

Negotiating the future of work:

Net Zero



Foreword

Tackling climate change and the introduction of new technologies will have huge impacts on jobs in the next few decades, yet they often fall outside of union-management relations. This is a huge risk, putting us on track for a more unfair labour market, instead of a just transition.

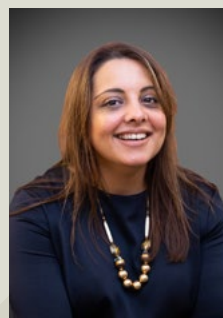
We define a just transition (see page 57) as one where workers have a central voice in planning the transition, so it's done with them not to them. It's one where no workers or communities are left behind, and where new jobs are just as good or better than any that are lost in terms of pay, skills, health and safety, equality, pensions and trade union recognition. This is our vision for a net-zero Wales, but it is just as applicable to the introduction of new technology because any interventions in these areas are not neutral for the workforce – they can either make work more fulfilling, secure and rewarding, or they can displace, discriminate and disadvantage workers, worsening existing inequalities linked to workers' characteristics and place.

Widening the scope of consultation and collective bargaining is therefore the best way to protect workers in a rapidly changing economy. The issues that arise from a shift towards more workplace automation and other new technologies, as well as those that relate to decarbonising the economy, throw up similar challenges – things like retraining, job design and evaluation, workforce planning and redeployment are all key, and will make the difference to whether we achieve that 'just transition' vision.

Our movement needs to steer this agenda to make sure that workers get a fair deal. But we know that employers often don't consult on these issues, and we urgently need to engage with them on long-term workforce planning issues and transitioning the skills base of the Welsh workforce.

Access to learning and skills for workers is key to moving this forward. We have an established and successful union-led learning programme in Wales, and a network of professional and active workplace reps. We have an opportunity to use these assets to make a difference on this agenda.

This is one of two reports highlighting the importance of supporting workers to access new skills and, crucially, embedding good practice by negotiating with employers across the key sectors we know are most impacted. It is aimed at our workplace reps. It is for you to use to start these conversations with your employers and colleagues to realise the ambition of a just transition in Wales and address the big changes facing workers today.



In solidarity

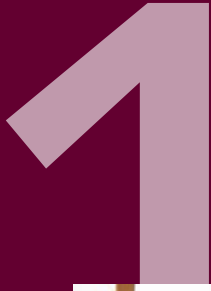
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Shavanah Taj
General Secretary
Wales TUC

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Executive summary

Negotiating Net Zero in Wales: Executive Summary

The Welsh government has recently increased its ambition to reach net-zero carbon emissions by 2050 (up from an 80% reduction target), set the latest carbon budget target for 2021-5, and stated its intention to make the Welsh public sector carbon neutral by 2030.

Net zero is now an issue for all Welsh workers

The new targets mean decarbonisation is now an urgent issue across the public and private sectors. As well as further reductions in the power sector, there will have to be greater emissions reductions in other carbon-intensive industries; where a small number of big emitters, such as Port Talbot steelworks are responsible for a large proportion of Welsh emissions. It is in these industries that there is a risk of a large-scale displacement of jobs, as some 'dirtier' ones will either disappear entirely or be radically transformed through the introduction of new technologies.

The 2020s are a crucial decade

The next decade will see transition efforts across the whole of the Welsh public sector which employs 20% of the workforce. It will also see major shifts in Wales' most important industrial areas, including the South Wales Industrial Cluster, which only have fifteen years to either switch away from fossil fuels to low-carbon alternatives and/or install carbon capture and storage (CCS) at scale. Major transformations will also be getting underway across the transport, housing and construction industries.

Planning is already underway

There are multiple planning processes underway already focussing on economic recovery and transition. Whilst the Wales TUC has secured a union presence on both the public and private sector panels that are feeding into the development of the Net Zero Wales Plan, unions will also need to be engaged in the implementation of the Plan. Decisions around transition are also being made at employer and industry level where unions have a presence.

What is just transition?

Just transition is a way of seeing achieving net zero as an opportunity rather than a threat for workers. It is commonly accepted as a policy framework which requires that workers interests are protected and promoted during the transition to a net zero economy. Whilst there are disagreements around what a just transition should look like in practice, the Welsh government has adopted the language of just transition particularly in its work emanating from the Future Generations and Wellbeing Act 2015, which includes a vision of a net zero future of good jobs and better wellbeing achieved through social partnership working.

What unions need to do to make it happen

In A green recovery and a just transition, the Wales TUC confirmed that the practical path to achieving a just transition for Welsh workers will require action from government, employers and unions as well as meaningful dialogue between all three parties.

Union action will be needed to influence the transition on behalf of workers via greater social partnership working, campaigning for and negotiating transition plans at a workplace and employer level, and planning for skills provision.

Few agreements to date but momentum is building

In the UK to date, there are relatively few collective union agreements on environmental issues and decarbonisation, but there are positive signs that momentum is building in both partnership working and workplace action and that Net Zero is rising up the bargaining agenda. Unions are:

- getting their voices heard through new partnership structures – although this can be built upon especially in the private sector
- building on existing workplace environmental activism
- pushing for just outcomes to the transition in carbon intensive industries

Time to mainstream the issue

To ensure that net zero continues to rise up the bargaining and workplace agenda, the urgency of the issue needs to be felt by all reps, officials and members. Mainstreaming the issue will create a much-needed space for debate between different viewpoints, help to build confidence that organising around this issue can have positive outcomes for workers, and allow members to feed in their ideas for the industrial future.

Support for reps

The Wales TUC has produced several new resources to support reps seeking to understand and engage further in the transition to net zero in their workplaces. These include:

- a new toolkit: Greener workplaces for a just transition <https://www.tuc.org.uk/greener-workplaces-just-transition-wales-tuc-toolkit-trade-unionists>
- a new 3-day course 'Greening our workplaces – 'green skills' for trade unionists. <https://www.tuc.org.uk/events/greening-our-workplaces-green-skills-trade-unionists-0>

Many individual unions such as UCU, PCS and Unite are also running their own training courses for reps.

Learning from just transition agreements elsewhere

Outside of the UK there are a number of strategic sectoral agreements that cover the phasing out of carbon-intensive industries, predominantly coal-mining, where unions have had a strong voice in ensuring the process is 'just' for workers. These agreements, which all involve regional or national governments, as well as employers, unions and other stakeholders provide:

- a road map for the process of change
- financial support and retraining for displaced workers
- environmental regeneration plans
- commitments to invest in local infrastructure and new businesses

Securing a voice at the strategic level

Over the last few years, new spaces have been created around the UK that provide workers' representatives with a voice in strategic policy level discussions about the transition to a net zero economy.

In Wales, unions already have the advantage of the official Social Partnership structures, the Workforce Partnership Council and Council for Economic Development, to ensure workers' voices are heard alongside employers and government. They need to ensure they take full advantage of these opportunities and others to try to engage in new forums particularly in the private sector.

Ramping up efforts at workplace level

As the urgency of net zero as an issue grows, the Wales TUC is calling for unions and employers to negotiate 'transition plan' agreements that provide protections and guarantees for workers during the process.

This call for action in every Welsh workplace comes on the back of, and can build upon, many years of successful union campaigns on environmental issues.

Prioritising carbon intensive industries

It is in more carbon intensive industries, such as energy, steel, chemicals, aviation and manufacturing where the transition to net zero will have a significant impact on the workforce. It is in these sectors that unions are making important interventions on transition issues in different industries to safeguard jobs, maintain standards of labour and help shape reskilling and redeployment.

Ensuring skills are a focus

The transition to net zero is already creating demands for new skills, and as the processes of job substitution and work displacement accelerate, unions have an important role to play in ensuring workers (and employers) know, and have available, the pathway to a new role or job. It is especially important that this work has an equalities focus.

One way for reps and officials to open the discussion regarding skills transition in the workplace is through the Wales Union Learning Fund.

Negotiating the future: The takeaways

- Successful intervention is possible
- The time to act is now
- Prepare the ground and engage members
- Use industrial strength
- Engage in dialogue at all levels

Summary of agreements

Initiative	What has been won
Plan del Carbón, Spain	This was a comprehensive 'just transition' agreement won by Spanish coalmining unions in 2018. The deal covers the closure of mines that are not economically viable and offers government funding for the retraining of workers who have lost their jobs either directly or indirectly as well as the environmental and economic regeneration of the sites.
German tri-partite just transition agreements	Unions working with employers and regional governments in Germany have also successfully negotiated transition agreements for coal mining regions in the Ruhr, that saw workers protected as the region converted from one of the 'dirtiest' industrially to a new greener economy. Similar agreements are being negotiated in the power sector.
Social Partnership working in Wales	Wales TUC won union representation on two panels feeding into the Net Zero Wales plan. In the public sector which is tasked with being net zero by 2030, this is the Decarbonisation Strategy Panel and in the private sector, unions now have a voice on the Wales Industrial Decarbonisation Task and Finish Group. Unions can also push just transition objectives through the Workforce Partnership Council (public sector) and the Council for Economic Development.
Greening the workplace agreements	In the UK, there are many examples of environmental recognition agreements in workplaces that have established environmental committees and reps tasked with working on 'green' issues. Examples include UCU's Green New Deal at Goldsmith's university, UNISON's Joint Environmental Committee at Great Ormond Street Hospital, Unite at the Port of Felixstowe, UNISON, GMB and Unite reps winning an environmental recognition agreement at Bristol City Council, including facility time for 12 environmental reps.
Partnership working in Greggs, SHES reps	The BFAWU food union has achieved a verbal agreement to work together with Greggs sandwich chain to decarbonise the company. The agreement is to extend the health and safety reps' role to incorporate environmental issues too – referring to them as SHE (Safety, Health and Environment) reps. The company and union are working together to roll out training to the new reps.

