

Report of the 19th Capital Cities Conference

Trade Unions climate action for the future of workers in the capital cities

18 to 19 February 2020, Helsinki (Kiljavaranta), Finland



The 2020 conference of the European Capitals Trade Union Network (ECTUN) took place in the SAK education centre at Kiljavaranta, Finland.

The conference was attended by 45 delegates from: Athens EKA, Belgrade CATUB, Berlin DGB, Copenhagen LO-D, Helsinki SAK, La Valletta GWU, Lisbon CGTP-IN, London GLATUC, TUC LESE, Madrid CCOO, UGT, Moscow MTUF, Paris CGT, CFDT, FO, UNSA, Rome CGIL, CISL, UIL, Sofia PODKREPA, Stockholm LO-S, along with Luca Visentini, ETUC General Secretary, and many experts.

Tuesday 18 February 2020

Christina Theochari (Coordinator of the Permanent Committee) welcomed delegates and distinguished guests on behalf of the PC and thanked SAK Helsinki for hosting the event, Luca Visentini for ETUC support, and ETUI for their participation. She spoke of the special roles of capital cities. Highlighting the catastrophic events in 2019 related to climate change she described the decision of the PC to focus this ECTUN conference on “trade unions climate action for the future of workers in the capital cities”.



There are strong consequences for workers after floods and serious climate events – Europe’s economy will be put under threat thus threatening the livelihoods and security of workers. So we need to work on a just transition to ensure no-one is left behind. A green deal will require plans for up to 2030 – are trade unions ready for this? We will examine the realities in our cities and identify the main ingredients of an action plan for the next period – to be followed up in 2021.



Vera Dos Santos Costa (ETUI Director of the education department) thanked SAK for their work preparing the conference. We may all agree that just transition is a major challenge, but what do we mean? It may mean different things to all here, and to all capital cities. It is at the core of the work of the ETUI. In our education strategy launched in Vienna last September we outlined our path for the next period, increasing participation and using technology to help meet our climate change priorities. We seek to develop action, competences, knowledge and skills.



We have five Green competences for trade unionists:

- Collective – for us to respond to challenges as time changes
- Prospective – the ability for us to prepare for the future, which is uncertain, to develop scenarios
- Responsibility and ethics – we work according to our values – how are we going to act when it is the moment to close some polluting factories?
- Systemic – complex and interlinked
- Change – just transition is about change – prepare to anticipate change and be an actor for change.

We believe these five competences will help trade unionists to cope with just transition. This year ETUN members will be at the first training – to see what we need as capacity to act and hopefully just transition will be at the core of this training.

Finally this training will equip ETUI networks for the future and ECTUN is special and will be the first.

Jarkko Eloranta, President of SAK. Welcome to our training centre. What you see outside is climate change – we should have minus 10 degrees and 30cm of snow – we have plus 5 degrees and water. I didn’t know Brexit would mean we have British weather here in Finland...

We have had a new government in Finland for the last year with a very ambitious target – to make Finland carbon neutral by 2035. We have started, with the ministry of industry and labour, joint

work between the state, trade unions and industry, a roadmap towards a carbon neutral Finland. It is important that workers are part of these discussions as the impact will be felt by working people. We are lobbying for climate legislation in Finland including a just transition. Means a lot of changes to our infrastructure – we have to double our electricity production in 20 years and it all has to be carbon neutral. This is to electrify industrial processes.



The other part of going carbon neutral is within our forestry industry. 8% of our land mass is forest and paper and card is our biggest export – it doesn't employ many but creates much wealth for the economy.

We have asked our members what they think of climate change – 80% of our members think it a severe threat to our lives and conditions but are also ready to upskill. Men and women are different – women are more flexible than men on this. We asked how the trade unions should act on these issues. At least half our members said the TUs should have an active role in dealing with climate change. We are demanding retraining and upskilling, but must also attract more investment. This investment can create a lot of jobs – but we have a problem that people are not always in the right place so must overcome that as well.

So we have ambitious targets – both trade unions and businesses. We are working jointly with Finnish businesses – very Nordic! So enjoy your stay here even with the British weather!



Luca Vicentini ETUC General Secretary – I will talk about climate change as it is the most important, as well as our common priorities and what this network can do – as well as progress your own priorities.

We need to keep in mind the importance of this network. For the ETUC – this is the only network of the ETUC to be in touch with the ground – the people of our communities. And capitals are at the forefront of the changes continuing at present. We have another network – the Interregional Trade Union Councils (IRTUCs) – which is vital for cross border work but not so much in touch with the ground. Some while ago the network was floating without a framework within the trade union movement, so you first came to me as a federal secretary and then as a general secretary and you changed the structure with a coordinator and Permanent Committee and the support of the ETUI.

