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Just transition

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

MINUTES TRAINING COURSE JUST TRANSITION COUNSELLORS 10-12 October 2022, Brussels

The training took place over 2.5 days and was attended by 8 participants. The participants were staff from the sectoral federations or the regional branches of ABVV. Some of the participants are working in the research department, others are trainers, some provide support and analysis to trade union delegates and others are in charge of monitoring trade union teams in companies. The course took place in Dutch.

Monday 10 October

The aim of the first day was to introduce the JusTra project and its toolkit and gain insight into the concept of Just Transition.

We started the first day by letting the participants present themselves. Then there was a presentation on goals of the JusTra project, the goal of this training course and the background on just transition: such as the donut model by Kate Raworth. The theoretical parts covered in this presentation correspond largely to the background information covered in the JusTra toolkit. We also had a group discussion about the role of the trade union in the transition to a green economy and the possible role of just transition counsellors.

In the afternoon we continued our group discussion and started discovering the different analysis tools. Participants were split into small groups and worked with one of the tools: the donut + economic traffic light, the thematic checklists or the tools about relationships with the workers. Afterwards they presented their experiences with the tool and provided feedback.

Tuesday 11 October

The aim of the second day was to dive deeper in the methodological aspects of being a trade union counsellor on just transition

In the morning we had a diversity counsellor as a speaker to share experiences and tips about support methodology. Our diversity department has a very structured working method with three important steps: intake – action plan – follow up. We learned about important points of attention in each steps and got many practical tips. The presentation was conducted in a very interactive manner and there was a lot of room for questions and remarks from the participants.

In the afternoon we started with a brief group discussion of the most important lessons we learned in the presentation in the morning. Afterwards there was an introduction about the “green competences” as defined by ETUI. After this we started work on case studies to practice support methodology. In this exercise we simulated an “intake” talk between trade union reps



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and a just transition counsellor. Each group afterwards presented their case to the group and received feedback.

Wednesday 12 October

The aim of the final (half) day was to wrap up the work on the case studies and evaluated the JusTra toolkit and this training course.

We started the day with the second part of the case study. In this exercise we simulated a second meeting between trade union reps and just transition counsellors. In this exercise a deeper analysis of the situation in the company was made and a plan of action was proposed. The groups then presented their plan of action to the plenary group and received feedback. To conclude the training we had a group discussion on how the participants would be able to integrate what they learned into their current role at the union and how they could be an ambassador of the JusTra project. Afterwards the participants provided feedback on the JusTra toolkit and the national training course. A link to a short online survey for the evaluation of the course was also sent to the participants.

