

**JUST
TRANSITION
IN THE EUROPEAN
CAR INDUSTRY**



Just Transition Where is the European car industry heading?

Documentation

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Conference Just Transition: Where is the European car industry heading?

ON MAY **12** TH

in Brussels, Renaissance Hotel
09:30 AM-5:15 PM

TIME	SESSION
09:30 AM	Welcome & introduction
09:35 AM	Project presentation: "Just Transition in the European car industry"
10:00 AM	Keynote I: Frank Siebern-Thomas (European Commission, DG Employment, Head of Unit Fair Green and Digital Transitions, Research) What is the political framework for a Just Transition in the European car industry?
10:20 AM	Keynote II: Benjamin Denis (Senior Policy Advisor, industriAll) Why do we need social dialogue for a Just Transition?
10:40 AM	Comment: Janna Aljets (expert on socio-ecological transformation of the transport system)
10:45 AM	Introduction into workshop session
10:50 AM	Break

TIME	SESSION
	Co-creative workshops, Part 1
	WS I: Stakeholder Participation and Social Dialogue Elena Crasta , Special Advisor, Just Transition Centre Janna Aljets , expert on socio-ecological transformation of the transport system James Copping , Policy Officer, European Commission, DG GROW
11:20 AM	WS II: Ecological Transformation and Electrification Florian Hacker , Deputy Head of Division Resources & Transport, Öko-Institut Alex Keynes , Manager, Clean Vehicles, Transport & Environment Manuela Kropp , Project Manager, Rosa-Luxemburg-Stiftung Brussels
	WS III: Reskilling Jakub Štolfa , Coordinator of Automotive Skills Alliance (ASA) & Program Manager and Academic Staff Member at VSB-TUO Christoph Metzler , Senior Economist for Vocational Training and Supply of skill needs, German Economic Institute
	WS IV: Just Transition in the Central and Eastern European Car Industry Michaela Paľašová , EU Liaison Officer, Trnava Region Brussels Office Monika Benedeková , Vice-president, OZ Kovo, Slovakia
1:00 PM	Lunch
2:15 PM	Co-creative workshops, Part 2
3:55 PM	Interactive result presentation
4:15 PM	Panel discussion: "Where is the European car industry going?" Anna Deparnay-Grunenberg (MEP Greens/EFA) Tommaso Pardi (Director GERPISA) Sigrid de Vries (Secretary General CLEPA) Balázs Bábel (Vice-president VASAS)
5:00 PM	Break
5:15 PM	Dinner

Project consortium

The conference is a joint effort of seven European partner institutions in Germany, Czech Republic, Slovakia, Hungary and Croatia co-creatively researching pathways for a Just Transition in the European car industry. The conference provides insights in their findings and will elaborate transition pathways and policy recommendations. The project is funded by the European Climate Initiative from the German Federal Ministry for Economic Affairs and Climate Action.

Your contact

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 - Janna Aljets
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 - Stakeholder Participation and Social Dialogue
 - Ecological Transformation and Electrification
 - Reskilling
 - Just Transition in the Central and Eastern European car industry
- **Panel Discussion**

Twitter: #EU4JT



Project Presentation

Project Pitch – Sarah Mewes (NELA)

It is necessary to close the four gaps of a Just Transition!

New jobs are not necessarily as attractive as old ones

The disappearance of old jobs does not match the emergence of new ones



Challenges differ between regions

New jobs need different skills

Project Pitch – Sarah Mewes (NELA)

Key recommendations

- **See the ecological transformation of the car industry within the modal shift of transport**
- **Address CEE-country specific challenges within the Just Transition**
- **Support reskilling ambitions within and outside the car industry**
- **Establish multi-stakeholder processes on the European and regional level**

Twitter: #EU4JT



Project Consortium

“Czechia needs to move towards ecological policies, but they have to be met with real needs of those affected the most” – Patrik Gažo, Czech Republic

“Labor needs to be empowered in general, not just in the car industry. Reskilling and retraining are very important.” – Nikolina Rajković, Croatia

„The most important aspect of the transtion is dialogue.“ – John Szabo, Hungary

„Slovakia needs to go beyond FDI support and focus on local resources.“ – Monika Martinsková, Slovakia

„The effects of German development on Central and Eastern Europe have to be considered.“ – Daniel Weiß, Germany



Keynotes

WHY? HOW?

FRANK SIEBERN-THOMAS



new opportunities



GREEN NEW DEAL

"THE TRANSITION HAS TO BE **JUST** OR THERE WILL BE **NO** TRANSITION"

fairness + solidarity

listen to stakeholders

leave no one behind

SOCIAL DIALOGUE

BENJAMIN DENIS



13M JOBS

IN THE AUTOMOTIVE INDUSTRIES



"WHAT ROLE SHOULD **TRADE UNIONS** PLAY?!"

NATIONAL CHALLENGES

Will we be able to transform?

POLICIES

RECOGNIZE THAT CHANGE IS NEEDED



INVOLVE Stakeholders

KEYNOTES

JUST TRANSITION

Where is the European car industry heading?



ENVIRONMENTAL PERSPECTIVE

JANNA ALJETS



"WHAT KIND OF ECONOMY CAN WE **AFFORD**?!"

1,5°



Good Mobility for all! BEV

4 GAPS of just transition



"THE CAR INDUSTRY HAS AN **ENORMOUS** POTENTIAL"

SARAH MEWES



Keynote I – Frank Siebern-Thomas, DG EMPL (1)

- With the European Green Deal member states committed themselves to leave no one behind in the transition
- Fit for 55-Package: legislative initiatives in several policy areas put Europe on the right track to deliver on its environmental and climate objectives
- Social dialogue is a key element of any Just Transition
 - DG EMPL prepared proposal for a **Council Recommendation on ensuring a fair transition towards climate neutrality**, which will (hopefully) be adopted in June
- Commission is providing guidance to tackle the specific challenges in each region for restructuring
- Funding Opportunities: the Recovery and Resilience Facility (RRF), the European Social Fund Plus (ESF+), the European Regional Development Fund (ERDF), the Cohesion Fund, the Recovery Assistance for Cohesion and the Territories of Europe (REACT-EU), ERASMUS+ and the European Globalisation Adjustment Fund for Displaced Workers (EGF), the LIFE programme, the Horizon Europe programme, the Modernisation and Innovation Funds and the funds under the Common Agriculture Policy (CAP).