We are not here to discuss climate change generally – but what you can do with us to address climate change with us – in the capital cities. The network needs to produce concrete results so must be pragmatic and find out what climate change can do in your cities and regions. We have two aspects of the problem – the first is that our climate is deteriorating and this affects our normal

lives as well as the quality of our lives and of the economy – this is why the ETUC has immediately supported the target in the Paris agreement. There are no jobs on a dead planet – but targets alone will not solve the problem. We need a strategy with policy and action. The second part of the problem is that almost all the sectors of the economy are affected by changes in carbon usage – public and private. Cities are the most relevant polluting communities as most of the pollution comes from the cities. So we need a strategic approach – how can we intervene? But protect people at the same time – both protect from pollution and also make sure people do not lose their jobs.

The EU launched a few weeks ago a new Green Deal with a series of other tools – a fund and so on. Very important and positive. But targets are not enough, we need strategies and action. Following a request from the trade unions there is now a just transition fund. The amount of money available is not enough but it's an important start. We need a different strategy – jobs in the green economy that will replace the jobs lost – quality jobs of course. And jobs in the right place – not some average response. Communities must be protected – for instance those where the economy is focussed on one workplace – closing it and not replacing the jobs appropriately will create a jobs desert. We don't want precarious jobs replacing secure employment either.

Then we need money for retraining, and for a period of time transition supported by good social protection, early retirements and so on. We need the capacity to manage these very complex transformations. And an active role for the social partners is essential for success.

These are the demands for our engagement with the green deal – highlighting collective bargaining. So you will reflect on this at this conference for strategies for progress with social partners at local levels, at community levels – this is what you can do. You are essential to manage the social transformation. If you can be successful in the

capital cities, then other communities will come after and use your best practices.

A final recommendation – don't stop here. Keep the work continuing over the year. The training activity announced by Vera this morning is part of our support for the network.

Christina invited questions and remarks and said we have participation from 14 capitals and 21 union organisations from all over Europe.

LO Copenhagen – I fully agree with Luca's points. Our task will be to secure that all politicians, mayors, trade unions, businesses, meet to decide how to achieve the green changes. Paying for the changes will be a big question in Denmark as will getting everyone together. We are inviting 21 mayors in Denmark together to develop smart cities on the same programme rather than 21 smart cities. We think trade unions have a big role here.

TUC LESE London – following on from LO-D – what do we do next? In the UK, regarding new jobs being green jobs – we've seen a net reduction in new green jobs so we're going backwards on this. Want to talk more about what we can do. In London there are a number of relevant structures – many of which have no trade union participation and we have a letter ready to go to the London mayor outlining where we want to be involved. Question to SAK President – did you have any opposition to your participation as you described? Question of European mayors who met last year in London – if they meet again ECTUN should be there also. Possibly not hostile, maybe we are just not on their radar.

Jakko Eloranda – we have a coalition government. The minister in charge of this work is from the centre party (not too far right). We were not on their list. There was no opposition from the business organisations. So we pushed and are pushing for involvement. Our participation in climate change issues is not so easily understood by them as, for instance, digitalisation.

CFDT Ile de France – pact in Paris signed by 54 organisations, including the trade unions. Climate change includes all the optics – such as migration, transport, and housing. We want to focus on efforts for concrete measures. 66 proposals that could encourage you in your capital regions perhaps. We have to rethink our society, dream a new society. Our document might not bring all the solutions but is a step forward.

UIL Roma – energy production... we have a coal facility just outside of the city. The industrial sector is coming to an agreement to move from coal to gas – it will reduce pollution levels but not the CO2 levels in the environment. Citizens nearby are asking the trade unions to oppose the move and go direct to alternative sources of energy – this would be difficult with the amount of power required. So we are caught in the middle – a move to gas would mean loss of jobs, and then we have the citizens.

UNSA Paris – all the politicians in France pretend to be green. We have elections coming up in Paris and they are all very green! Our government is struggling to implement COP21 and similar agreements – but their policies have destroyed political parties and trade unions as they don't recognise this level of negotiations. A year ago the yellow jackets started – mobilised by the price of petrol. So we are trying to reconcile the human, green and economic dimensions. We will have to develop partnerships – we have done that with CFDT and CGC – and France Nature & Environment – we wanted to think about big topics and big problems and needed people to make proposals – we will develop a guide of best practices. We want to provide our reps with tools to represent us in the companies and will develop training cycles for all our structures in the department. We have 66 proposals for the environment and the social world and need a commitment at all levels.

UGT Madrid – not just about creating employment, but also adapting to the changes, and possibly thinking about a new financial model. We have a programme for green employment – employment as defined by the ILO, that can adapt

itself to new energy models, recycling and is respectful of the environment. But not only green, it has to be decent work which is a problem with the new government.

FO Paris – we can help on recycling – we have recycled a former French prime minister in Spain! Yesterday I enjoyed dinner – melon and strawberries – not really the idea in terms of the environment – many paradoxes in terms of the environment. In terms of energy – coal or nuclear – the government has chosen nuclear. It's a question of balance – less hospitals for less pollution? But we need hospitals for people dying from heatwaves. All a question of balance. Workers have less flexibility in their lives than bosses – who will always find a hospital bed for themselves. Yellow jackets – all started by the increase in the price of petrol – is just a symptom. We have not mentioned the work DEMAND – an important part of this.