<p>Devenport Royal Dockyard workplace sustainability</p>	<p>GMB, Unite and Prospect won a workplace environmental sustainability agreement at Devenport Royal in November 2016 with the Ministry of Defence, Interserve and Babcock Marine. It commits to working together to reduce carbon emissions and improve on other environmental indicators. Unions are represented on an environment management committee and energy efficiency group and on waste and water management and new builds on site. The agreement also initiated community-based activity including visits to a waste incineration plant and a beach clean-up event.</p>
<p>Engagement in new structures for social dialogue</p>	<p>Social dialogue is key to more strategic discussions around the net zero transitions. There are promising signs of union participation in new structures to facilitate this: The Scottish Just Transition Commission, the Yorkshire Climate Change Commission and the Bristol Green Capital Partnership that invests in sustainability projects in the city.</p>
<p>Rolls Royce and Unite agreements</p>	<p>Unite victories in the struggles against the planned closure of three Rolls Royce plants in 2020-21 have resulted in the company's commitment to converting the sites into 'centres of manufacturing excellence' in the area of new green technologies and to training workers in these areas for at least the next ten years.</p>
<p>Oil and gas industry agreements</p>	<p>A new framework agreement negotiated by unions in North Sea oil and gas, the 'energy services agreement' guarantees that labour standards will be maintained as energy companies green their operations. Unions also pushed jobs and skills guarantees in the North Sea Transition deal signed by government and industry.</p>
<p>Reskilling and redeployment in the energy sector</p>	<p>The Prospect union is working with major energy employers EDF and RWE and running 'just transition' workshops to help workers redeploy from fossil fuel-based plants into renewables. The union also recently helped successfully redeploy nearly all their members from the closure of the Cottam coal-fired power station.</p>
<p>SSE's Just Transition plan</p>	<p>In an employer-based initiative, energy giant SSE has announced its own just transition plan which includes funding for reskilling and worker participation in decision-making. Unions were not initially consulted in the design of the plan but will be engaging in its implementation.</p>

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**What is the future
of work?**

What is the future of work?

The nature of work is changing. We are currently undergoing a process of major economic transition and restructuring driven by the introduction of new technologies, and legislation requiring the whole economy to decarbonise in order to combat climate change. The need for a rapid post Covid recovery is only accelerating the process.

Unions need to act now through all available negotiating structures from the workplace level up to social partnership councils to ensure that workers have a strong voice throughout the transition, play an active role in re-defining the jobs of the future and shape the skills training needed to adapt to the shifting environment.

The International Labour Organisation (ILO) summarises the four main processes of change already underway in the labour market. Union reps and officials will want to be up-to-speed with how they are unfolding within their sector so that they can intervene and negotiate the best outcomes for members.

→ New job creation across many sectors of the economy

Automation and digitalisation are already creating the new 'platform-based' jobs such as those seen in the gig economy and are predicted to create new jobs in areas including data analysis, information security, digital transformation, software, applications, artificial intelligence and machine learning.

The transition to net zero will create new jobs in renewable energy; in energy efficiency (in manufacturing, transportation, building construction and operations, etc.); in organic agriculture; in various employment-intensive

adaptation measures intended to protect and restore ecosystems and biodiversity, and in infrastructure and green (public) works intended to adapt to climate impacts and build resilience.

→ Job substitution

Existing jobs are being substituted as a result of shifts in the economy. With automation replacing tasks from a range of jobs, from repetitive physical labour such as operating machinery on production lines to collecting and processing data for example paralegal work, accounting and back office work, these job roles are likely to be transformed but not necessarily eliminated as workers shift to perform other roles within organisations. This has implications for occupational profiles and skill needs.

Similarly the move from less to more efficient, from high-carbon to low-carbon, and from more to less polluting technologies, processes, and products will also substitute jobs. Examples include a shift from truck-based transportation to rail, from internal combustion engine manufacturing to electric vehicle production, or from landfilling to recycling and refurbishing.

→ Job elimination

Certain jobs are being eliminated, either phased out or massively reduced in numbers, without direct replacement. This may happen where previously labour-intensive job processes are fully-automated; for example, fully-automated ports, the transition to online banking and retail. It will also occur in sectors of the economy where energy and materials intensive economic activities are reduced or

phased out entirely. Greater energy, materials, and water efficiency (along with boosts in recycling of materials and reuse of products) could lead to substantial job losses in the primary sector.

→ Job transformation

Finally, many, and perhaps most, existing jobs will simply be transformed and redefined as day-to-day workplace practices, skill sets, work methods, and job profiles are automated, digitalised or greened. For instance, workers everywhere are increasingly interacting with new software, devices and machines that are altering the rhythm of their daily working lives. As the economy shifts towards low carbon working, plumbers, engineers and electricians will have to reorient themselves to carry out similar work in the new environment. Automotive workers will produce more fuel-efficient (or electric) cars. Farmers will apply more climate-appropriate growing methods (ILO, 2016)

The scope of this project

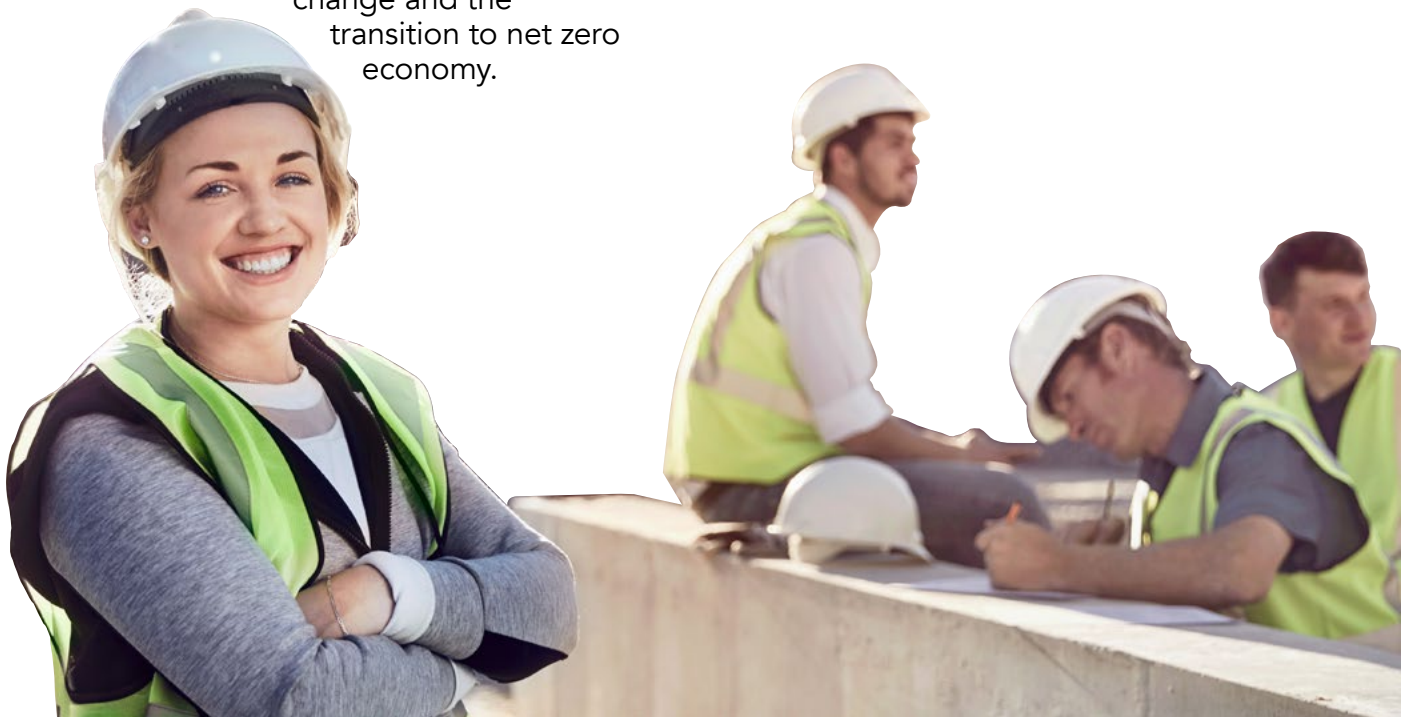
This project set out to find practical examples of what unions have already negotiated to prepare their members for the major changes to working life being brought about through increasing automation and rapid technological change and the transition to net zero economy.

The research involved:

- A review of secondary literature and extensive desk research
- A search of the Labour Research Department's (LRD) collective agreements database
- A survey of LRD's union contacts
- Follow up interviews with key contacts
- Attendance of union workshops on relevant issues

It is clear that collective bargaining on these current transition issues is still in its infancy with very few concrete examples of agreements. Nevertheless, the research uncovered a number of examples of union negotiations and activity from across the UK and abroad that will be of interest to reps and officials looking to take action on these issues.

These findings have been split into two separate guides. This guide focuses on examples and key areas for negotiators looking to achieve agreements around the transition to net zero.





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Negotiating net zero

Negotiating Net Zero

In April 2019, the Welsh parliament declared a climate emergency, making it the first country in the world to do so. The government has also recently increased its ambition to reach net-zero carbon emissions by 2050 (up from an 80% reduction target), set the latest carbon budget target for 2021-5, and stated its intention to make the Welsh public sector carbon neutral by 2030. The government roadmap for achieving this new target is due to be published later this year as the Net Zero Wales delivery plan.

“We were the first country in the world to declare a climate emergency, but now we will use the new science to make our long-held ambition of a Net Zero Wales, a reality. While we have set our intention to achieve this by 2050 in law, we will continue to do all we can to get there sooner. The global climate outlook is grave, and we will not shy away from stopping harmful emissions being pumped into our atmosphere and heating our planet. Business as usual is not an option.

As with Covid, climate change will impact us all, but the stark reality remains our most vulnerable communities will be hit the hardest. The transition towards a Net Zero Wales must be fair and just, a green and clean future which means good quality jobs and leaves no communities behind”

(Minister for Environment, Energy and Rural Affairs
Lesley Griffiths)

Climate legislation in Wales

In Wales, there are two main pieces of legislation that determine the government's approach to the transition to Net Zero, these are the *Environment Act 2016* and the *Wellbeing of Future Generations (Wales) Act 2015* (WBFGA), the latter's emphasis is on how stakeholder engagement benefits unions. There is also the government's Social Partnership framework, which is due to be made statutory in the forthcoming *Social Partnership and Public Procurement Bill* that is committed to achieving 'Fair Work' in Wales through tri-partite partnership working: providing permanent spaces for unions to represent workers' interests in negotiation with employers and government.