Keynote I – Frank Siebern-Thomas, DG EMPL (2)

- Key policy areas:
 - **Education:** Create quality jobs, upskilling
 - Identify skill needs and enhance skills in specific sectors
 - Education for sustainability
 - **Industrial:**
 - new Industrial Strategy, which aims to help the industry to adapt to and lead the green and digital transformations
 - Preparation of the mobility ecosystem transition pathway: online consultation to interested stakeholders
 - **Research:** Research initiatives support the transition to climate neutrality, e.g., EU Mission on Climate-Neutral and Smart Cities
- European Union provides funding for transition projects in all areas through Horizon programs
- Triple dividend is possible: reduce emissions, create jobs, be better off

Keynote II – Benjamin Denis, IndustriALL (1)

- Social Dialogue is needed to accelerate emissions reduction in the EU
- The car industry is among the strongest industries when it comes to questions of social dialogue and union organization
- 13 million jobs depend on the automotive industry
- Massive job losses have to be expected along the supply chain, especially in companies manufacturing equipment related to internal combustion engines. Key question: how many?
 - Various reports (ELAB 2.0, BCG, CLEPA) have tried to answer this question with different scopes, timeframes and methodologies, and therefore different numbers.
- Job losses are not only due to electrification, but also to productivity gains or mergers and acquisitions and other forms of capital concentration.
- In the future , increasing production costs combined with pervasive precariousness and change in mobility patterns makes the volume of sales quite uncertain



Keynote II – Benjamin Denis, IndustriALL (2)



- 500.000 jobs will be created in electric vehicles value chains, including in batteries but gaps exist between job creation and destruction (geographically, timing and skills)
- Necessary to anticipate skill needs to ensure quality employment
- Need to pay attention to quality employment, since electrification of automotive industry goes hand in hand with unprecedented productivity gains and search for capital
- Electrification should not be done at the expense of employment quality in the automotive sectors
- Social dialogue and collective agreement are here of crucial importance
- Not possible to reskill everyone. Therefore, there's a need to promote a series of means that can cushion the outcomes of the transition
- IndustriALL launches a [Just Transition manifesto](#) next week (on 18th May)

Comment – Janna Aljets



„What kind of economy can we afford while facing the global climate crisis, while recovering and still suffering from a global pandemic, and while biological resources are getting scarcer and the great treasure of our biodiversity is falling apart?“

- The transport sector is the problem child of the EU, linked to roughly a quarter of the EU’s emissions, and they are still not declining (e.g., rebound effects of larger vehicles)
- In the short run, BEVs are necessary to reduce emissions
- In the long run, we need a transport system that favors short distances and public and shared transport as well as active mobility
- The car industry must commit itself to products of change: smaller BEVs, busses, bicycles, trains
- Reskilling initiatives are important, but the perspective must be broadened beyond industry, e.g., towards care jobs

Most importantly: We need to overthink what economy contributes to well-being and what produces unbearable costs in the long run.

Workshops

CO-CREATIVE

How might we...
...make BEVs smaller, lighter & more affordable?

How might we...
reconcile the interests & needs of workers + customers for the most efficient decarbonization in light of climate change?

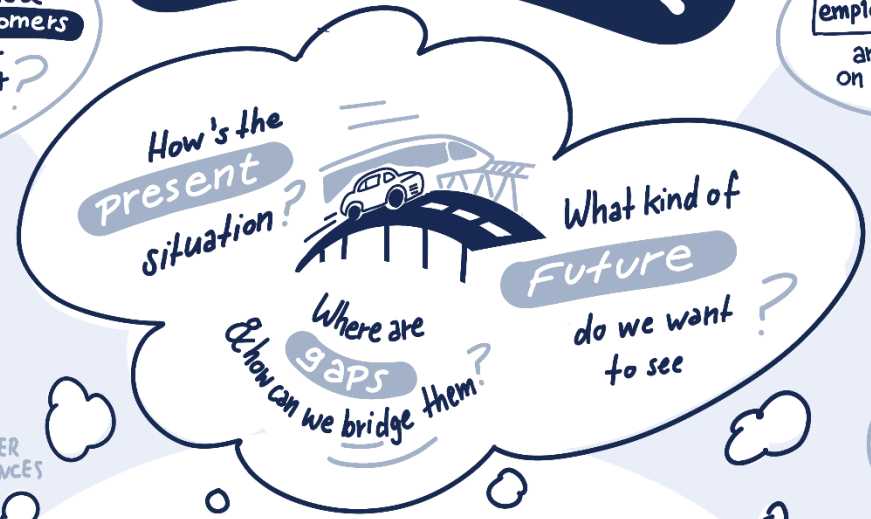
How might we...
involve perspectives of employees + residents of affected regions and start an effective social dialogue on green & transformative agenda?



ECOLOGICAL TRANSFORMATION & ELECTRIFICATION



How might we...
stimulate consumer behaviour to shift to SUSTAINABLE THINKING?



JUST TRANSITION IN THE CENTRAL & EASTERN EUROPEAN CAR INDUSTRY

How might we...
develop skill development policies & educational frameworks for low+middle skilled workers of the current industry?

How might we...
raise awareness for JUST TRANSITION in the CEE car industry with focus on social partners & society?

How might we...
create a shared ownership by all stakeholders for necessary change?

SKILL IDENTIFICATION
Creativity
innovation
digitalization



How might we...
communicate the gap for a meaningful bottom-up stakeholder involvement?



STAKEHOLDER PARTICIPATION & SOCIAL DIALOGUE



RESKILLING

How might we...
assist workers to participate in learning opportunities?