Luca Visentini – climate change at first affects the poor – if it's not managed properly it will cost the poor the most. A just transition is about improving the lives of working people. There is a need for investment because poorer people don't have the money to make their lives sustainable – financial support for people needed to increase equality.

MTUF Moscow – I like the expression Luca made – we should not try to save the environment we should aim to protect the people. There are many social institutions that protect either animals or other environmental issues – we should cooperate with them, but what we are after is to work on conditions where we can protect the people, the workers. First we should work on getting rid of jobs that are bad for people's health. And support enterprises that aim to create environmental/green jobs – we should support such institutions. And initiate new rules of activity and cooperation with social partners – both enterprises and local authorities – and work on the commission of new labour law with politicians and local authorities.



Another problem – we talk often about preserving existing jobs, but we do not give a definition of which jobs we mean. We don't emphasise often the fact that some of the jobs may be dangerous for workers. Where are the locations? In old dangerous enterprises that affect the whole environment, not only the people who do the jobs. So we speak of creating new jobs that are eco-friendly green jobs. Those people who lose their jobs in dangerous industries – our aim is to open new jobs for them. It's only words if we say let's cooperate – words should be followed by actions... we also have to tell the members of the trade union how climate change can affect the people and what trades unions can do. So the action plan should not only contain beautiful words but should be more precise concerning the deeds and actions.

CGT Paris – issue with how we use the word fair transition. No-one has questioned the existing system – we want to leave something behind and move towards something new, centred about human beings, not centred around money. We should not make workers feel they are guilty – if the only choice is to buy products made with a lot of pollution – we should criticise the fact that a lot of choice had been sold out to financial actors. A fairer public transport would benefit us all. Citizens need to be truly involved in the life of the company including the environment.

CCOO Madrid – a few comments to complement what my colleague said earlier – Madrid is facing

real climate change – people are losing their jobs and facing change because of climate change now. We are facing decisions of companies e.g. automobile companies that can take unilateral decisions moving factories – saying we'll make electric cars here or there at their decision. So with decisions on pollution in Madrid centre and parking/driving restrictions – most polluted places are in the suburbs not in the centre of Madrid – so we need to look at the whole question of mobility. There is no real waste management policy in place – the landfills are filled to the brink – we are facing a serious issue with waste management and processing. The former leadership of the Madrid city council are in jail – they have been prosecuted for corruption. Now we have a coalition of right wing parties supported by the extreme right – they are climate deniers. We also have a permanent contradiction and confrontation between the Madrid government and the left forces. We are trying to maintain social dialogue – difficult given the overall context in place. We want to promote a better economy, health at work, workers' protection, improving social aspects and looking at the future of work – fair transition based on the real conditions that exist. What about the future? We hope to benefit from your experiences.

CISL Rome – a massive challenge – we can't lose time. A lot of people still have to come to the same conclusion. So we must enrich the debate; keep politicians on board. 7.5 billion euros to be made available so we can't disregard politicians!

In Italy the winning party said we won't progress high speed trains, some major industrial plants won't be followed, a steel plant will be closed – but it's not happened – there are contradictory situations but we have to keep working with them. We agree on some key aspects – if you work in a polluting plant and it's closed this will generate unemployment so we need the money to provide alternatives for people.

Christina introduced **Philippe Pochet** general director of the ETUI who presented “Varieties of Just Transition: challenges for the cities”.

Just transition: what is it?

Jobs to be created, jobs will be also lost (with huge regional impact), **but all jobs will be affected**

Simultaneously four transformations shape the **future of work**:

- **Decarbonisation**
- Technological change (digitalisation, automation, AI, big data)
- Demographic change
- Globalisation

The inevitably needed **higher climate ambition** will also have much **higher social and employment effects** than previously seen or thought

Just transition is the (only) way to make the paradigm change in both production and consumption to **become reality** and reach a net-zero carbon economy by 2050

etui.

A just transition is needed; the capital regions are crucial for the trade unions and workers.

It's time to act. We have spoken lot... what does it mean to tackle the challenges. Is the common goal to have a traffic jam in electric cars? We must address the real question. Batteries use rare ingredients. Look to the data – four or five scenarios – scenarios, not reality. About probability, it is always the worst scenario that is the right one – 30 years of studies and we see that the reality is with the worst projection. All the data is very conservative – they are always dated as they're using data from 5-10 years before. We agree we have to go to zero emissions but what does that mean? It means that we have to go twice as fast and it becomes increasingly difficult. You can solve the easiest issues by changing light bulbs to LED, but now we have to solve the more complex issues. Still more than 50% of energy comes from fossil fuels and 16% of that from coal.

Two key aspects are transport and residential energy.

Let's assume we all agree to accelerate the progress – so the impact will be much greater, and act on sectors we haven't touched. We need to act more forcibly and have more impact and that will affect people. A genuine decarbonisation will affect us – and we have digitisation, artificial intelligence and so on. We have pushed the answer to the EC – and that is just transition. Locally or globally? We have to act globally. Fair transition means taking into account contribution to global warming. If you want to be serious you have to look at not only what you produce but also what you consume. For instance the plastic glasses and melon and strawberries outside our room here.