→ The *Environment Act 2016* sets out the government approach to achieving net zero. The law covers the management of natural resources and biodiversity with the aim of mitigating climate change. It also sets targets on greenhouse gas emissions by 2050 – and provides for interim targets to be set for 2030 and 2040.

The act requires a system of 5 yearly carbon budgets setting limits on the amount of emissions (Welsh government advisory body) and how the country will meet its obligations under the Paris Climate Agreement. The latest budget (2021-25) was set in March 2021 and the plan for delivering this target is currently being developed. Now called the Wales Net Zero Plan, the Welsh Government's second statutory decarbonisation plan is scheduled to be published in the autumn of 2021.

→ The *Wellbeing of Future Generations Act* also sets out a vision for a future low carbon economy that puts the current and future generations' wellbeing at its heart. To achieve its wellbeing objectives, it requires public bodies to work better with people, communities and stakeholders, therefore including unions.

Net zero is now an issue for all Welsh workers

The transition to Net Zero is going to start to be felt more keenly across all sectors of the economy. Progress to date on emissions reduction in Wales has been largely made in the power sector, which continues to have targets for further reduction. However, the new targets mean decarbonisation is now an urgent issue across the public and private sectors.

According to the Climate Change Committee (CCC) which has set out a road map to decarbonisation for the country, the next target will have to be achieved through greater emissions reductions within the industrial sector; where a small number of big emitters, such as Port Talbot steelworks are responsible for a large proportion of Welsh emissions.

Emissions in Wales primarily result from the burning of fossil fuels (mostly oil and gas) to run vehicles, heat buildings, produce electricity, and for energy use in industry. Further emissions arise from other industrial and agricultural processes, changes in land use, waste disposal and leakage from various sources.

It is workers in the energy sector and other more carbon-intensive industries that will feel the greatest impact of the effort to meet new targets, at least initially. It is in these industries that there is a risk of a large-scale displacement of jobs, as some 'dirtier' ones will either disappear entirely or be radically transformed through the introduction of new technologies.

However, implementing the Net Zero Wales plan is going to require a step up in efforts to reduce emissions from government, business and other public bodies, which will have implications for all workers.

The 2020s are a "crucial decade".

The next decade will see transition efforts across the whole of the Welsh public sector which employs 20% of the workforce. It will also see major shifts in Wales' most important industrial areas, including the South Wales industrial cluster, which only have fifteen years to either switch away from fossil fuels to low-carbon alternatives and/or install carbon capture and storage (CCS) at scale, even though, as yet, it is still uncertain as to what technologies will be adopted (CCC, 2020). Major transformations will also be getting underway across the transport, housing and construction industries.

No single solution or single sector can meet the budget alone; action is required across all areas and all sectors, without delay. The 2020s are the crucial decade: with effective action starting now, by 2030 Wales will be firmly on track to Net Zero (CCC, 2020)

Planning is already underway

There are multiple planning processes underway already focussing on economic recovery and transition. At a strategic policy level, the Wales TUC have secured a union presence on both the public and private sector panels that are feeding into the development of the Net Zero Wales plan. Unions also have seats on social partnership councils (see below), which are important spaces for influencing strategy. However, planning for the transition is also occurring at other levels that unions have a stake in. For example, at the:

→ Employer level:

Carmarthenshire Council published Net Zero Carbon by 2030 plan in March 2021, implementing the plan will have an impact on the workforce: <https://www.carmarthenshire.gov.wales/home/council-democracy/net-zero-carbon/>

→ Industry level:

The South Wales Industrial Cluster (SWIC) deployment project is carrying out urgent studies into the technologies of the future: <https://www.swic.cymru/>

The Net Zero South Wales 2050 innovation project investigating different pathways to net zero: <https://www.zero2050.co.uk/about-us/>

Wales TUC secures union voices in net zero planning

Recent campaigning by the Wales TUC won union representation on the two panels feeding into the Net Zero Wales plan.

In the public sector which is tasked with being net zero by 2030, this is the Decarbonisation Strategy Panel and in the private sector, unions now have a voice on the Wales Industrial Decarbonisation Task and Finish Group.

The Wales TUC's transition campaigning has also led to

- An invitation to be part of the advisory panel for [South Wales Valleys Climate and Fairness Panel](#) (citizens' jury) run by the IPPR's Environmental Justice Commission.
- Taking part in a research study for the [TRACER](#) project (Transition in Coal Intensive Regions).
- Hosting an event on a just transition as part of [Wales Climate Week](#).
- Securing support for the role of green reps in the Welsh Labour manifesto



An opportunity for a just transition in Wales

What is just transition?

Just transition is a way of seeing achieving net zero as an opportunity rather than a threat for workers. It is a concept first used by trade unions in the U.S. to demand mitigating measures for workers losing their jobs in the coal fields. Now it is commonly accepted as a policy framework which requires that workers interests are protected and promoted during the transition to a net zero economy.

Whilst there are disagreements over what kind of transition is achievable (see box), The International Trades Union Congress' (ITUC) definition of 'just transition' is that it:

“secures the future and livelihoods of workers and their communities in the transition to a low-carbon economy. It is based on social dialogue between workers and their unions, employers, government and communities. A plan for Just Transition provides and guarantees better and decent jobs, social protection, more training opportunities and greater job security for all workers affected by global warming and climate change policies.”

Following global union pressure, the concept of a just transition was included in the UN Paris Agreement, signed in 2015 by 196 countries, which “requires parties to step up action to reduce greenhouse gas emissions” while taking into account “the imperatives of a just transition of the workforce and the creation of decent work and quality jobs” and this commitment by nations was later followed up and strengthened with the Silesia Declaration in 2018.

Both the Climate Change Commission and the Welsh government have also adopted the language of just transition and offer a positive vision of a future, greener, more equitable Wales.

A just transition to Net Zero can support a more equal Wales, a Wales of cohesive communities, and a Wales of vibrant culture and thriving Welsh language. UK and Welsh Government policy, including on skills and jobs, must join up with local and regional policy on the just transition. Vulnerable people must be protected from the costs of the transition and the benefits must be shared widely.

(CCC Wales advice report, 2021).

Further, the 2020 report by the Future Generations Commissioner imagines a future net zero Wales transformed with new quality jobs created, wellbeing goals achieved and partnership working having been central to getting there:

By 2050, businesses, public services, the voluntary sector and government will have worked together to achieve the target of reducing emissions to zero whilst contributing to all national well-being goals.

Our future generations will be living in a world where they don't have to fear their future; a low-carbon society that consumes within its means, has zero net emissions, and is not contributing to climate impacts globally.

People will be supported to develop skills and secure decent work, procure goods and services in a fair and local way, with the foundational economy generating local wealth and employment.

We will have quality, future-proofed jobs fit for the globalised low carbon economy and have the right growth and skills to lift people out of poverty whilst improving health and the environment.

(Future Generations report. 2020)

What unions need to do to make it happen

However, whilst the policy rhetoric is undoubtedly positive, the practical path to achieving a just transition for Welsh workers will require action from government, employers and unions as well as meaningful dialogue between all three parties.

In 2021, the Wales TUC has been campaigning hard on this issue and, in collaboration with member unions, has published *A green recovery and a just transition*, setting out the union perspective on what is needed to achieve a green recovery from the Covid crisis and a just transition to a net-zero economy.

It states five conditions that are necessary for a just transition:

- Clear and funded pathway to a green recovery and net zero
- A central voice – Just Transition must be a central part of social partnership
- Welsh government must use all levers to promote Fair Work to ensure new jobs are good jobs
- Employers must put workers at the heart of transition plans
- Every worker should have access to funded training to improve skills

Union action will be required to ensure that all of these conditions are met. Opportunities to influence the transition on behalf of workers need to be taken via greater social partnership working, campaigning for and negotiating transition plans at a workplace and employer level, and planning for skills provision. The rest of this report looks at examples of union interventions on the environment and the transition to Net Zero that activists and officials can build upon to make a just transition a reality in Wales.

The Welsh social partnership model

The Social Partnership Framework in Wales, although not yet on a statutory footing, has ensured that opportunities for dialogue have opened up for workers to get their voices heard on climate change and other issues.

The Social Partnership Council is a cross-sector arrangement involving three-way dialogue between unions, government and employers. It consists of two bodies, one for the public sector and one for the private sector, which have been meeting fortnightly during the pandemic.

They will be put on a statutory footing once the Social Partnership and Public Procurement Bill becomes law. This bill will introduce a social partnership duty for many of Wales's public bodies and a fair work duty which Welsh Government must comply with.

The Workforce Partnership Council (public sector) exists to work to improve workers' experiences through cross-public sector partnership. Unions have secured several important agreements in the last three years of its existence. Chief among these is an agreement on the acceptable use of non-guaranteed hours arrangements, which includes casual and zero-hour contracts. Through the WPC, they have agreed with health boards, local councils and Welsh government employers that casual and zero-hour staff should be offered a permanent or temporary contract after 12 weeks, if there is a continuing need. Union branches can now support workers on precarious contracts to access secure work.

The Council for Economic Development is the main mechanism for private sector social partnership working. Meeting three times a year, it is a forum to consider major policy decisions and economic trends. However, social partnership working in the private sector more generally is far more ad hoc and challenging in relation to certain policy areas. Often, the union density in a sector tends to reflect how much attention is paid to the workforce by government, when we would argue that the opposite should be the case – un-unionised workers are inherently more vulnerable.

The forthcoming Social Partnership and Public Procurement Bill will offer a chance to try and lever change through local and national procurement policy and its Fair Work remit as well as require public bodies to consult unions on achieving their wellbeing objectives as per the WBFGA.

Few agreements to date but momentum is building

Outside of the UK, unions have achieved a number of agreements with employers and (often regional) governments that provide 'just transition' measures to support workers and communities during the phasing out of fossil fuel sectors, predominantly coalmining.