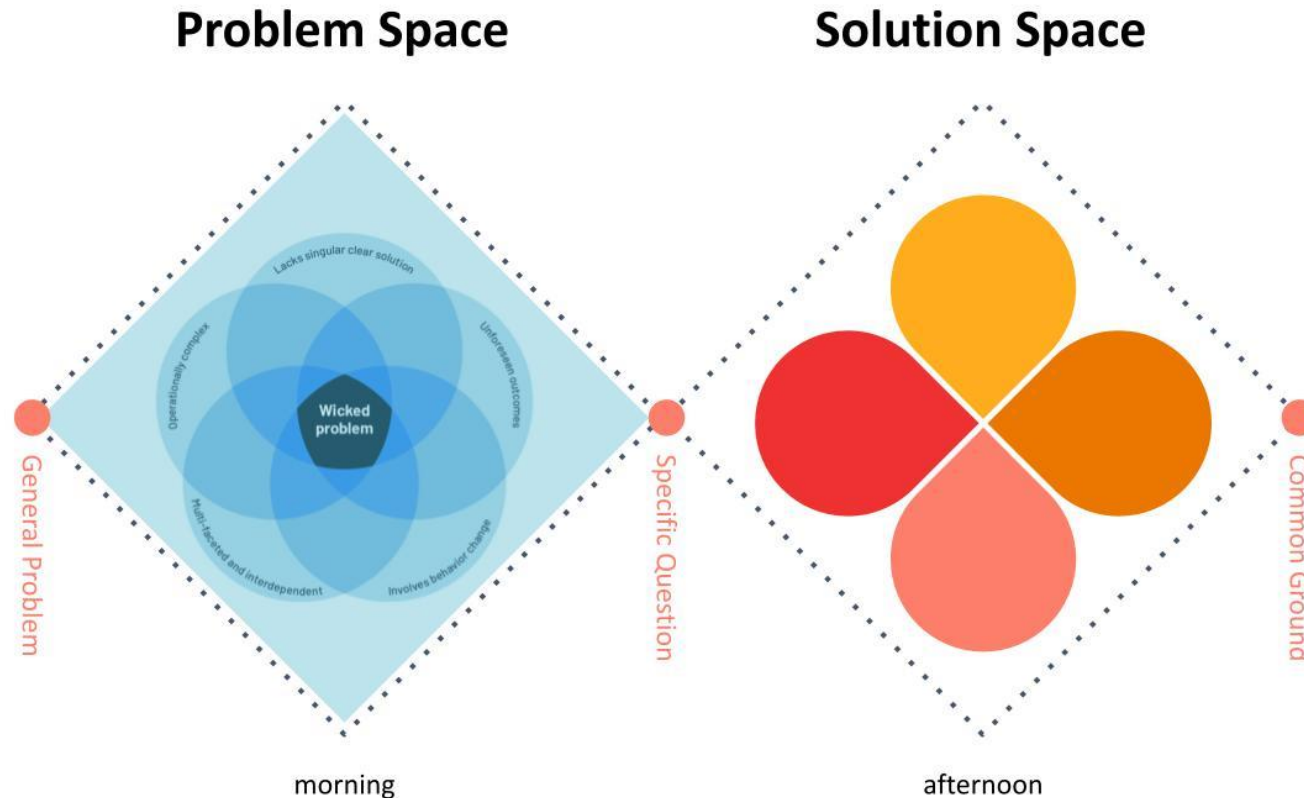
WORKSHOPS

How might we...
find a common pathway to achieve the Paris Agreement that finds balance between conflicting objectives?



Graphic Recording: @lenajukna

Workshop Concept



- First Session: Identify the main problems / questions in the area
 - Two to three inputs on the status quo in the respective fields
 - Group work:
 - Identify three questions that are urgent to answer together as a group consisting of different stakeholder groups
 - Narrow this down to one most urgent question
- Second Session: Find ways forward and possible solutions
 - Identify what the desired future is
 - Identify what is needed to get there and already happening
 - Identify what is needed to get there and not happening, yet

Workshop – Stakeholder Participation and Social Dialogue



First session - inputs

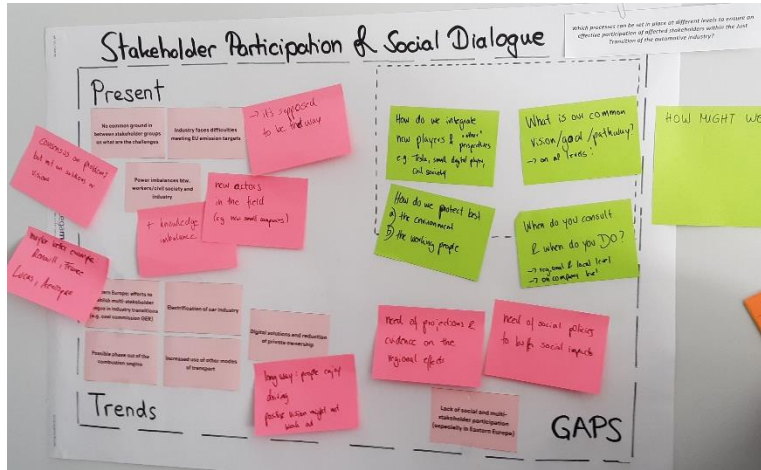
Where does civil society need to participate? - Janna Aljets

Where do trade unions and other stakeholders have to be involved in order to ensure a Just Transition of the European automotive industry? Where are gaps in the participation? - Elena Crasta, Just Transition Centre

What are the challenges in ensuring participation at the EU level? - James Copping, European Commission, DG GROW



First session - most urgent questions



How might we find a common pathway to achieve the Paris agreement that finds balance between conflicting stakeholders?