So what kind of society do we want? Continue in this capitalist system or should we question the productive model? Some unions are questioning this already. Democracy at work, conditions at work, the quality of jobs – all part of reviewing the system – not only making the system a bit fairer but looking at the structure of the system.

We have inequalities that are existing and ones that will appear. There are environmental inequalities – the poorest workers live in the worse conditions. We spoke of the yellow vests, transport and so on – where do we invest? We need a wide perspective on all this, and then we need to be concrete – it will all come down to real people, real workers, who will be affected in their daily life. We will need money to finance this transition process. How much public money will be invested?

Regarding cities: cities are 2% of territories and 75% of emissions. So the fight will take place in our cities, particularly capital cities. And it's where we can make the most progress. We have to be realistic but also positive. We have to work on transport, the construction industry and governance. Where are unions in governance? Are they involved in our capitals' governance? I looked at the European Green Deal. Cities are very seldom

mentioned in it. It's as though the Commission doesn't really care. A basic search for the word "cities" says it appears eight times. "City" does not appear once. "Urban" is also eight times. So the EC says we must look at transport. Also must look at bio-diversity – the EC speaks of bio-diversity and cities. Research – we have four green deal missions – one will be dedicated to cities. Cohesion policies and networks: speaks of cities and networks. There are 48 measures then and none talk of cities.

Governance – a series of city networks displayed – are any of you members of any of these? The point is if the trade union movement is not there we have a problem. C40 for example has many working groups – are there any trade unions active in these networks? Exchange of best practices is very important. This is not an attack but an open question.

In 2050 London could have a climate like Barcelona, Madrid like Marrakesh...

If you look to construction, it is key because it's not a story of closing an industry (like, say, automotive or coal) it's a positive story – we need to change the method of construction – it's not just new construction being carbon neutral – it's changing the old construction or it will take hundreds of years to make an impact. So it's a good story with more employment. Retrofitting for public buildings – New York demanding all new retrofitting goes to trade union friendly companies – so two benefits – reduced carbon and better employment including training, better wages, integration of migrants and so on.

300,000 workers in coal in Europe – so important but tiny – we are obsessed by coal. We have millions of workers in Europe that we can benefit with the correct approach.

Discussion

UIL Rome – there is a contradiction here – we speak of transport, construction but we say we have to be concrete. Luca was very clear – he wants a concrete proposal on the table on a

concrete issue. Let's identify one issue – an observation – we used to send old vehicles to the developing countries. Let's focus on one topic, the one you consider to be the most important. Next year we will check what we have done in practice.

Christina – we spoke of transport last year. We are opening up a new chapter and transport is part of it. We can't just have one topic and discuss it every year. We can't have a common strategy for the cities as they are all very different – but we can describe minimum guidelines that give us the opportunity for action.

CCOO Madrid – it's unavoidable that we speak of transport if we speak of climate change – linked to mobility, migration, and so on. We need to be very careful and make the difference between two words – zero emissions (no CO2 emissions), and carbon neutral where companies compensate for emissions. But companies can mislead with their information. So need to be very precise. Emission markets: you might think some cities do not produce CO2 but in fact they buy the rights of other places and the problem is transferred. So we need to see the situation worldwide. In Spain we have many empty territories – people migrate from the countryside to cities because they can no longer survive in the countryside. We have to help the rural areas as well. We should insist that companies pay the price for the pollution they create as well as fight for better wages and conditions. A recent study says that the more technical companies become the more skills are outsourced and employment is reduced.

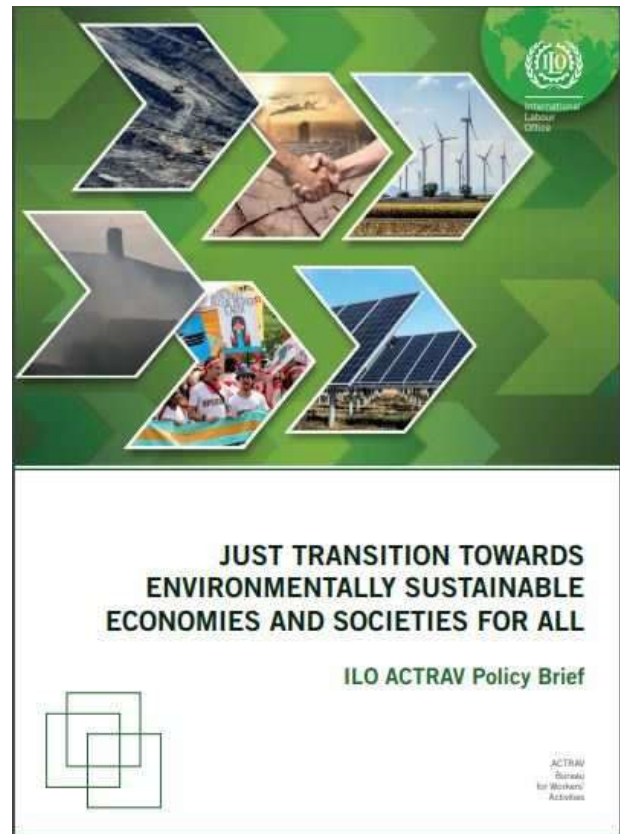
FO Paris – we talk about climate change and not global warming. Two examples, beautiful forests and trees chopped down, sent to China and come back to France as furniture. Lightbulb manufacture now changed – LED all produced in China, so we have exported the production, lost knowledge, and made populations poorer. How can we repair the mistakes we have made? Demands: produce locally? It is done in agriculture so why not in industry as well.