These agreements have been achieved in industrial relations regimes and political contexts that are very different to the one which exists in the UK; therefore unions here will likely have to take different paths to achieve the same outcomes.

Nevertheless, unions can learn from these processes, especially in how they outline a roadmap to change and in terms of what can be made available to support workers during a strategically planned and funded transition of a whole sector and region.

In the UK, there are relatively few collective agreements on environmental and decarbonisation issues but there are positive signs that momentum is building in both partnership working and workplace action and that Net Zero is rising up the bargaining agenda. As the examples below show, unions are:

- getting their voices heard through new partnership structures – although this can be built upon especially in the private sector
- building on existing workplace environmental activism
- pushing for just outcomes to the transition in carbon intensive industries



Time to mainstream the issue

To ensure that net zero continues to rise up the bargaining and workplace agenda, the urgency of the issue needs to be felt by all reps, officials and members. Mainstreaming the issue will create a much-needed space for debate, and help to build confidence that organising around this issue can have positive outcomes for workers. According to Policy officer Sam Mason from PCS, now is the time to put Net Zero at the heart of union's industrial strategies:

.. “conversations on the environment have often been silo-ed and kept separate from industrial matters. Now is the time for unions to align their political aims with their industrial strategies; the transition to net zero needs to be ‘mainstreamed’ as a union issue like equalities are”.

(Sam Mason, policy officer, PCS)

Support for reps

The Wales TUC has produced several new resources to support reps seeking to understand and engage further in the transition to net zero in their workplaces:

In the past year it has developed a new toolkit: Greener workplaces for a just transition <https://www.tuc.org.uk/greener-workplaces-just-transition-wales-tuc-toolkit-trade-unionists>

It is also running a new 3-day course ‘Greening our workplaces – ‘green skills’ for trade unionists. <https://www.tuc.org.uk/events/greening-our-workplaces-green-skills-trade-unionists-0>

The first *Greening our Workplaces* course was piloted in February 2021, and others are due to run later in the year.

Other unions such as UCU, PCS and Unite are also running training courses. Unite began the roll out a new education programme on the

environment in early 2021. Five-day courses on decarbonisation and climate issues will be offered to all reps, not just those with direct environmental responsibilities.

Acknowledging there will be disagreements

Mainstreaming Net Zero will require acknowledging that there will be differences in opinions and approaches as to how the transition should unfold across different sectors and workplaces.

Head of Education at Unite, Jim Mowatt, acknowledges that the union's economy-wide membership will not always agree when it comes to how to respond to the challenges of net zero, but believes that the courses the union offers will help “provide the space for our members’ representatives to genuinely debate the impacts of climate change on their sector and others’ sectors.”

There can also be a lack of agreement between unions and campaign groups around a just transition and the specific path to net zero to take. In many sectors, it is still unclear what ‘clean technologies’ will be adopted. For example, in the Yorkshire and Humber ‘dirty industry zone’, there may be a mid-term move to biomass energy production before a later move to hydrogen and/ or other renewables. Trade unionists and climate activists often clash over the options. Bill Adams, regional secretary for Yorkshire and Humber TUC says: “Climate activists have good solutions, but they’re not going to provide enough jobs.”

Building confidence

Mainstreaming the transition to net zero will help to build confidence in reps that the process of change can be an opportunity as well as a threat. There is some understandable scepticism amongst reps. Recent experiences of de-industrialisation and the transition into the ‘service economy’ saw the creation of structural unemployment, the decimation of communities and replacement jobs that were of much poorer quality. This, coupled

with a Conservative UK government that favours market solutions and tends to shut out workers' voices, has created a view amongst many who believe that transition equals the loss of decent work. "People keep talking about all these new green jobs, but what are they? What do they look like? Will they pay the mortgage?" (Senior Steward, Unite Chemicals Sector).

Sam Mason of PCS says: "An important part of the [mainstreaming] process will be to build confidence amongst reps who may believe their jobs are under threat. As a paid union official, I can go and talk about transition, but I'm not the one that's in that job, and having to deal with that. If we don't build confidence now, then we'll just be fighting and on the retreat later on."

Developing model industrial plans

One way of engaging reps and members in a positive vision of the opportunities offered by the transition to net zero is to plan out possible future scenarios. During the height of the Covid 19 pandemic, manufacturing plants like that of Airbus in North Wales converted their production lines to make ventilators for the crisis. Unions are now asking themselves how other workplaces might adapt to make greener products and services. To this end, there has been a renewed interest in the 1970s Lucas Plan, which emerged after shop stewards working in aerospace designed an 'Alternative Corporate Strategy' for their company that included shifting production to 'socially-useful' products.

PCS has done some thinking around what a transition could look like for jobs in a particular place. PCS's *Green New Deal for Gatwick* sets

out how an area around an airport that has already suffered a mass loss of jobs could be transformed with the help of strategic planning and investment. It "examines the latent skills potential held by former aviation workers and proposes a constructive, positive investment in quality, secure jobs - jobs that meet the present and future needs of communities and the environment". This is the kind of visionary, joined up thinking that activists may have to get used to as the transition gets underway.

The Wales TUC has also done work with Transition Economics on potential job creation opportunities. This analysis set out how £6 billion in investment could create almost 60,000 jobs. It also showed how these job opportunities could help those most affected by the immediate economic crisis caused by Covid and help Wales meet its climate targets in the longer term.



Is a new approach to bargaining needed for net zero?

A 2020 study on *Labour and Environmental Sustainability* in the UK concluded that unions may have to change their whole approach to bargaining as we transition to net zero.

It stated that, usually in a market economy, bargaining is focussed on getting a fair 'slice of the cake'. However, it is very likely that the climate emergency will put limits on growth, which in turn will stop the cake from growing.

The study recommends, therefore, that unions stop focussing solely on the wage dimension of bargaining, and instead embrace a wider concept of production costs and productivity, which includes all the (external) resources needed to produce a good or a service. This way, labour and environmental costs can be better balanced instead of being in competition as they often are currently. Other recommendations include:

- workers gaining full access to information about a firm's proposed investments in environmental sustainability; they should take industrial action where this is not forthcoming;
- workers refusing to participate in 'harmful' practices, or becoming whistle-blowers if their firm does not comply with environmental regulations;
- breaking down the silos between occupational health and safety and environmental policies. Prevention of harm can go beyond just workers' safety to the security of human beings, the environment and communities;
- mobilising members through robust communication strategies;
- involving multiple stakeholders in agreements;
- supporting the recognition and redistribution of ecological and socially-reproductive work; and
- considering global implications of local processes e.g. shutting down coal in developed economies could shift polluting industries to the developing world. (Zbyszewska & Pillon, 2020)

Learning from just transition agreements elsewhere

Outside of the UK there are a number of strategic sectoral agreements that cover the phasing out of carbon-intensive industries, predominantly coal mining, where unions have had a strong voice in ensuring the process is 'just' for workers. These agreements, which all involve regional or national governments, as well as employers, unions and other stakeholders provide:

- a road map for the process of change
- financial support and retraining for displaced workers
- Environmental regeneration plans
- Commitments to invest in local infrastructure and new businesses

There are multiple examples from coalmining regions in the US and Canada. In the latter country, a Just Transition taskforce with union representatives visited affected regions, recorded the viewpoints of all stakeholders and encouraged the government to invest heavily in skills development and economic diversification. New Zealand also has a national Just Transition plan to phase out oil and gas in which unions are engaged.

Major examples in Europe include the Spanish and German agreements to phase out coal, both of which involved the respective national governments, as did the German just transition programme for the Ruhr industrial regions (see examples below). On a smaller scale, the Le Mans programme in France also involved a local employer level effort to reskill industrial workers to switch to green jobs.

Plan del Carbon in Spain

In Spain in 2018, mining unions won a landmark deal for a 'just transition' for coal workers. It came after years of struggle with previous governments who wanted to stop subsidising the industry with no plan in place to help affected workers. The socialist government committed €250 million for the Plan del Carbón deal which will see the closure of all Spanish coal mines that are no longer economically viable. The unions involved were the Federación de Industria de Comisiones Obreras (FI-CCOO), Federación de Industria, Construcción y Agro de la Unión, General de Trabajadores (FICA-UGT) and Federación de Industria de la Unión Sindical Obrera (FI-USO).

The government-funded plan began in 2019 and will end in 2027. Ten pits and opencast mines are expected to close by the end of the year, with the loss of 1,677 jobs. It covers eight companies with 12 production units in four regions of Spain. The biggest employer is the state-owned mining company HUNOSA, with 1,056 employees.

The deal benefits miners and their communities with clauses designating funding for the retraining for people who have lost their jobs either directly or indirectly, environmental regeneration of the sites, the development of renewable energy businesses, an upgrade to facilities in mining communities and investment in other new industries. About 60 per cent of miners – those aged 48 and older, or with 25 years' service – will be able to take early retirement. Younger miners will receive a redundancy payment of €10,000, as well as 35 days' pay for every year of service. Miners with silicosis will receive an additional payment of €26,000. (IndustriALL, 2018)


German tri-partite agreements

An example of a 'just transition' process that is often used as a model, centres on the Ruhr region of Germany. Negotiations around how to transform the 'heavy industry' region, particularly away from coal, started as early as 1972 with an early retirement agreement between workers and the state government of North Rhine-Westphalia (NRW). The agreement included transition payments for up to five years, to bridge the time until workers became eligible for pension payments. For younger workers, funding was provided to help them find other jobs, with the help of personnel development centres and training. Later phases of the agreement, between 2007 and 2015, phased out mining entirely and established new higher-education institutions and technology centres, using the investment to lay the foundations of a knowledge-based economy as an alternative to the coal- and steel-centred economy (ILO Technical Paper, 2016).

The lessons taken from the success of the Ruhr process are that it:

- was a strategy with extensive planning for the long term;
- engaged all stakeholders in the discussions;
- was well resourced, and;
- was sustainable, transforming the Ruhr into a beacon for the green economy.