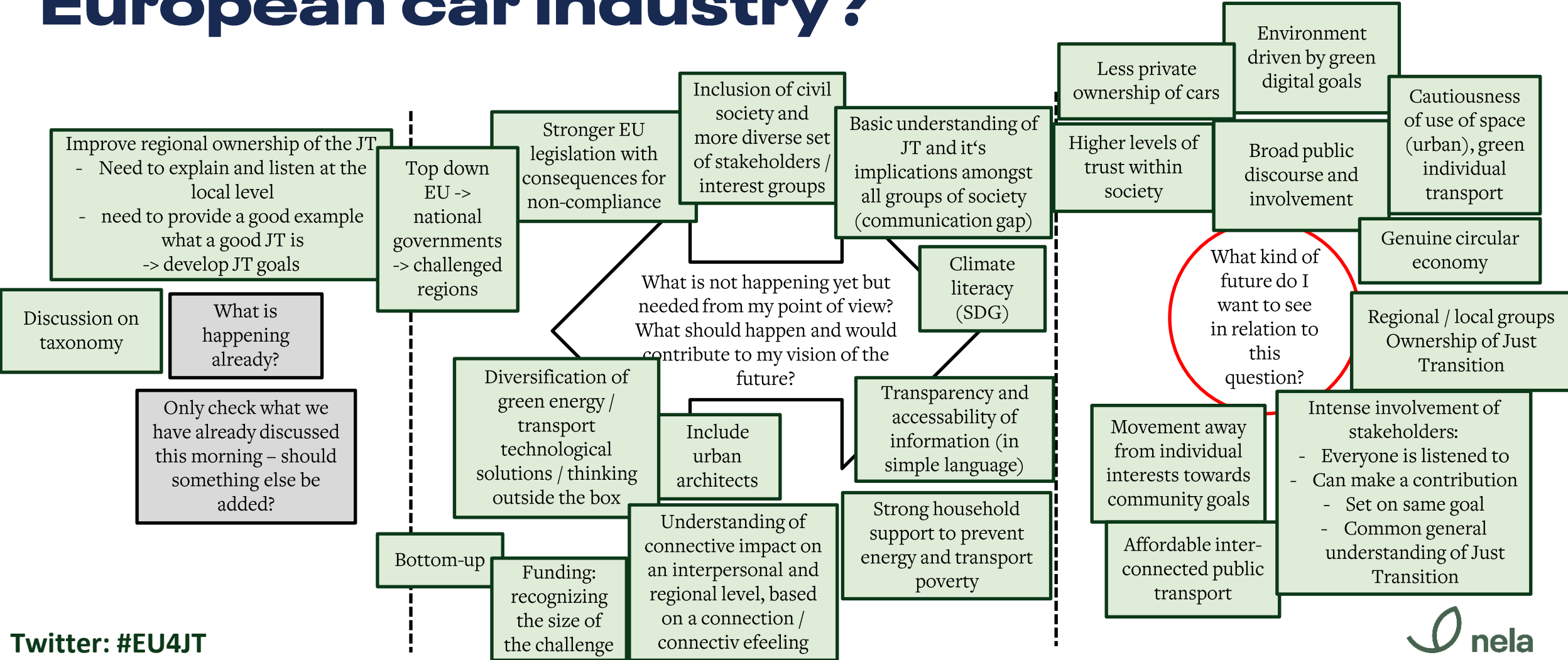
How might we

- find resources for the coordination of a Just Transition? -> Give the ILO a larger role (company coordinators, cross-governmental, cross-sector, trained by ILO, based on ILO guidelines)
- find resources (time and money) for the conveying
- Use what exists?



How might we bridge the communication gap for meaningful bottom-up stakeholder involvement?

Second session - What is needed in order to move together into the direction of a Just Transition in the European car industry?



Workshop – Ecological Transformation and Electrification



Twitter: #EU4JT

First session - inputs

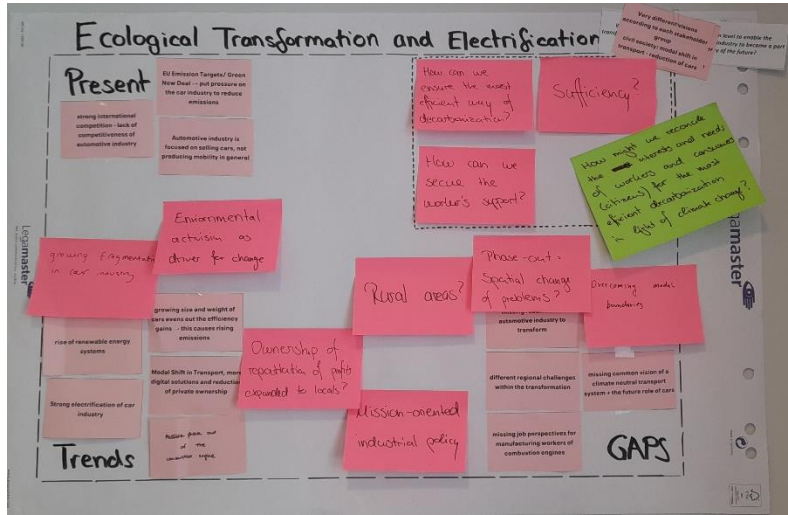
What is needed to effectively reduce emissions of cars and transport in the coming years?- Florian Hacker, Öko-Institut

Which policies support the transition and where are policy inconsistencies? – Alex Keynes, Transport & Environment

**How does the electrification of the automotive industry go together with the modal shift in transport?
– Manuela Kropp, Rosa Luxemburg Stiftung**



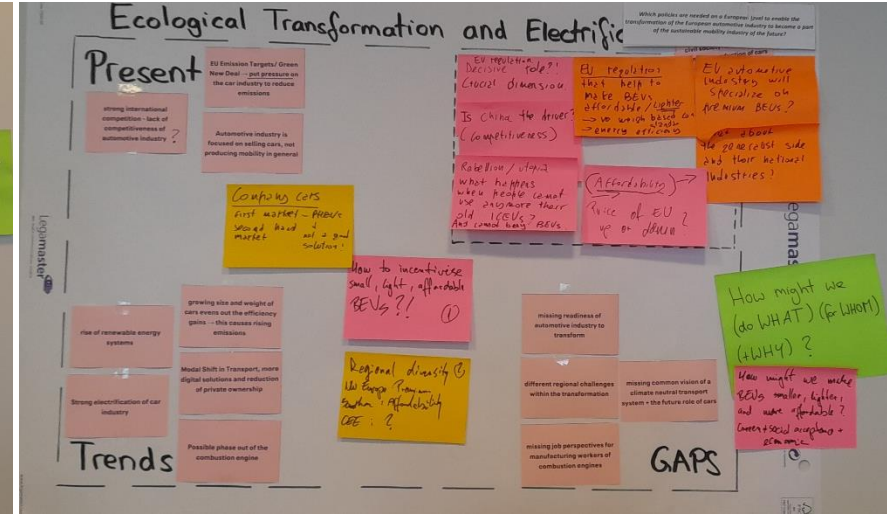
First session - most urgent questions



How might we reconcile the interests and needs of workers and consumers (citizens) for the most efficient decarbonization in light of climate change?

