



VS/2021/0055



Just transition

*supporting trade unions in taking steps towards
a sustainable future
at company/sectoral level through social dialogue*

Italian/pilot training course

12th-14th September 2022
Cisl Study Center – Florence

Minute

The course started at 2 p.m. on 12 September, with a welcome from the Director of the Study Center, Francesco Scrima, who emphasised the importance of this kind of training events to develop trade union skills useful in facing the major environmental, economic and social challenges.

Following this, Paola Vinciguerra, First CISL Eurotrainer, led a socialisation activity during which participants were invited to individually fill out a self-presentation form focusing on their interests, their role in the organisation and their organisation's activities in the area of sustainability.

At 3 p.m., Ilaria Carlino, a CISL staff member working on the JT project, explained the main contents of the project: contextualisation, funder, partnership, objectives, expected results and planned activities.

Following the coffee break (3.30 p.m.-4 p.m.), the General Director of Etui, Philippe Pochet, spoke via Zoom connection. The speech, moderated by Francesco Lauria, CISL European planning coordinator, was built on a line consisting of 4 main sessions focused on ecological and social transition: the link with the welfare state, the specific priorities of the current historical moment, the role of social actors and the ecosocial state, the pandemic and war. In a grid, participants noted down relevant, critical and unclear aspects on the basis of which they opened an interactive dialogue with the expert.

The first day ended with a presentation of the Etui approach to green skills and the related 5 meta-competences, and a reflection on possible integrations with the JT project, led by Roberta Villa, Filca Cisl Eurotrainer.

End of the first day: 6 p.m.

The second day began at 9.00 a.m. with a reflection and a recap of the previous day's work: in pairs, participants defined what they considered to be the main elements emerged during the first day, writing them down on post-it notes to be read collectively at a later date.

In the following session, Belgian colleagues David Weinberger (political support assistant on environmental issues, Vlaams ABVV), Saar Vandenbroucke (coordinator of the support unit on diversity, labour support and environment - Vlaams ABVV), Fien Vandamme (political support assistant on environmental issues, ACV) and Phanny Moray (political support assistant on environmental issues, CSC) shared some specific features of the Belgian trade union experience on issues related to the just transition: social dialogue in Belgium, the role of



officers on environmental issues, the role of councillors on diversity management. This session alternated some presentations with question and answer sessions from the participants.

The 10.30 a.m. coffee break was followed by an introduction by Saar Vandenbroucke on the Belgian experience of councillors on diversity management, which is the model of inspiration for the establishment of councillors on environmental issues, foreseen by the project. The subsequent activity, in the form of a world café, was aimed at exploring the methods, challenges and opportunities linked to the transposition of environmental councillors in the Italian context, and at identifying the skills needed to carry out their role. The activity in groups, coordinated by Antonio Ingallinesi, Femca Cisl Eurotrainer, was followed by a report back and discussion among trainees and experts in plenary

In the afternoon, after a lunch break between 1 p.m. and 2.30 p.m., Marcello Poli, CISL European project and training assistant, presented in plenary another pillar of the JT project: the toolkit for trade union delegates. It is the guide jointly developed by the partner organisations, intended for company and territorial trade unionists, containing useful information to strengthen social dialogue for a just transition.

Paola Vinciguerra then coordinated the further group activity, during which the participants were given the opportunity to read and analyse some parts of the toolkit, discussing within groups the contents, the usefulness of the tool and proposals for improvement. Following the break (4.30 p.m.), the groups reported back on what had emerged and began a plenary discussion, moderated by Francesco Lauria, Ilaria Carlino and Marcello Poli.

At 5.45 p.m., the second day's work ended.

The third and final day began at 9 a.m., with a keyword summary of the previous day's main concepts, led by Antonio Ingallinesi.

Next, Marcello Poli briefly outlined the toolkit part regarding the analysis tools (aimed at assessing the company/workers/territory situation in relation with the just transition). Then Roberta Villa led a group activity, divided into 3 steps, during which participants experimented the analysis tools. During the following plenary feedback phase, participants provided useful indications to the project staff to review, integrate, and modify the tools in order to make them more effective.

Afterwards, there was a preparatory activity for the last session aimed at synthesising and sharing the lessons learnt from the course, identifying some priorities/issues relevant to all, and introducing the final round table by presenting some of the topics addressed to the speakers.

The final discussion panel was attended by CISL National Confederal Secretary Angelo Colombini, the General Secretary of Flaei, CISL's electrical workers' union Amedeo Testa, the National Secretary of FIM, CISL's metalworkers' union Valerio d'Alò, and the bargaining manager of CISL's banking and insurance workers' union Domenico Iodice. In addition to answering the course participants' questions, they illustrated the policies and organisational activities of their category federations on issues related to the just transition.

The course ended with the distribution of an activity evaluation questionnaire to the participants.

The work ended at 4.30 p.m. on the third day.

On Google's Classroom platform, participants were able to download all training materials and presentations, which were published at the beginning of each activity. This made it possible to significantly reduce the use of paper.