Separately, in 2018, the German government launched a commission on transforming the power sector, including phasing out coal power. The commission included scientists, regional representatives, NGOs, employers' associations, and industry associations as well as trade unions. The DGB (the German Trade Union Confederation) was represented in the Commission, as were two stakeholder unions - the Industrial Workers' Union for Mining, Energy and Chemistry (IGBCE) and the United Services Trade Union (ver.di). The commission arrived at an agreed set of recommendations in January 2019 and they were passed into law in 2020. Frederik Moch, Head of Department for Structural Policy, Industry and Services in DGB, said the key was how the different interests represented were able to work together: "We needed a lot of time at the beginning to create trust between the different members in the Commission," he said (Just Transition Centre, 2020).



Le Mans, France retraining automotive workers to work in wind energy

On a smaller scale, in the Le Mans region in France, unions helped workers dismissed from the declining car industry retrain in mechanics and electro-mechanics to work in the newly created wind construction and maintenance industry. This was possible because around 95% of car industry skills are transferable. This helped to foster the development of a cluster of industrial maintenance industries in the region and maintain jobs (ILO Technical Paper, 2016).

The barriers to just transition agreements in the UK

The UK has yet to have a comprehensive sectoral 'just transition' collective agreement, signed by unions, that covers the long-term decarbonisation of an industrial sector along with a plan to support any displaced workers.

In March 2021, the announcement of the North Sea Transition Deal marked a positive step forward; it is the first strategic sectoral decarbonisation agreement in the UK and the first in the oil and gas industry (see below). However, whilst the Scottish Trades Union Congress (STUC), Unite and the RMT had 'seats at the table' during the development of the deal, and the deal itself promises some financial support for jobs and reskilling, the unions were not full signatories - it was signed off by industry leaders and government - and therefore it cannot be considered a collectively bargained 'just transition' agreement. Reasons given include:

→ the lack of established structures for 'tri-partite' social dialogue under Conservative governments in England. In contrast to Europe where the social partnership model means there is well-established social dialogue between government, unions and employers, the UK model tends to favour bi-partite negotiations just between industry and government. However, this situation can be changed as the Welsh government has taken an alternative approach which may facilitate better social dialogue on a just transition in the country and there are also new climate partnerships that are seeking to challenge the status quo elsewhere in the UK (see below);

→ the legal and institutional barriers: these include the exclusion of environmental issues from the statutory scope of collective bargaining and the lack of legal rights for environmental reps, an issue the TUC has campaigned on for many years.

Securing a voice at the strategic level

Over the last few years, new spaces have been created around the UK that provide workers' representatives with a voice in strategic policy level discussions about the transition to a net zero economy. These structures are relatively new, and their impact is yet to be fully apparent, nevertheless they show how unions, employers, regional governments and other stakeholders are now working together in unprecedented ways to find solutions and plan for the future economy. Unions need to ensure they take advantage of these opportunities and to try and engage in new forums, particularly in the private sector.

In Wales, unions already have the advantage of the official Social Partnership structures, the Workforce Partnership Council and Council for Economic Development, to ensure workers' voices are heard alongside employers and government. The Workforce Partnership Council is currently working on a statement on facility time for green reps along with a statement of support for just transition principles.

The Wales TUC also pushed for a seat at the table in some key forums where discussions and strategic planning about the transition to Net Zero will take place such as the Decarbonisation Strategy Panel (for the public sector) and the Wales Industrial Decarbonisation Task and Finish Group for the private sector.

However, unions will have to push for further engagement to secure a strong voice for workers in the transition process as it evolves, particularly in the private sector where progress has been slower. Businesses and other stakeholders are already engaged in key partnerships working on the technological solutions to the transition of their industries, such as those in the South Wales Industrial Cluster. Decisions taken in these groups will likely have a direct impact on the future workforce.

Elsewhere in the UK, there have been further examples of union engagement in new tripartite structures. In 2018, for example, the Scottish Government established the Just Transition Commission (SJTC) to provide Scottish Ministers with practical, realistic, and affordable recommendations which will: "maximise the economic and social opportunities of a net-zero economy by 2045; build on Scotland's existing strengths and assets; and understand and mitigate risks" (SJTC).

It came about after concerted campaigning from civil society via the Just Transition Partnership (JTP), a coalition made up of the Scottish TUC (STUC), Unite Scotland, UNISON Scotland, CWU Scotland, PCS Scotland and UCU Scotland, together with environmental campaign groups Friends of the Earth (FoE) and WWF Scotland.

The remit of the Scottish Just Transition Commission

The purpose of the Just Transition Commission is to advise Scottish Ministers on how to apply Just Transition principles to Scotland. These principles can be summarised as to:

- plan, invest and implement a transition to environmentally and socially sustainable jobs, sectors and economies, building on Scotland's economic and workforce strengths and potential;
- create opportunities to develop resource efficient and sustainable economic approaches, which help address inequality and poverty; and
- design and deliver low-carbon investment and infrastructure, and make all possible efforts to create decent, fair and high value work, in a way which does not negatively affect the current workforce and overall economy.

The Commission is yet to publish its final report and, in a worrying sign, the Scottish Government already attempted in December 2020 to ignore the recommendations of its interim report by failing to add details on how the workforce and communities would be supported in their most recent Climate Change Plan, despite being mandated to do by The Climate Change Scotland Act 2019.

Dave Moxham, Deputy General Secretary of the STUC, who sits on the Commission said:

“We know from past experience that promises of green jobs are easily broken if they are not followed up with policy action.”

Previously, renewables firm BiFab, one of the companies the Scottish government had backed to lead a revolution in manufacturing for renewables, had collapsed into administration having failed to secure contracts for the offshore wind industry. It remains to be seen what the final impact of the Commission’s work will be. However, an early sign of impact is that the energy giant SSE, which has a seat on the Commission, has become the first major company to publish its own ‘just transition’ plan (see below).



Example: Yorkshire and Humber Climate Commission

This year (2021) saw the launch of the Yorkshire and Humber Climate Commission (YHCC). It has the support of the TUC as well as the Environment Agency, Yorkshire Water, Northern Powergrid, Northern Gas Networks, Yorkshire Universities and the University of Leeds, which provided start-up funding for the project. Its initial task will be to prepare a climate action plan for Yorkshire and Humber, the region which is the 'dirtiest' industrially in the UK in terms of both energy consumption and carbon emission. The plan will be submitted/presented to the UN COP26 in the autumn of 2021 and will hopefully offer a template for dialogue between local governments, unions and employers elsewhere in the country.

<https://yorksandhumberclimate.org.uk/>

Membership of the YHCC:

Public	Private	Third sector
Local/combined authority/ LEP representatives *4	Water	Unions
Environment Agency	Energy	Business/employers groups
Natural England	Transport	Environmental groups
NHS	Construction and housing	Wildlife groups
Universities and colleges	Food and agriculture	Community groups
	Resources, waste, circular economy	Consumer groups
	Tourism, leisure, cultural	Land owners' groups
	Finance/legal	

Cross-cutting thought leaders (x2)

(source: <https://yorksandhumberclimate.org.uk/about-yorkshire-and-humber%C2%A0climate-commission>)

The YHCC was set up on the back of work done by the TUC Yorkshire and Humberside's Low Carbon Task Force, a project that set out to engage workers and employers on the issue of transitioning to net zero. The question the taskforce asked itself was "How to protect and develop high carbon industries and skilled jobs in the transition to a low-carbon economy".

The project included Unite, Prospect, GMB, BFAWU, PCS and the UCU as well as employers from the cement industry, the glass industry and power generation. One piece of work it did was to train reps from 30 major installations which were under threat. The aim was to "equip shop stewards to think about how they can get involved, building up expertise and putting Just Transition on the collective bargaining agenda."

The course focussed on a possible future economic strategy for the region; evaluated renewable energy and carbon reduction options; assessed the implications for skills and training; and developed a negotiating strategy. However, it did not result in any real-world collective agreements.

According to TUC regional secretary Bill Adams, who led the project, there was initially a lot of scepticism from the reps because "they thought this is the thin end of redundancy; we're all going to lose our jobs. We've seen this before with the miners and steel. At first, they were reluctant to say anything positive about the project".

However, he hopes now that, with the new YHCC, which has a trade union sub group, the urgency of the situation is sinking in and reps will start to push for long term agreements with their employers. They are beginning to realise that, "once there is an agreement around a Plan B, and you know you have another job to go to, and that you'll have a decent income and not be in poverty when you retire, that they will be alright."

Example: Unite, the Bristol Green Partnership and local agreements

In 2020, Unite South West region joined the Bristol Green Capital Partnership (BGCP); a coalition of public, private and voluntary sector organisations working on a sustainable transition for the city. It is the first time a trade union has ever partnered with such an initiative.

Unite is one of 12 “supporting members”, which means it helps fund the organisation that has over a thousand members. As part of this partnership, Unite officials regularly meet with executives from the BGCP to work on a shared agenda to reshape the world of work within Bristol. Furthermore, Unite has committed to working with the BGCP for the long-term to help foster environmental change that works for workers.

According to Gareth Lowe, the union’s first ever full-time ‘Environmental Lead’ official, who manages the union’s involvement in the organisation, it will offer a good opportunity to ensure the workers’ voice is heard in strategic decision-making by a range of employers in the city.

He says: “Alongside attending events, from informal “Green Mingles” to the recent relaunch of the partnership’s equality-led ambassador programme, Black and Green, we’ve also identified a number of organisations within Bristol who form part of the partnership’s Climate Leaders group. Here we see a potential for collaboration on both rep training and staff engagement. The next step is to reach out to these organisations and offer to work with reps and management, ensuring Unite’s voice is heard in future plans.”

Lowe is also working on getting local employers, some of whom are members of the BGCP, to sign up to new ‘environmental recognition agreements’ – based on the TUC’s model. These will set up Joint Environmental Committees and have lay member employee liaison at their heart. New deals are expected imminently at Bristol Airport and both local universities.