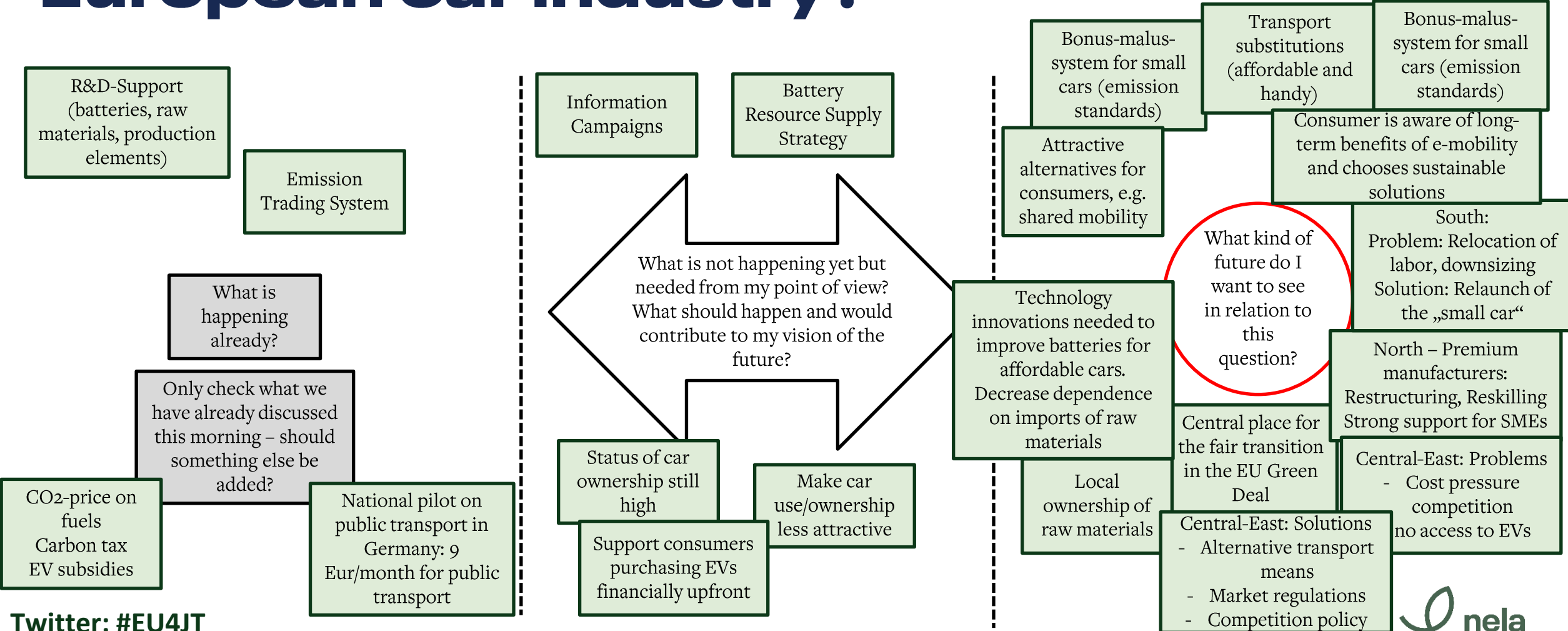


How might we stimulate consumer behaviour to shift to sustainable thinking?



How might we make BEVs smaller, lighter and more affordable?

Second session - What is needed in order to move together into the direction of a Just Transition in the European car industry?



Workshop – Reskilling



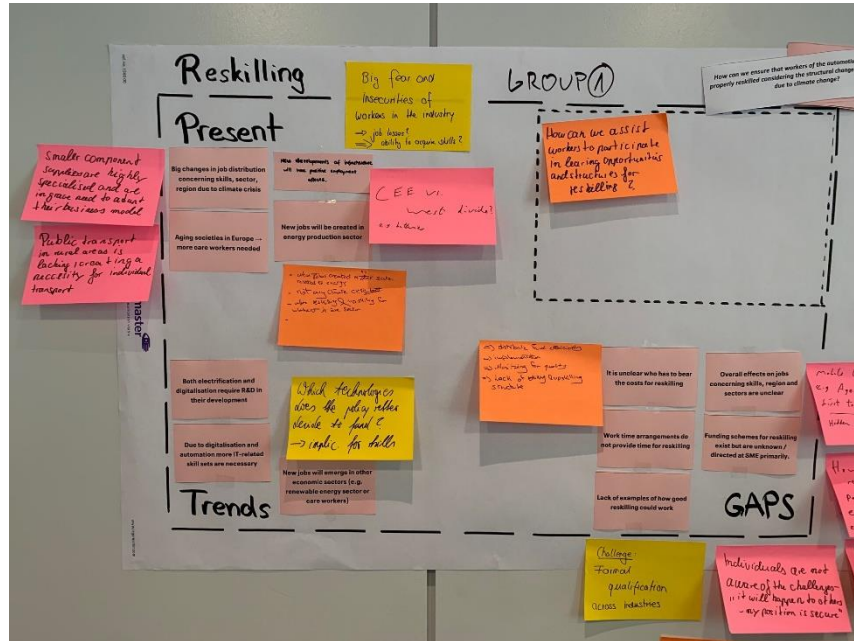


First session - inputs

What are the future job roles within the automotive society? - Jakub Štolfa, Automotive Skills Alliance

In which economic sectors do we need workforce? Which skills are required?- Christoph Metzler, German Economic Institute

