



# Just Transition

## Lessons from Belgian trade union experiences

Italian National Training Course

Firenze, 13 september 2022



# Who are we?

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- Phanny Moray (environmental support officer, CSC)
- Fien Vandamme (environmental support officer, ACV)
- Saar Vandenbroucke (coordinator support unit – diversity and workable work – environment, Vlaams ABVV)
- David Weinberger (environmental support officer, Vlaams ABVV)



# The Belgian context



- Federal structure, competences are often shared
  - Protection of air and water: regions
  - Climate: regions and federal level
  - Energy: regions and federal level
    - Examples: green energy => regions, large power plants => federal

|             | Federal   | <u>Regional</u>  |
|-------------|---|--|
| Environment | <u>Coordination of international policy</u><br>Marine environment<br><u>Product's policy</u>  | Air and soil protection<br>Nature protection and conservation<br>Water protection and distribution   |
| Energy      | Energy production, including offshore<br>Major energy supply and storage infrastructure<br>Energy transport<br>Final energy price policy for the consumer | local electricity distribution and transmission<br>distribution tariffs (gas and electricity)<br>public distribution of gas<br>new sources of energy, with the exception of those related to nuclear energy<br><u>rational use of energy</u> |
| Transport   | National airports and railways<br>Excise duties on fuels<br><u>Vehicle standards</u>  | Regional airports<br>Road networks<br>Waterways  |

# Belgian context: social dialogue

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- Three trade unions: 55% of the workers are unionized\*
  - ACV-CSC (1,6 million members)
  - ABVV-FGTB (1,5 million members)
  - ACLVB-CGSLB (300,000 members)(\*11 million inhabitants in Belgium)
- Social dialogue at different levels: federal, sectoral and company
- 96% of workers covered by collective bargaining agreement



# Social dialogue at company level

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- Three main bodies
  - Trade union delegation
    - Collective bargaining
  - Committee for Prevention and Protection at Work
    - Elected every 4 years
    - Wellbeing, health and safety in the workplace
    - Information and consultation rights on environment
  - Works Council
    - Elected every 4 years
    - Financial and economic information rights



# Union environmental support officers: role

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- Broad scope on 'environment':
  - Climate, energy, mobility, water, pollution, ... are all covered
- Three main aspects:
  - Sensibilisation
  - Education
  - Support



# Union environmental support officers

- **ISMI/RISE/BRISE**  
(Flanders – Wallonia –  
Brussels)



- **Specific aspects ACV –  
network of environmental  
points of contact**







# Case example

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- Example from a thematic course on “green economy”
- Trade union reps from an industrial bakery for pastry
- Problem: lots of water is needed to clean greasy machines, also because water isn’t heated enough

# Environmental support officers: case example

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- Analysis: environmental report of the group



- Suggestions:
  - water reuse
  - sustainable heating technology



- Strategy: trade union reps will invite group environmental officer to meeting and make their proposal





Questions?

# Department Diversity and Workable work in Flanders

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Embedded within the trade union

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Counsellors work within the provinces

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Wide range of topics

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Themes in common with the donut economy model

Diversity  
Department in  
Flanders (bis)

Our goals

Our work context

Characteristics

# How do we work?

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Intake

Analysis

Action plan

Aftercare





Questions?

# Diversity counsellor – what's in a name?

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ATTITUDE



SKILLS AND  
COMPETENCES



Successes  
and  
possible  
pitfalls

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On the workflow level

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On an organizational  
level

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On the political level