Ramping up efforts at workplace level

The Wales TUC is calling for workplace level 'transition plans'; negotiated agreements that provide protections and guarantees for workers during the process. Acknowledging that the transition is likely to be experienced differently across industrial sectors, all organisations should be working with unions to develop a transition plan covering a range of issues, including:

- the overall number of jobs or workers employed
- pay and conditions
- job security
- working time
- job descriptions
- duties assigned to job roles
- training and skills
- apprenticeships
- retirement policy
- monitoring and surveillance
- performance management
- health and safety implications
- equal opportunities
- facility

This is a call for reps and unions to ramp up their efforts to push for agreements at the workplace level as the urgency of the issue grows. In doing this, there are many successful examples of previous union campaigns past and present to build upon.

Unions have been campaigning on environmental issues and to have environmental reps in workplaces across the UK for several decades. There was an early push from the TUC around 2009-10 to set up environmental committees, and many of the more well-known UK 'environmental recognition' agreements grew from that process.

Unions are already addressing issues related to environmental sustainability and decarbonisation with management in joint negotiating committees, steering groups or health and safety committees. In some workplaces, the remit of existing committees has been expanded, and in others, the job of health and safety reps has been broadened to include environmental matters. There are established dedicated joint environment committees or 'green' forums and, whilst the TUC's campaign to get statutory rights for environmental reps similar to those enjoyed by union reps, health and safety reps and union learning reps, has not yet been successful, many dedicated environmental reps positions (with paid facilities time) have been recognised by employers.

The actions of environmental reps and committees, some of whom have used the TUC model agreement <https://www.tuc.org.uk/sites/default/files/extras/gogreenatwork.pdf>, have ensured that the workforce has had a role in environmental audits, reducing the carbon footprint of buildings, recycling, reducing use of plastics, developing greener travel policies, environmental education and gaining representation on employer strategic planning committees.

Examples of 'greening the workplace'

- UNISON reps made some early inroads on environmental issues in the NHS setting up a Joint Environmental Committee at Great Ormond Street Hospital in 2010. Recently, the committee ran a 'Gloves off' campaign to reduce the unnecessary use of non-sterile plastic gloves across the Trust. In the first year of the programme they saved £90,000 and cut the use of non-sterile plastic gloves by 3.7 million. Staff reported fewer cases of skin issues and contact dermatitis. The union is currently working to re-establish the UNISON Green Reps Network, with new training opportunities and new resources.
- In the Port of Felixstowe, Unite has green reps on a joint union-management environmental committee. In the 2010s, the reps worked to cut 10% off the Port's carbon footprint over four years for which the workforce received an annual bonus.
- At Bristol City Council, UNISON, GMB and Unite reps negotiated an environmental recognition agreement in 2013. The unions managed to negotiate facility time for 12 environmental reps constituting a Green Reps Committee (both of which were first established voluntarily by the union, with a proposal for recognition put forward to the management). The facility time of two days per month for each rep was allocated for dealing with environmental issues and training. The management also agreed to the work programme that the Green Reps Committee developed, and which included initiatives on waste and recycling, replacing large bottle water dispensers with filtered, cooled mains water, developing waste management policies for Council organised events and establishing an eco-driving scheme.
- The UCU is encouraging health and safety reps and others in every college and university to train as 'environment reps' - to negotiate locally for Green News Deals, to better incorporate sustainability into the curriculum and to press employers to develop local carbon reduction strategies in conjunction with staff unions and student representatives. An example is that more than 650 Goldsmiths staff and students signed a petition calling for the university to adopt and implement a Green New Deal by 2020. This initiative was spearheaded in response to the recent UN IPCC report calling for radical and immediate emissions reductions and a rapid phase-out of the fossil fuel industry if we are to avoid catastrophic climate change, as well as recent reports on soil degradation, insect population collapse, and plastic waste.

While the signing of these agreements slowed somewhat after the early push, there are encouraging signs that recent years have seen some fairly detailed agreements, and more are in the process of being negotiated.



Example: UNISON and Stockport Council's Joint Environment and Climate Change Agreement

In 2016, a Joint Environment and Climate Change Agreement was signed between UNISON and Stockport Council. The aim was for the Council to:

- reduce its carbon footprint through quantified and transparent annual targets
- work with staff, management and stakeholders on training and awareness raising
- work closely with Stockport UNISON to promote and encourage the just transition to a local low carbon economy, and have due regard for UNISON's corresponding objectives regionally and nationally.

The detailed agreement contains sections on:

- Considering the environmental impact of all operations
- Developing joint environmental and carbon action plans
- Ensuring full employee engagement
- Carrying out energy and environment audits
- Creating union environmental reps and allocates reasonable time, in discussion with managers, to carry out their duties in relation to environmental issues, including attending meetings with management, and with the union, on green issues

- Reducing energy use including via procurement and supply chains
- Improving recycling and resource use
- Sourcing food – the council undertakes to use locally-sourced food which is not over-packaged or processed
- Encourage more sustainable transport
- Carbon literacy – working towards embedding awareness of climate impacts of everyday actions
- Using plants to make the workplace greener

Full text of the agreement is available here:

<https://assets.ctfassets.net/ii3x-drqc6nfw/1Lz5D2YWc8KuiqQc86s-s4a/081427eefbb8e11346dc3ec2724919ba/JECCA.pdf>

Example: Safety, Health and Environment Reps work to decarbonise Greggs

As the pressure to reduce emissions intensifies, in 2021, the BFAWU food union has achieved a verbal agreement to work together with Greggs sandwich chain to decarbonise the company. The agreement is to extend the health and safety reps' role to incorporate environmental issues too – referring to them as SHE (Safety, Health and Environment) reps. The union had already begun a pilot project to train national retail reps for the role prior to the Covid pandemic but this had to be put on hold. Now the union has reignited that work and rolled out the training to reps beyond retail.

The company has also launched the Greggs Pledge and union is seeing how it can work with management to achieve the targets especially around environmental issues and those that may impact the workforce. BFAWU's General Secretary Sarah Woolley says:

“We approached the company initially around them recognising Green reps, they were reluctant to add another level of bureaucracy into the local, regional and national structures already in place, but we were pushing at an open door for them to work with us around becoming greener as an organisation... – I’m hopeful in time we will get standalone green reps, they are aware that’s what we want to achieve but under the current circumstances with the company and impact of COVID it’s not something we will push at, especially as they are willing to work with us, listen to our ideas and are keen to have trained reps...”

Example: Workplace sustainability at Davenport Dockyard

Unions at Devonport Royal Dockyard signed a 'ground-breaking' workplace environmental sustainability agreement in November 2016. The agreement was signed by the Ministry of Defence, Interserve and Babcock Marine and Technology with unions Prospect, GMB and Unite. Prospect said the agreement "signals a commitment to be stewards of the planet's natural resources and allow formal participation in the aims and ambitions to:

- reduce energy consumption and increase energy efficiency to reduce carbon emissions;
- use available resources and legislation to reduce air, land, water and noise pollution;
- identify a mixed transport strategy that promotes clean car technology, public transport, cycling and walking;
- use risk methodology to identify and reduce the potential risks of environmental accidents; and
- minimise consumption, optimise resources and responsibly dispose of waste.

It also set out that a workplace environmental representative will be appointed to:

- participate in: corporate environmental and sustainable networks and committees; monitoring environmental performance; environmental auditing and verification for reporting purposes; and consultations on sustainability plans, initiatives and policies;
- encourage positive behaviours that support the environmental strategy and

environmental objectives and share information and best practice;

- advise and raise awareness to all staff on best practice and new environmental initiatives; and
- where appropriate, challenge, monitor and advance environmental considerations and solutions.

Unions are represented on the environment management committee and energy efficiency group and on waste and water management and new builds on site.

Outside of formal workplace activity, the environment representatives also initiated community-based activity including visits to a waste incineration plant and a beach clean-up event attracting local media coverage.

At the time, the lead Prospect environment rep said: "The importance of the agreement as I see it is as follows: It gives the reps a useful tool when they are trying to influence the business to do the right thing in relation to reducing negative impacts to the environment; it helps to get the message across and highlights the importance to all; and it states that the company will provide the environmental representative with suitable time off to engage in related activities."

Reps have used the agreement for off-site meetings and beach cleans with local community groups and to support Environmental Working at Devonport and increase the group's influence.

Prioritising carbon intensive industries

It is in more carbon intensive industries, such as energy, steel, chemicals, aviation and manufacturing where the transition to net zero will have a significant impact on the workforce. However, to date, without a clear idea of the long-term path ahead and with few opportunities for strategic social dialogue that includes all affected stakeholders, any changes that are being introduced are largely being led by employers and the market.

In the energy sector, unions have been demanding a just transition for several years. However, this policy aim of a managed sectoral process, involving government intervention, does not necessarily reflect the current industrial nor political reality, nor the concerns of many energy workers, who are concerned about quantity and quality of jobs that will be available in the 'green economy'.

Nevertheless, even without government involvement, unions are taking the initiative themselves and making important interventions on transition issues in different industries to safeguard jobs, maintain standards of labour and help shape reskilling and redeployment policies.



A just transition for the energy sector: plans and contradictions

In December 2018, the four big energy unions GMB, Prospect, UNISON and Unite, launched a 10-point blueprint to secure 200,000 energy jobs in a low-carbon economy and called for talks with the government “to chart a constructive way forward in the decade ahead”.

Their report, *Demanding a Just Transition for energy workers*, calls for a balanced low-carbon energy mix, investment in skills and infrastructure and protecting and creating high-quality jobs and employment, and says no community must be left behind. It demands that unions have a seat at the table during decision-making but does not otherwise challenge existing structures. Industrially there are still disagreements between unions over the role of gas, fracking and nuclear energy.

Other unions warn that a just transition is needed across the economy. PCS policy officer Sam Mason says: “The whole economy, not just energy workers, will be affected by the rapid and deep transformation needed to meet the challenges set out in the recent IPPC report on climate change, it will affect construction, transport and care workers and needs a much wider industrial strategy.”

PCS is calling for a more radical ‘transformative Just Transition’. In *Just Transition and energy democracy* it argues for public ownership and the democratic control of energy, together with the creation of a National Climate Service. This service would, it says, provide an opportunity to cut greenhouse gas emissions while ‘re-visioning’ and rebuilding public services for people, not profit. It would ensure the creation of jobs needed to lower greenhouse gas emissions.