First session - most urgent questions

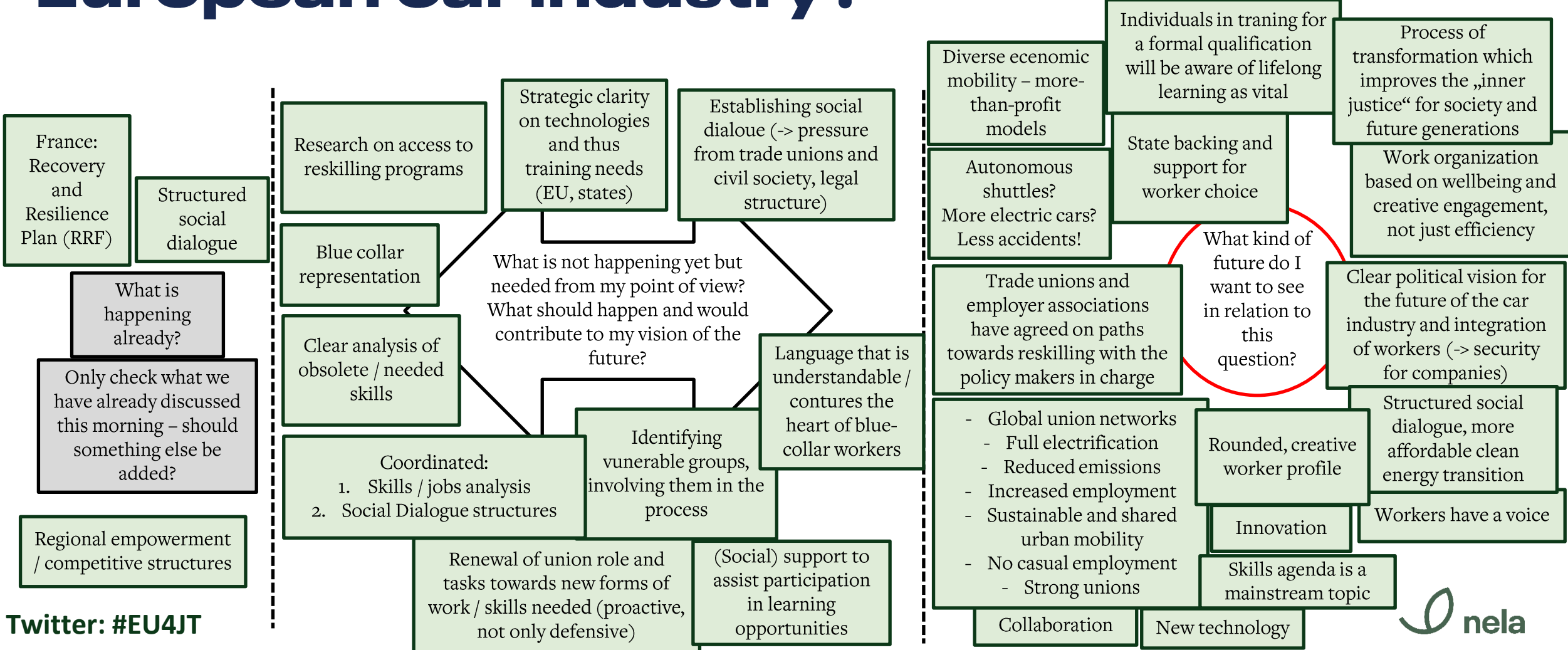


How might we assist workers to participate in learning opportunities and structures for reskilling?



How might we create a shared ownership by all stakeholders for necessary changes?

Second session - What is needed in order to move together into the direction of a Just Transition in the European car industry?



Workshop – Just Transition in the Central and Eastern European car industry



Twitter: #EU4JT



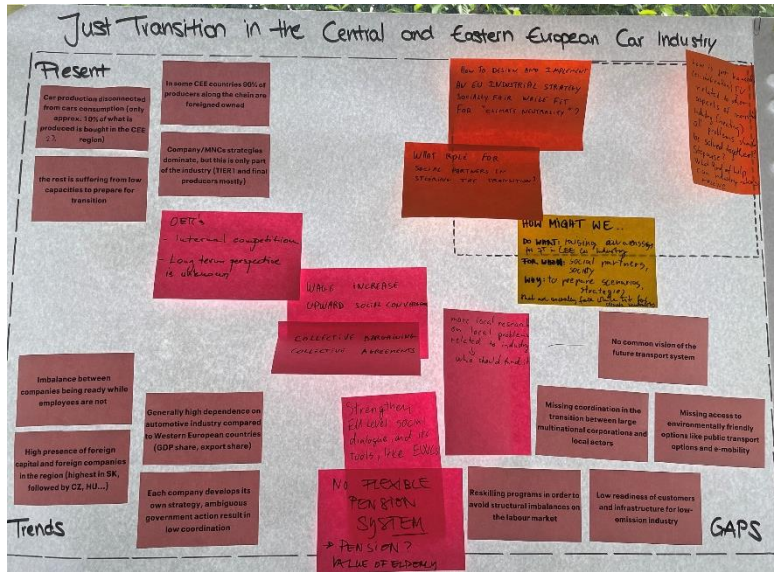
First session - inputs

What are the future skills needed within the automotive society?

- Michaela Paľášová, Trnava Region Brussels Office

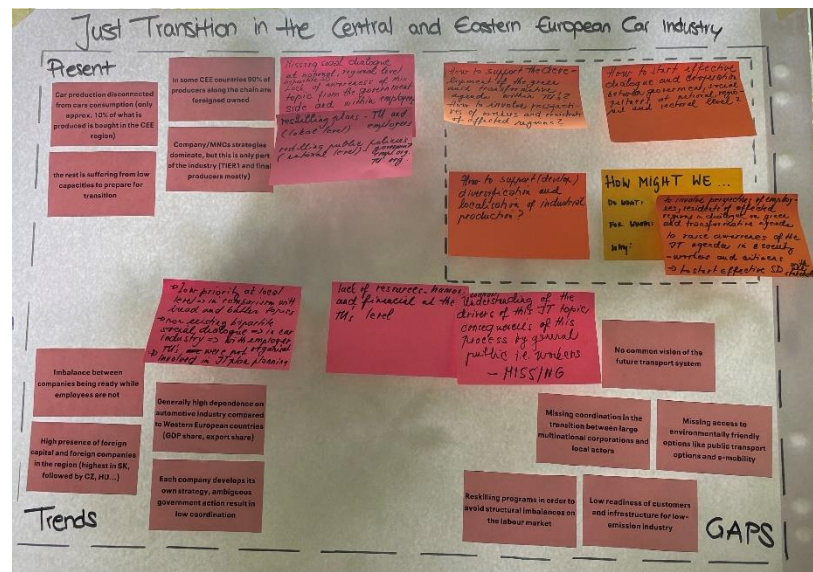
What is the role of trade unions in the Just Transition? - Monika Benedeková, OZ Kovo