CGTP Lisbon – changing our point of view is essential so we can develop concrete proposals. We can hear in this network and despite our differences move forward. Climate emergency – it is real and we must act. We are talking about the system – it is difficult to address this issue without addressing the system. We can't address it either without discussing the role of the state. It's an important role and not innocent. A just transition must be focussed on people – and much of the discussion is not, rather on economic interests – so that is our role to focus on the workers and the role of the state.

UGT Madrid – change is necessary... we need to generate stable jobs with a future, reducing the consequences on the environment and improving the health of citizens. So renewables, recycling, agriculture, wood and forest. Training for workers moving their type of employment. We must defend certain practices – including exchange of information and employment services in different areas. We should also involve social actors – ignored in many cases in cities. New policies to manage the effects of climate change in different industries. Lastly, local plans in the framework of social dialogue – this network is a vital tool to exchange information.

The conference prepared to break into three working groups (one with interpretation and two in English). This was introduced by **Lene Olsen** senior programme and operations specialist at the ILO.



He outlined the role of the ILO in addressing climate change and a just transition for all.

Three questions: what is new/different today? What's the ILO doing? What can we do to better link the different levels of work?

What is new today and what is different in relation to climate change and just transition? We have been renovating the ILO office – last week I got new furniture. So the opportunity to look at what was said earlier whilst moving files. Much of what was said today was said previously by trade unions – you have been fighting for change and a just transition for decades.

The language has changed – much stronger than before. We are talking about a climate crisis rather than climate change. We are talking about transformational changes. From trade unions and other organisations – refer to the UN programmes report – a pessimistic look to the future. Carbon emissions are rising and we are on the point of a 3.2 degree rise. There is a greater commitment. Just transition is a trade union concept but it is in the minds of other organisations now – there is a reference to just transition in the Paris agreement.



Last December there was a launch of a global initiative for climate action and jobs – it will link not only green jobs but also decent jobs. And will use the ILO guidelines on just transition.

These are commitments on paper but they are being translated into action at all levels and in all sectors. It is positive that youth is more engaged – particularly striking youth – striking against inaction. A lot of people are thinking of their grandchildren.

What is the ILO doing on climate change? Looking at the social aspect of the transition. 40% of the global labour force is at risk – are dependent on the environment, natural resources and so on. The ILO is focusing on social dialogue. ILO is the only tripartite organisation including government, employers, workers.

For the ILO there are three key things – planning, participation, poverty eradication.

We don't want to see polluting industries moving from one place to another. We need all the stakeholders to be involved. Include: social

protection, skills upgrading and re-skilling, and regional policies.

Participation is important – at all levels.

Poverty alleviation – leaving no one behind. Not just about energy transition, but all countries and regions – living conditions need to be improved – what kind of outcome do we want to have? Not only a green future, but also a socially just future with adequate wages, safe working conditions. We also want these jobs to be unionised. so how can we organise workers in these sectors?

What tools do we have? International labour standards; conventions and recommendations on all areas of work; some standards are directly linked to the environment. Other will be important in the process – such as social dialogue which needs freedom of association and collective bargaining. This is from a global perspective.

We have the ILO guidelines for a just transition – developed in 2015. They can be used as a tool to implement policies on climate change. There is a huge focus on social dialogue and also on the need for a comprehensive framework. Nine different policy areas to be taken into account, including migration policies, labour market, Health & Safety etc. We will scale up the use of these guidelines in different countries – mainly cooperating with the first step an assessment of green job potential in different sectors and regions. Also capacity building relating to this assessment; a training centre in Turin, Italy, with courses relating to just transition. Links will be circulated.

Also producing a lot of knowledge in terms of research, reports etc. Try the *World Employment Social Outlook Report* from 2018. It looks at challenges and opportunities in relation to climate change and jobs. We think there will be a net increase in jobs. Also Skills report published last year – looking at 32 countries – there is an increase in commitment to skills policies relating to climate change, but there are still gaps.

Report on Heat Stress and the impact on different sectors. In 2030 many hours lost due to heat stress.

What can we do to alleviate at the different levels? We really need a comprehensive policy coherent at different levels – national, regional and local. Often unions do not know what is going on in their organisation at different levels.

Refer to the ILO guidelines in relation to the level you are working on – there are specific paragraphs on the regional level. Government should establish and strengthen capacities at regional and local levels; governments should provide opportunities for all social partners at all possible levels including local authorities; should promote cooperation at different levels.

Norwegian saying: many small streams make one big river.