However, there are also tensions about the nature of the transition between unions and campaigners. For example, in 2020, environmental campaigners celebrated the government decision to block the development of a new open cast coal mine in Northumberland. However, Unite the union was furious that an opportunity to create jobs had been lost, arguing that coal is still heavily used in many industrial processes including steel, cement and brick production.

Unite regional officer Steve Cason said: “With the UK and the North East in particular already reeling from massive job losses as a result of the pandemic, the decision is inevitably going to mean that more skilled, well paid workers face redundancy.

“This does nothing for the environment. Industry still requires coal for its industrial processes and that coal will now have to be imported, dramatically increasing greenhouse emissions.”

In 2020, in the face of huge challenges to the aerospace industry from both net zero and the Covid pandemic and threats to thousands of jobs, Unite used its industrial strength to strike deals with Rolls Royce Aerospace which safeguard hundreds of jobs and saved three plants from closure.

The agreements ensure the plants at Barnoldswick, Inchinnan and Ansty will not only stay operational, but also that they will be converted into 'centres of manufacturing excellence for new green technologies'.



Example: Safeguarding jobs in aerospace

The deal to save Rolls Royce's Barnoldswick site was won after nine weeks of strike action. Unite launched the industrial action after the company had threatened to close the site and offshore its production to Singapore.

The deal keeps the historic site open (home of the World War Two Lancaster bomber and birthplace of the Frank Whittle jet engine), and also promises to make it a centre where 'tomorrow's engineers can be trained to meet the challenges of the climate emergency'.

The main details of the deal are:

- A ten-year manufacturing guarantee for the site;
- A guaranteed minimum headcount of 350 workers;
- The creation of a 'centre of excellence' training school supporting advanced manufacturing excellence and the development of green technologies and skills such as zero carbon and carbon capture, storage and utilisation, jet zero and synthetic fuel developments;
- A guarantee of a two-year no compulsory redundancy agreement to facilitate discussions on a plan to develop advanced manufacturing work, supporting carbon free energy generation.

An extract from the agreement shows the long-term commitment to training the workers of the future, guaranteeing them decent job roles and working in partnership with a wide range of stakeholders:

The [350 employees] will be made up of a minimum of 200 jobs related to work programmes and up to 150 training jobs. The Company and the Union will work together and with best endeavours, use the coming discussions on current and future work programmes for the site, to enable the conversion of the relevant training roles into substantive jobs over the duration of the training period.

The training school will receive a cohort of trainees as agreed on a rolling basis over subsequent years and at the conclusion of their training will move to available substantive roles on site, be offered suitable redeployment across the company and/or assisted into permanent roles with supply chain partners.

It is recognised that in delivering the above the company and trade union will jointly engage in working with national government and any relevant agencies. To facilitate this, the company is committed to establishing an external taskforce to be set up to help achieve the above objectives, with involvement of the site business lead, local MP, the LEP, Council leaders the trade union and other relevant stakeholders. (MoU, Barnoldswick)

In the Inchinnan, Renfrewshire and Ansty, and Coventry plant-saving deals, Unite was able to safeguard another 650 jobs. The Memorandums of Understandings for those plants also state that Unite and Rolls-Royce will work together to bring new work to the sites, including that related to addressing climate change and developing green technologies.

Unions have also battled hard to win guarantees for workers in the North Sea oil and gas industry. This sector is the first in the UK to have a Transition Deal which sets out how the industry and government will work together over the next decades to fund the innovation and infrastructure required to

meet emissions targets. Unions, who were consulted on but not signatories to the deal, have welcomed its commitments to invest and support jobs and skills. However, they have also engaged in pushing for a new collective bargaining framework to offer specific protections to their members in the industry.



Example: Maintaining labour standards in oil and gas during the transition

In March 2021, representatives from the oil and gas sector and the government signed off on the UK's first sectoral energy transition deal: the North Sea Transition Deal.

Participating in the development stage of the deal, Unite, the RMT and the STUC campaigned hard to ensure that it protected existing jobs and facilitated the creation of new high skilled and high quality jobs. However, they remained concerned that it does not go far enough to protect existing jobs or maintain labour standards and that the word 'just' was deliberately not included.

The final text promises to:

Support up to 40,000 direct and indirect supply chain jobs in decarbonising UK's Continental Shelf production and the CCUS and hydrogen sectors as well £14-16 billion investment by 2030 in new energy technologies that will new jobs

However, it also includes the disclaimer that:

Every effort will be made by both the government and the sector to meet the commitments as set out in this document. However, whilst the commitments in this Deal are undertaken in good faith, we recognise the wide range of uncertainties that may impact on delivery.(North Sea Transition Deal, 2021)

In order to win more specific guarantees for North Sea workers, Unite, the GMB and RMT have negotiated a ground-breaking new Energy Services Agreement covering thousands of engineering and maintenance workers in a parallel process.

The multi-employer framework agreement acknowledges the energy transition in its principles and aims to ensure that there is no reduction in labour standards as companies change the focus of their work.

Mick Cash, General Secretary of the RMT, said:

“The agreement will ensure that there will not be ‘free for all’ in the oil and gas industry which would inevitably lead a race to the bottom, which in turn would result in the corrosion of our members’ pay, terms and conditions.”

The ESA protects the terms and conditions of around 7,000 workers while being flexible in the face of challenges from wind, hydrogen and carbon capture. Unions worked hard to get offshore contractors on board, while trying to attract support from operators, the Oil and Gas Authority, the Oil & Gas UK employer's association, and the Scottish and UK governments.

Employers are also taking matters into their own hands. The Scottish energy giant, SSE, has announced its intention to undertake a 'just transition' as it decarbonises its operations. Its plan includes investment in quality jobs and partnership working with trade unions. Whilst the plan itself covers

many of just transition principles advocated by the ITUC, Unite and Prospect officials say that workers were not consulted in the design of the plan but will be pushing for a voice in its implementation.



Example: SSE and an employer commitment to Just Transition

The energy giant has published its plan for investment to help it achieve net zero. This includes the 20 principles which it will follow to ensure that the impacts from the decisions it takes to get there are fair and that it maximises the opportunities for communities to benefit. The principles sit under five key themes: good green jobs, consumer fairness, building and operating new assets, looking after people in high-carbon jobs, supporting communities.

The jobs section promises to:

- guarantee fair and decent work – SSE is a living wage employer;
- attract and grow talent – providing ongoing training and development;
- value employee voice – including partnership working with unions, an employee representative who sits as a non-executive director on the main board and other initiatives such as a ‘shadow board’; and
- boost inclusion and diversity – including through offering flexible working.

Rachel McEwen, SSE’s Chief Sustainability Officer and member of the Just Transition Commission in Scotland, said:

“The rapid move towards net zero brings a risk that some people are left behind – perhaps those without opportunity to reskill into the low-carbon industries or unable to access the benefits of the new energy system.

“It means working to attract people from high-carbon industries to low-carbon roles, actively supporting greater diversity in our workforce, and anticipating how we can enable vulnerable customers to engage in new smart electricity systems.

“With considered intervention through advocacy, partnership action and thoughtful policies and practice, SSE can help bring about positive social consequences and contribute to a just transition to net zero. This strategy is just the beginning of the dialogue and we hope it will help deliver fairness in the shared endeavour of achieving a net zero carbon world.”

Ensuring skills are a focus

The transition to net zero is already creating demands for new skills, and as the processes of job substitution and work displacement accelerate, unions have an important role to play in ensuring workers (and employers) know, and have available, the pathway to a new role or job. It is especially important that this work has an equalities focus. The Wales TUC has already worked in partnership with the Future Generations Commissioner and New Economics Foundation on green skills research, which found equality gaps in green jobs.

One way for reps and officials to open the discussion regarding skills transition in the workplace is through the Wales Union Learning Fund. The Wales Union Learning Fund (WULF) came into being in 1999 and since then has helped establish many hundreds of joint union/employer workplace learning programmes in almost every industry all over Wales. The unique funding model of WULF allows unions to offer initial worker focused funding in order to pilot ideas and put workers on pathways to gain new qualifications. Many unions have already developed programmes through WULF that address retraining for workers whose jobs are

under threat from decarbonisation.

The amount of funding available to a workplace via WULF is never going to be enough to address the level of need for skills transition in Wales, but it does allow unions to bring something to table when raising the issue of skills transition. Crucially, WULF is only allocated on the assumption of partnership and is linked directly to collective bargaining. This allows the union to embed access to retraining and protect jobs and terms and conditions by using the funding to bargain for skills. There is clearly a role for WULF in the development of transition agreements across Wales.

You can find out more about WULF and the various projects currently operating in Wales here [Learn with your union | TUC](#) or contact your own union regional office, or the Wales TUC [Contact the Wales TUC | TUC](#)

Example: Reskilling and redeployment in the energy sector

Engineers' union, Prospect, is running Just Transition Skills Training for its members in energy companies such as RWE and EDF. According to Mike Macdonald, who organises the training for the union, the workshops were as much about encouraging the HR of those major employers to focus on the underlying skills of workers when they recruit, as they were about informing the workers on the types of jobs available and offering relevant training.

He points out that "there are many problems with the transition into greener technologies from both the employer side and the worker perspective." Some of these are set out below.

Failure to recognise transferrable skills

The HR of the large energy companies are making people redundant in their fossil fuels business and then only recruiting externally into the renewables business because they insist on asking for 'renewables experience'. Prospect members who have successfully transitioned have shown that their skills are largely transferable.

Lack of knowledge about the jobs available

Macdonald says that there are definitely fewer jobs available overall in renewables operations; wind farms for example are a simpler technology – and many are operated remotely and / or automated.

However, there are many more jobs for skilled engineers than people think in the cycle of a wind farm, from development to maintenance to decommission. Prospect works to identify

what the roles are and then with employers to remove some of the barriers to entry for established workers.

Changes to working conditions

The move into renewables such as wind energy can constitute a major change in working life for existing energy workers. For example, there can be no actual physical workplace attached to wind turbines, which are often little more than a functional substation box. The sites are very light staffed and engineers have to get used to being 'on call' or working remotely. Additionally, with offshore wind farms, the maintenance work can be very physically demanding which is harder for older workers to transfer into.