First session - most urgent questions

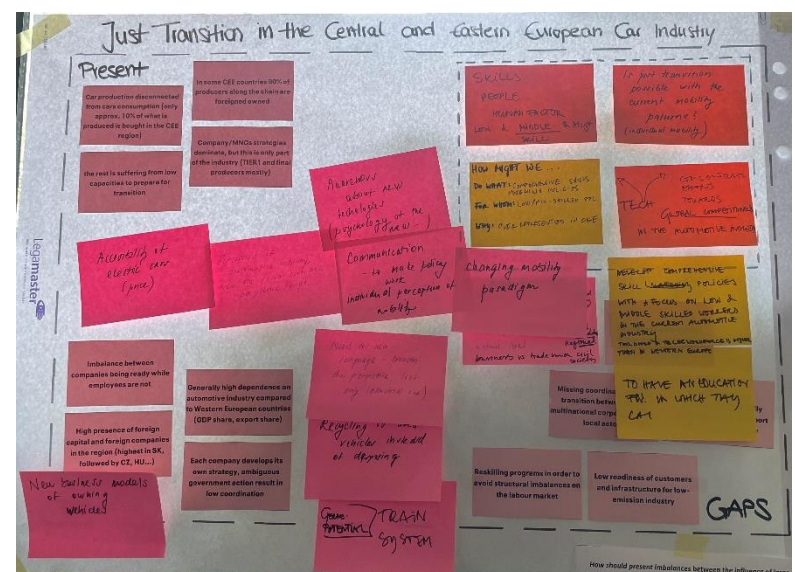


How might we raise awareness for the Just Transition in the CEE car industry with the focus on social partners and society in order to prepare scenarios and strategies that are socially fair while fit for climate neutrality?

Twitter: #EU4JT



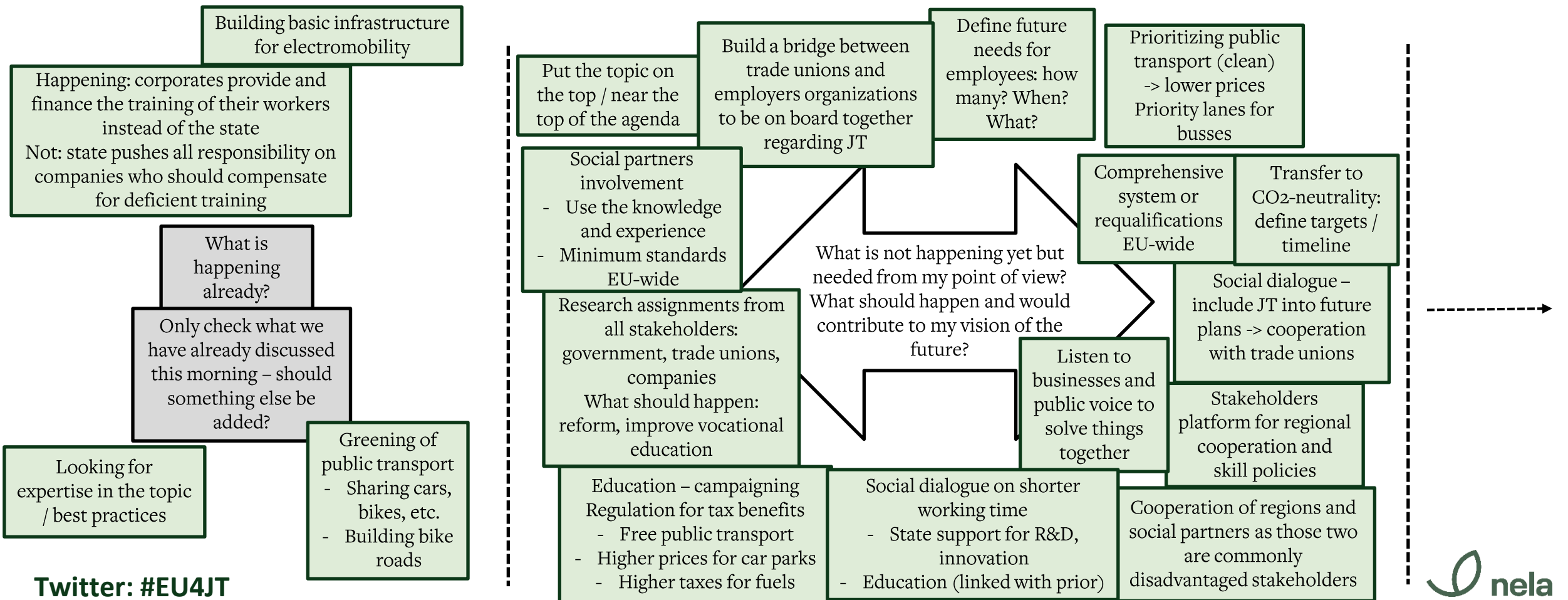
How might we involve perspectives of employees and residents of affected regions in the dialogue on the green and transformative agenda to raise awareness for the Just Transition for workers and citizens and to start effective social dialogue with all stakeholders?



