising training, upskilling, professional development programmes, and job-to-job transitions where necessary for the current workforce is a priority in many companies, while in others, attracting the future qualified workforce will be vital for the sector to transform.
- To ensure a Just Transition, companies must anticipate the changes that will occur to protect workers and ensure the company’s sustainability. For the transition to be economically successful and socially responsible, considerations should be integrated into a long-term strategy. For that to happen, there is a need to anticipate developments in both employment and working conditions, in particular where these may be changing, as well as in areas where new jobs will be created.
- A Just Transition is facilitated, and the impact of industrial changes softened, if companies engage in comprehensive social dialogue with their workforce. That means timely and effective information sharing and consultation with the workforce, alongside effective collective bargaining to negotiate programmes to facilitate training, upskilling, and where necessary, job-to-job transitions. Company level Just Transition Plans, or any other equivalent

Clause 1: A framework of anticipation and management of the transition at the company level



All companies shall adopt a Social Just Transition Plan to map and clarify employment and skills needs and the accompanying social measures



Composed of

- 1) A social impact assessment**
- 2) A mapping of quantitative and qualitative employment and skills needs and multiannual plans of employment, skills and training policies, working conditions' development**



Where unavoidable, binding social plans prioritizing outplacement in job with equal or better levels of working conditions

Clause 2: Ensuring a strong social dialogue for a Just Transition



**Respect of a worker to
join a union and social
dialogue. Full respect of
trade union rights**

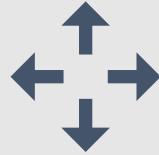


**Designation of just
transition workers'
representative(s)**



**Newly created jobs
should be covered by
collective agreements**

Clause 3: Ensuring a Job- to-Job transition



Strategic job transition and development discussion with workers' representatives

First, internal placements within the company

Second, within the same company group

Third, undertakings from the same or different economic sectors (via cooperation agreements)



Career development interviews with targets for training and lifelong learning (with involvement of workers' rep)

Clause 4: Quality training as the key to employment security



All workers shall have the right to suitable training to adapt their skills to their future jobs

To be updated regularly

Independent from the skills maintenance program



Recognise importance of in-person training

Accessible for vulnerable groups, promoting inclusion and diversity

Good quality apprenticeships

Leading to certification

Cost born by employer

Clause 5: Strong diversity at the workplace



**Diversity,
equity and
inclusion**



**Prevention
and
elimination of
discrimination**



**Equity and
inclusion
strategy in
the Social
Just
Transition
Plan**



**Link
attractivity
and DEI

Retain
senior
workers**



**Equal
wages,
WLB,...**



**Policy
against
sexual
harassment**

Clause 6: Implementation



Autonomous social partner agreement

Signatories – EPSU, IndustriAll, Eurogas

Commits members to implement the agreement, following the implementation guidelines

Non regression clause

Most favorable condition



To be implemented by social partners at the appropriate level – whether national, sectoral or company

Social partners should report ‘preferably jointly’ on the implementation

Clause 6: Implementation



Implementation guidelines for each clause

EX:

- 1. Social Just transition Plans**
- 2, Proportion of workers covered by collective agreements, JT worker representative,...**
- 3, Number of dev interview**
- 4, Suitable training plans, percentage of workers trained, number of apprenticeships**
- 5, distribution of data in the workforce...**



Creation of a monitoring committee

Composed of 7 members from each signatory parties

Meet once a year

Receive national implementation report

Resolve problems on implementation

Report to SSDC Gas

Next steps

- Discussion in SSDC Gas on the 27 February
- EPSU: vote in the UT Standing Committee 5th March; vote in the Executive Committee 21 March
- IndustriAll: Consultation of executive committee via written procedure (4 weeks)
- Eurogas: vote of board members
- Signature on the 19 April (in presence of Nicolas Schmit)
- Agreement enters into force six months after signature
- First monitoring committee meeting one year later
- Future possibility to take elements for a Directive