Fragmented, shifting industry

Another issue Macdonald flags with transition in the industry is that the renewable sector can be fragmented and rapidly shifting. He knows of members who have redeployed to wind farms only to find that their new employer sells up and the buying company is not interested in TUPE transfers. Other sites only use contractors; this is common for solar farms and can be a problem for the lower skilled workers. In general, redeployment moves workers from sites with union recognition into jobs unlikely to have collective bargaining.

However, redeployment can be successful when the union works together with the employer.

The successful redeployment of workers from closure of Cottam coal-fired power station

Prospect worked closely with EDF when it shut down the Cottam coal fired power station to redeploy all the workers – it is now considered an example of ‘best practice’ by the company. There were only six compulsory redundancies, and whilst some workers left the industry many others were transferred into renewables. Macdonald says: “We struggled to get people from a coal-station into renewables and it took a lot of work, but once they were there, people found that they were able to do the work and that with the skills there was an 85% overlap. People were deterred from applying initially because they said ‘renewables experience necessary’, so they thought the only way you could join was as an apprentice. People were reluctant to move. But we got them there.”

Other Cottam workers represented by the Unite union, which had 100 members at the site, also benefited from their union constructively engaging with EDF management about redeployment. A non-union body, the Nuclear Skills Strategy Group, helped to transfer some of the Cottam workers into EDF’s nuclear business. Macdonald admits that “at technician level the conversion is more daunting because it often involves moving home. The skilled transition is easier.”



4



Negotiating the future: The takeaways

Negotiating the future: The takeaways

Successful intervention is possible

There may only be few collective agreements around transition issues as yet in the UK, but the many initiatives that have already been undertaken by unions both here and abroad show that workers' voices are starting to be heard at all levels and momentum is clearly building as the economy emerges from the Covid 19 pandemic.

The time to act is now

The major processes of industrial transition being driven by new technology and decarbonisation are already well underway and posing a threat to both the existence and quality of jobs. Unions need to be pro-active now if they are to secure a strong voice in how the transition unfolds, safeguard the livelihoods and wellbeing of their members and ensure that they are well positioned to take advantage of any new opportunities that arise.

Prepare the ground and engage members

The most comprehensive agreements and campaigns mentioned above have needed considerable prior research work ahead of time around the impacts of the transition processes to specific job roles that can feed into discussions with, and help mobilise, affected reps and members.

Use industrial strength

The early agreements around transition issues have been negotiated by unions where there is considerable industrial strength. This points to the importance of using strength where it exists to push for agreements on transition issues as well as to the vital longer-term work of organising and building collective power in workplaces, employers and sectors where little currently exists.

Engage in dialogue at all levels

The strongest transition agreements are based on some form of tri-partite dialogue, where governments, employers and unions work together to devise the plans.

5



Appendix and sources

Appendix: Bargaining support materials net zero

→ Wales TUC, 2021 *Greener workplaces for a just transition*

https://www.tuc.org.uk/sites/default/files/2021-02/Greener%20Workplaces%20-%20English%20Version_0.pdf

→ Community is encouraging members to negotiate Sustainable Workplaces Framework Agreements encompassing joint commitments to improve environmental performance:

<https://community-tu.org/health-safety-environment/#Framework-agreement-on-the-env>

→ Unison is promoting 'green agreements' as one of its five steps to a green workplace.

<https://www.unison.org.uk/content/uploads/2013/06/On-line-Catalogue173553.pdf>

→ Prospect has developed a sample text for Environmental (Sustainability) Charter or CSR policy it encourages members to negotiate. The union also issued bargaining advice related to 'carbon management plans', which members are encouraged to co-produce with employers, or seek consultation rights on.

https://library.prospect.org.uk/documents/201500793_guide_agreement_and_charter_for_environment_reps

→ PCS has produced an example of a Workplace Environmental Action Plan.

https://www.pcs.org.uk/sites/default/files/site_assets/resources/green_workplaces/model_agreement.doc

→ TSSA has produced a negotiating guidance for union organisers seeking to agree a sustainable framework agreement. The guidance includes: a wider brief for union representatives to include sustainable development in negotiations giving reps the right to pursue environmentally friendly measures, such as energy saving, waste strategies and travel plans; and union involvement in environmental monitoring and management systems.

→ The TUC's model Joint Environment and Climate Change Agreement:

<https://www.tuc.org.uk/sites/default/files/extras/gogreenatwork.pdf>

→ UCU's Green New Deal work:

<https://www.ucu.org.uk/green-new-deal>

and guidance for environment reps

https://www.ucu.org.uk/media/6743/UCU-environment-rep-handbook-staff-organising-for-sustainability/pdf/UCU_Environment_Reps_Handbook.pdf

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Appendix: Wales TUC Just Transition definition

Information for Net Zero Wales plan

A definition of a just transition for Wales

The Wales Trades Union Congress (Wales TUC) defines a just transition to a greener economy as one where workers have a central voice in planning the transition, so it done with them not to them. As the collective voice of workers, trade unions and [social partnership](#) are integral to a just transition. A just transition leaves no worker or community behind, and creates new jobs which are just as good, or better than any that are lost in terms of pay, skills, health and safety, equality, pensions and trade union recognition, particularly through consultation with trade unions and collective bargaining. It recognises that some people and places are fundamentally disadvantaged by our labour market, so seeks to redress these inequalities through the transition.

Every intervention to transition to a net-zero economy is likely to have a direct or indirect impact on jobs, so a just transition principle must apply universally. Certain policy areas and institutions play an integral role, including the devolved public sector and skills policy, and links must be made with the Fair Work agenda, especially to drive a just transition at a workplace level through facilitating the growth in [trade union environmental \(green\) reps](#).

Wales TUC would like government to adopt this definition of just transition. The thinking underpinning our just transition definition is set out in more detail in our [5-point plan for a just transition](#) in Wales (June 2020). This has recently been reaffirmed and expanded in General Council statement 6, which was passed at Welsh Congress in May 2021.

The Wales TUC definition contextualises the International Trade Union Confederation (ITUC) description of a just transition as one which “secures the future and livelihoods of workers and their communities in the transition to a low-carbon economy. It is based on social dialogue between workers and their unions,

employers, government and communities. A plan for Just Transition provides and guarantees better and decent jobs, social protection, more training opportunities and greater job security for all workers affected by global warming and climate change policies.”

Just transition – origins and status in international agreements

The Paris Agreement requires parties to step up action to reduce greenhouse gas emissions while taking into account “the imperatives of a just transition of the workforce and the creation of decent work and quality jobs”. [The ILO has published guidelines on just transition principles](#) which sets out a policy framework for a just transition to environmentally sustainable economies and societies for all. These guidelines are focussed on supporting sustainable development, decent work and green jobs.

Trade unions across the world have led the call for a just transition, and it was following pressure from the international trade movement that the concept of just transition was included in the preamble to the Paris Agreement. The concept of just transition was reaffirmed and expanded in the Silesia Declaration adopted at the UN climate talks in 2018.

In terms of developing Wales’ new net-zero plans, we note that the [Silesia Declaration](#) states that all signatories should:

“Note the importance of a participatory and representative process of social dialogue involving all social partners to promote high employment rates, adequate social protection, labour standards and wellbeing of workers and their communities, when developing nationally determined contributions, long-term low greenhouse gas emission development strategies and adaptation planning processes;”

In terms of the Welsh Government’s new Net Zero Wales plan the Wales TUC would like to

see a clear definition of just transition which references the international agreements, ILO guidelines and the Wales TUC and ITUC definitions provided above. We would also like to see the asks from General Council statement 6 (passed at Welsh Congress in May 2021) reflected and addressed in the plan itself and its implementation. These asks are copied in below:

"The General Council reaffirms the call for a just transition as set out in the [Wales TUC's report](#), and calls upon the Welsh Government to:

- Use all available levers to protect and involve those whose jobs are affected and maximise opportunities to create good new jobs offering fair work in the process of the transition.*
- Include a clear definition of and commitment to a 'just transition' (which reflects trade union definitions and references the ILO guidelines and relevant international agreements) in its Low Carbon Delivery Plan 2.*
- Continue to work closely with the Wales TUC and other social partners to ensure just transition discussions are integrated into social partnership structures and the proposed Social Partnership Duty to support social dialogue between workers, employers, and their representatives, and governments, as the foundation for the development of effective, locally-led, just transition plans at all levels*
- Support trade unions to take a stronger leadership role in shaping a rapid and just transition at workplace level through support for and recognition of the green rep role in the devolved public sector and other workplaces where the Welsh Government has influence (eg by incentivising the provision of facility time)*
- Commit to carrying out a comprehensive review of green skills and workforce planning to ensure an effective, coordinated national strategy. This should consider qualifications and pathways with an analysis of any gaps and opportunities to provide job matching services.*

- Establishing a dedicated skills for transition fund accessible to all alongside additional support pathways for workers in the most impacted high-carbon industries (eg oil and gas workers), which can be tailored to individual workers' needs, based on successful models of schemes from elsewhere (such as Germany).*
- Integrate just transition into Wales' Nationally Determined Contribution (NDC) reporting: Welsh Government should include just transition measures as part of its reporting on achieving its targets under the Paris Agreement. Measures could include:*
 - Evidence of consultation on just transition issues in social partnership discussions and appropriate levels of TU representation on all WG decarbonisation bodies*
 - Numbers of new green jobs alongside measures of job quality which should include Fair Work standards, inc. diversity and inclusion and levels of union coverage. Measures should also monitor numbers of young people/new entrants and those transferring from different sectors.*
 - Evidence of engagement with unions by employers eg collective bargaining on carbon reduction/transition plans at workplace or sectoral level (such as jointly agreed transition plans or joint environment agreements), support for and recognition of the green rep role (eg facility time agreements) and consultation with unions on workforce planning, identifying opportunities for new green jobs and green skills training*
 - Numbers of learners taking up 'green skills' training, including diversity and inclusion measures and outcomes post training."*

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- Marianne Quick, UCU

Workshops on 'just transition' attended ITUC and Unite

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