The three working groups met to consider four questions and a rapporteur from each group introduced the key points for each question:

Key policy areas involving climate action, the workers and the trade unions

- Upskilling/re-skilling
- Creating public acceptance by workers and public opinion
- Discuss in social dialogue at all levels
- Coordinate trade unions in the same capital city/region
- Fiscal and social policies to tackle the impact of climate change
- Build up the circular economy

Opportunities and challenges for workers

- Creation of green jobs
- Training and improving workers' qualifications
- Showing trade unions as fighting for a large spectrum of life conditions and all targets
- Modernising collective bargaining
- Build up social and political alliances
- Improve the public image of trade unions
- Put pressure on politicians to prioritise the topic

Failures

- Trade unions are not considered as actors on climate change
- A generic approach, not sufficiently detailed or deep in content

Good practices and priorities in the capital cities/regions

- Better waste management, controlling pollution and creating jobs (Rome)
- A new industrial plan promoting green employment (Madrid)
- Apply the circular economy concept for the trade union itself (La Valletta)
- Photos in workplaces on 1 April for social media "Climate Action Now" (Helsinki)
- Stop plastic campaign (Rome)
- Environmental pact (Paris)
- Special measures for public transport to compensate for inequalities between territories (Paris)
- Supporting the actions of young people (Rome)
- Car Pooling and electric buses (La Valletta)
- Election of environmental representatives in workplaces
- Meetings for going "from black to green" in public places with politicians, trade unionists and the public (Copenhagen).

Responding to the contributions **Philippe Pochet** highlighted four points that emerge. First is we are starting from different positions – in some capitals there is work already and in other it's much more difficult. So the learning process is better perhaps – we can learn from both the successes and failures.

Second point – what are the priorities? Timing is key. We have three decades and need to find different steps. If something is not working we review. Start by the easiest and have strategic plan for what is needed for the next year, the next five years and the next 10 years.

Third point – all have points in favour of change for example – you can lose members and gain members. So it's not black and white – there is risk in all change.

Fourth point – the kind of alliances needed. We will all have to think about this and have conversations with people we both like and don't like. We have to convince because we can't force people. Issues such as big cars (SUV) in cities – no point at all – we could ban or tax them. 15,000 euro in tax in Sweden! Some stuff is more complicated.

Vera Dos Santos Costa commented: we have to ensure that workers have the right to training – just saying upskilling isn't enough. A reflection on trying to be an actor of change and not only reactive. A priority can be to ensure our members are prepared for this change.

Lene Olsen commented: regarding the issue of transport, mentioned by all three groups. In relation to it – a convention can be used as a tool during public procurement – labour clauses in Convention 94 can be used at both national and local and municipal levels. Check if it's been ratified by your country to see if you can use it at local levels.



Wednesday 19 February 2020

This session was focused on “Building an Action Plan for ‘just transition’ in the capital cities/ regions” and Christina introduced **Ludovic de Vout** ETUC Confederal Secretary on Sustainable Development and Energy Policy.

He said that the meeting is at the right time to talk about fair transition and climate change.

When we talk about climate change facts matter – depending on how cities are built we can see increases in temperatures up to eight degrees Centigrade – not something to overlook. Also important to mention that of 85 large cities 60 are not doing anything, not adapting themselves. There is a difference between adaptation and mitigation (reducing greenhouse emissions for instance). Adaptation deals with existing results of climate change.

Adaptation policies – 80 per cent of the cost will be borne by cities. Looking at cities above 150,000 inhabitants 40% have an adaptation plan in place – so 60% don't. The Urban Adaptation Map Viewer online can show you how climate change is affecting our cities.

You spoke about transport yesterday – European Green Deal and what is happening at European level don't really focus on cities. Public transport is central to dealing with the problem. There is a cost, and austerity policies have affected public transport systems over the past years. Increased transfer from private to public transport vital. Pollution kills 400,000 people a year. Green parties have said much and trade unions have to also take it on – creating a narrative on social and economic and health outcomes. European Green Deal – if in five years people only see bad things coming from it the climate naysayers will have won – we need it to be a success. The richest people will be better able to protect themselves from climate change and the people we represent will pay the price.

On the question of alliances... other people are talking about air quality, global warming and the rest. There is potential for stronger alliances in cities. For example, public transport – some actions already taken by trade unions to defend conditions on railways in ways that bring together the interests of workers and users. This produces a much more effective message.

The point of all this is to implement something – an action plan. Capital cities mean airports. Airports play a major role in terms of connecting cities. 200 airports in Europe are at risk of being

flooded before the end of the century – so we might have to think about moving or protecting them. Can we continue to think about developing our airports? The impact of air transport is known – what about the impact on our cities? Airports are not only planes flying but also natural resources being used to build them and so on.

Secondly, we're going to look at action plans – we speak of relocating facilities in cities, of reversing a trend of moving industrial activity out of the cities. People have then moved to follow those industries and end up using their cars to get to work. This means industries having to use 100s of lorries to transport goods. Can't work with 'just in time' – it needs fleets of lorries as railway lines have disappeared – how do we deal with the need to transport goods? Particularly in an urban environment? At ETUC we had a meeting before the Green Deal was published to talk about how unions could and should be involved, particularly at a local and regional level.

