

5.2 Examples of successful social dialogue in the energy sector

Several valuable examples of effective social dialogue in the European energy industry are presented in the section that follows. These examples show how governments, employers, civil society, workers, and other stakeholders worked together to promote a fair and inclusive energy transition.

The Electricity Sectoral Social Dialogue Committee unites unions like EPSU and industriAll Europe (workers) with social partners like EURELECTRIC (employers). Together, over the last 20 years they have created the following:

- Research and statements about the societal effects of equality, lifelong learning, workforce aging, and liberalization.
- Important collaborative agreements that target worker upskilling for the energy transition include the 2017 Roadmap on Skills & Qualifications and a commitment to join the European Alliance for Apprenticeships (2018).

The Gas Sectoral Social Dialogue Committee includes EURELECTRIC's gas counterpart and leading union federations (EPSU, industriAll). They concentrate on demographic changes, restructuring, and skill development. The Energy Roadmap 2050's social components and the realization of the just transition.

Even if Eurogas declined to sign a proposed binding European framework agreement on retraining gas workers in late 2024, this instance highlights the sector's social dialogue activities' tensions and advancements.

Social agreements for coal and lignite miners in Poland in 2021 and 2022 provided assistance for retraining, regional transition observatory, and Silesia stakeholder participation. In a comparable

manner, Spain established alternative sectors, negotiated compensation packages for communities and workers, and constructed equitable transition contracts in coal-dependent areas.

In Italy, the Civitavecchia coal plant was phased out with the help of CSOs (WWF Italy, Legambiente), unions, energy companies, and local government. This resulted in the installation of offshore wind farms in its place. In Germany, multi-stakeholder discussions about the automobile industry—not energy specifically—showed social partners incorporating social sustainability standards across industries, involving civil society groups such as Transparency International Deutschland and Germanwatch.



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