

Just Transition Lessons from Belgian trade union experiences

Italian National Training Course Firenze, 13 september 2022



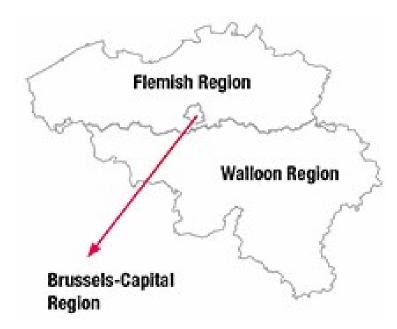
Who are we?

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

Belgian context: social dialogue

- 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

- 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

- 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

- 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



• 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





Department Diversity and Workable work in Flanders

Embedded within the trade union

Counsellors work within the provinces

Wide range of topics

Themes in common with the donut economy model

Diversity
Department in
Flanders (bis)

Our goals

Our work context

Characteristics

How do we work?





Diversity counsellor – what's in a name?



ATTITUDE



SKILLS AND COMPETENCES

Successes and possible pitfalls

On the workfloor level

On an organizational level

On the political level