We also need to develop new ways of involving unions at local/regional levels.

The conference then broke up into working groups again to develop an action plan for just transition looking at the question: *“how can trade unions contribute in creating the preconditions to address the social and economic effects of the transition, focusing on the capital cities/regions”?*

Rapporteurs reported on their group's conclusions.



Group 1

Focus on need to inform and to raise awareness – all affiliates and also in society. Training needs to take place in the schools. Talked about the need to focus on the same topic – we propose in Belgrade to talk about climate change again – maybe on some sub topics, but it needs to be discussed over some years. We need to form priorities – such as transport and waste management. Establish a social pact or covenant with local authorities and other actors. New technologies and climate change; how can we continue to use new technologies without making the problem worse? We must promote social dialogue with employers' organisations and public organisations. We have to map all the networks that exist already, talk with them and establish alliances. We could take two or three companies and share this with other regions.

Group 2

Many discussions and difficulties – we could agree that we will go home and get an overview on what is going on in the municipalities. Ask the mayors if they have any plans for climate change work. Map plans for the whole region. Discuss with our members how to deal – especially with areas with no plans. Permanent Committee to ask us how we are going on with the work and share the maps and plans.

Some interesting examples of concrete actions – commuting for instance – not only from the perspective of public transport but also from commuters. Need two or three months for colleagues with no mandate to start working on an action plan. Define priorities – transport, pollution, waste management etc.

Group 3

Make a survey on the issue of climate change. Information on training for union reps on the campaign. Engage with other existing groups working on climate change. Develop a timescale for the work. Include climate change in collective bargaining. Inform our members of our agenda on climate change. Three targets perhaps – long,

medium and short term targets. Discuss with mayors to prepare an alternative plan with a timescale. Information from ETUI for the delegates. Information on funding local and international.

Comments:

GLATUC London: expand on one of the points – the big argument in unions is to convince people that there is a valid alternative when their jobs are under threat. Make sure the workers involved have proper alternatives or they will be resistant.

UIL Rome: a question – when we talk about access to funding – clarify what was meant in one of the reports about what funding may be possible – can cities access funding? European funding tends to be limited to national confederations. When we work on the mapping we can take into account the most affected sectors so that the situation is clear to us.

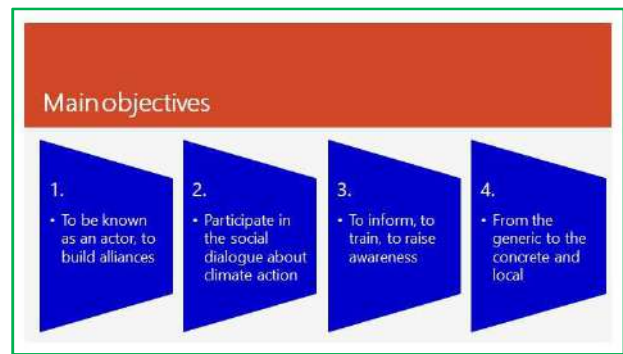
CGTP Lisbon: develop dialogue with the ecological associations. Sometimes we have opposite interests, but we need to talk. We have to actively explain it to our members and convince them.

Christina: we have until the Sesimbra training event to add – this is a dynamic plan not static. It is a tool to go forward. And then in Belgrade to discuss the outcomes of the action plan across our confederations.

ECTUN can't access EU funding directly but the organisations and members of ECTUN can access money through their own confederations. Also as unions we can speak up and explain how much money we need to do the work.

She presented an action plan developed with the three rapporteurs and said this is a draft – it will go out by email after we have heard your comments.

It contains concrete actions, commitments and a time line. Numbers 1 to 7 are for all participant organisations, numbers 8 to 13 are for the Permanent Committee. This is a synthesis of the discussions of this one and a half days and can be



improved – you have the next two weeks to comment. Then if we have time at the Sesimbra workshop we can finalise it.

Ludovic Veot ETUC, said this is a very good programme. Trade unions are not always seen as legitimate to work on climate issues. We have to work on this. We have resources others don't – for instance NGOs do not have access to social dialogue. So we must think what we can do as trade unions. We use the tools we have – for instance the number of members, legal expertise, we can try to build a climate social dialogue to protect concretely the interests of workers. When organisation of work changes, if processes are not good or workers are not adequately changed, we need our voice to be heard. When we speak of climate action we are not following people on the street but bringing our own skills and expertise to the issue. We need to have a view on the sectors at risk and have a final conference on the topic in Belgium in June. This might help cities to work on the issues.

Luca Visentini congratulated the conference on the proposal. I have three things to say where we might be able to help. Referring to the meetings with local authorities – in some capitals these relations are well developed, but we might be able to help via European level networks – just let us know if you need a targeted intervention on a particular capital city.

Second element – focusing on specific industries and companies is very important. In many countries trade unions have already well developed collective bargaining arrangements, but when they are delivered by multinational



enterprises it can be difficult. So in this case we could try to help via our European confederations involved in these companies – and perhaps use it as leverage to improve collective bargaining.

