

# Industrial Relations for a Green Economy

## Lessons learned: Trade union involvement in the cases

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## Introduction

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- What makes a case meaningful in this project?
- What was the role of TU in the cases?
- What can we learn from the cases about the role of TU in the transformation process?
- *How do we come from meaningful cases to meaningful stories?*

## Role of TU: great heterogeneity

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- **Broad range of TU involvement**
  - **Political, legal, economic framework**
  - **Policy levels (federal state, regional local, company)**
  - **Playing fields**
  - **Modes of action**
    - active/passive,
    - traditional/ innovative,
    - offensive/ defensive
    - Short-term/ long-term
    - Pro-active/ reactive

## Key questions

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- Do TU play a **positive** role in the process?
- Has TU involvement a positive effect on **TU members/ employees/ company/ region/ environment**? And last not least: the **TU** itself.
- Was TU action **pro-active**?
- Does a **clear convincing story** evolve from the case?
- Is it possible to formulate **„lessons learned“** that are relevant beyond the scope of the single case („how to...“)?

## Aspects of TU involvement from the cases (selection)

Traditional	Non-traditional
Protection of workers	Developing future perspectives for the company, the region ...
Health and safety	Awareness rising for green topics, providing knowledge
Working conditions	Participation in the political decision making process in non-traditional policy fields (e.g. climate protection)
Acceptance for economic projects	New coalitions + alliances (e.g. civil society)
Competence and capacity building	Innovation

- Is the TU involvement visible in the case?
- What is the lever for a positive impact?
- Can TU involvement in the case contribute to a strong story line of this project?
- Is it transferable?

➤ ***Make unions a difference?***