Lastly – we could perhaps deliver support via the ETUI to focus the training you envisage. The programme is still a work in progress – so do get in touch with ETUI directly when it is complete for assistance. Good decision to keep the theme alive and continue the work into 2021.

Philippe Pochet agreed. We are happy to support this initiative and we will have no less than seven different trainings next year that may be of interest to you. We are acquiring more knowledge as we do more work on this new topic. This is a great chance to using this topic for trade union renewal and development.

ECTUN conference 2021

Christina then invited the Belgrade delegation to say a few words about the next conference...

CATUB Belgrade: I would like to say a few words on behalf of my trade union. During these two days we have heard many ideas and received

much information that is useful to us on the topic of climate change. I would like to congratulate the organisers of the conference – SAK first, and the ECTUN network – for the excellent organisation of the event. I would like to thank the permanent committee for organising the next conference in our city. It will be a pleasure to welcome our colleagues and friends from the capital cities in Europe. We shall be in touch with the Permanent Committee to progress arrangements. We will do our best so you feel at ease in our city. Suggest the following date 24 and 25 February 2021.

Christina – and the conference after Belgrade? We can confirm it's going to be in Madrid – in February 2022.

She then presented a short power point of what we did in 2019-20.



In October we were waiting for a reply on the application to the Norway grants fund – it was a good proposal but not accepted. In April we met in Brussels and joined the demonstration. We created and shared a poster for 9 May Europe Day. We attended the ETUC statutory congress in Vienna – the first time ECTUN participated in an ETUC congress. We had the official planning meeting in Antwerp when the Permanent Committee worked on the planning of this conference.

Membership – we have old members who no longer attend – e.g. Cyprus, Luxembourg, Dublin, Brussels, Bucharest and others. There are some capitals we can't invite because they have no

capital city/region organisation such as Vienna, Bratislava etc.

We need to update our website – it is out of date and not flexible for use. Many of you sent data on your organisations and we will use it in due course. I have created a Facebook closed page – all members can access and upload. All are invited to join the page.

We thank CGIL of Rome for paying the host server for another year for our website.

Thanks to the interpreters for their work, all of you, all our panel members and Luca who helps us substantially.

Ulisses Garrido ETUC – confirmed the deadline for applications to the Sesimbra training was 24 February.

GLATUC London posed a question – a document was sent in from the Nordic group with a request for it to be discussed at this conference – what's happened to it?

Christina responded – I can answer all the points – new members – you have information on this; 3 months deadline not feasible – you sent it in one month ago so we should not deal with it? You asked about relationship with ETUC and Luca has dealt with it. They do not impose topics on us. Let's be productive and not negative.

You refer to transparency on the Permanent Committee – this is offensive – where is the lack of transparency. We want to make ECTUN better – we are not perfect but we are working hard for you. That is my reaction to your letter – the floor is open if you want to say more.

UNSA Paris – I want to congratulate the team that organised the conference – we are very happy with the work you have done.

GLATUC London – we just assumed that if we send something in we are allowed to make a presentation not that it is totally ruled out.

MTUF Moscow – I have read all the letters that the PC has got – and the issue that was there was that we should have changed the format of the conference. But the conference we have had gives us the answer to the question – the productive work we have done gives us the answer. So actually each member of the conference has had the chance to express their idea on certain issues and the action plan we have made also gives us the answer to the question. Our group was very productive and active and we expressed our ideas and visions and I hope each group also expressed their views. From my side I want to thank Christina personally and I hope I represent all the voices of this conference for her wonderful job, and our hosts, and Hannele particularly, for a wonderful job, and thank you to Luca for his support. Our colleagues from Belgrade have a difficult task to host our conference next year and make it as productive as this year! On 9 May we will be celebrating the victory of World War 2 and I hope that all of you will have a chance to express your words concerning those who gave their lives and fought for the Europe we have now. And I hope that you all have your own victories in your trade union activities – all luck and success.

Christina thanked Hannele Ugur (SAK, *below right*) and Pinja Perholehta (SAK) for their wonderful work.





Hannele Ugur SAK – I want to thank you all – I’m sorry about the weather and particularly thanks to Pinja who has been the angel of this conference!

CGT Paris – I agree with MTUF and want to thank all of the colleagues for a wonderful conference.

TUC LESE London – on the Nordic capitals statement, we shouldn’t be too despondent – you have already worked on a number of the points – one theme, practical work and bilateral actions, the action plan, having a facilitator and a chair in the working groups – you have done all this. In Sesimbra you can discuss transparency – you shouldn’t take it as a hostile statement. Regarding those not present – you can pass these things back to us. We can’t be entirely negative and can take it forward in Sesimbra.

UIL Rome – I am very happy with this intervention – it clarifies the document and I hope there won’t be any other similar letters. Sometimes it’s easier to talk about these things rather than react. Some parts of the letter might have been considered as aggressive but this has clarified things.

Conference closed with applause.

Please note:

- *The envisaged training event in February in Sesimbra did not take place due to the Covid-19 pandemic.*
- *This is not a verbatim report. It aims to capture the essential discussion and decisions taken.*

April 2020