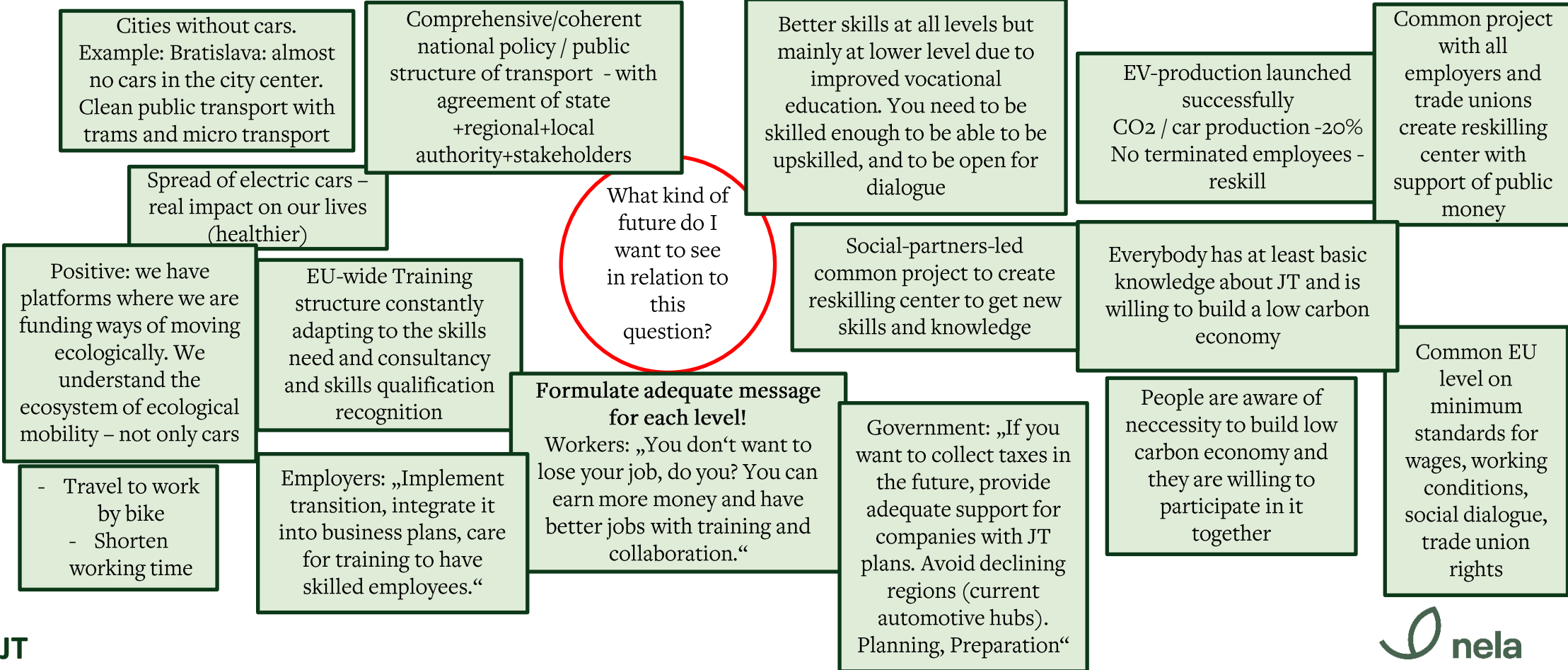
How might we develop comprehensive skill development policies with a focus on low and middle skilled workers in the current automotive industry in order to provide an educational framework through which they can actively become part of a Just Transition?



Second session - What is needed in order to move together into the direction of a Just Transition in the European car industry? (1)



Second session - What is needed in order to move together into the direction of a Just Transition in the European car industry? (2)



Panel Discussion

PANEL DISCUSSION

HOW DOES THE FUTURE OF THE EUROPEAN CAR INDUSTRY LOOK LIKE



Panel Discussion

Panelists

- Tommaso Pardi, Director, GERPISA
- Sigrid de Vries, Secretary General, CLEPA
- Anna Deparnay-Grunenberg, MEP, Greens/EFA
- Balázs Bábel, Vice-president, VASAS Hungary

The following slides show some of the answers of all four panelists to each of the four key questions to provide a brief insight into the discussion.

Are we paying enough attention to social issues?

The decarbonization of mobility has to be considered together with the social issues to generate more efficient policy solutions.

There is an underestimation of the impact of the fast transition on employment in the car sector – reports are too optimistic.

In the unions in Eastern Europe, issues like wages are more pressing than future employment issues due to the transition. The focus should be on regional solutions rather than on the macro level.

Many cities in Hungary are built around one factory – those will suffer due to the transition.

Ecological transition doesn't exist without the social transition.

The focus is often put on defining goals – it should be the next steps needed to reach these goals.

How can the EU through industrial policy bring the sector into a broader shift?

Industrial policy should be based on social dialogue.

Do not put all eggs in a basket: only focusing on electric vehicles leads to dependencies -> technology openness.

The EU doesn't have an industrial policy. Therefore, we have to bring it back. The EU government is small and currently doesn't have enough power to do so.

Include the automotive sector in the JT mechanism, if it isn't covered by the social climate fund.

Develop a charging framework for EVs and harmonize the systems.

Funding mechanisms: Social Climate Fund, Just Transition Mechanism, Emission Trading System

Are regional policies aligned with the transition?



Regional policies should address imbalances between different countries

There is a tension between wanting to let the regions decide for themselves how to use means of funding and the question of whether we are talking about the same transition

Germany: premium manufacturers see the transition optimistically

Southern economies: there are job losses already every day

CEE countries are dependent and cannot drive the way in the transition

What are the next steps for action by the sector?



See all social partners as a part of the transformation

There is a need to prepare the next generation of workers for changes: increase technological skills, which are missing from vocational education

There is a need to embrace technology openness – technologies should compete

Different modes of transportation should unite

Problem: more powerful, heavier cars are built rather than lighter, less powerful cars. Phase out weight-based CO₂-emission standards!

Just Transition in Europe

Sustainable change is often connected to trade-offs between social justice and ecological sustainability. The key question therefore is: How do we manage to live within planetary boundaries while also satisfying social needs? The answer is Just Transition. Just Transition advocated the unity of social and climate justice. Just Transition makes a real change possible in which everyone has a say.



Co-creation Workshops

Key question is which policies can enable us to shape the Just Transition in Europe.

In multi-stakeholder workshops, we develop an understanding of the challenge of Just Transition, explore what the individual stakeholders' fears and hopes are, and which policies have the highest level of stakeholder support.

Your advantages

- Increase the sense of ownership and empowerment of the participants
- Create a mutual understanding for the different positions – challenges and opportunities that each stakeholder is facing
- Develop 3 concrete policy proposals and highlight the similarities and conflicts within it
- Give space for networking and personal contacts

Together for a sustainable future.

NELA

[Contact](#)

NELA. Next Economy Lab is a dynamic think-and-do tank based in Bonn, Germany. With our projects and consulting activities, we pave the way for a sustainable economy that reconciles the needs of people and the planet. Our team of multidisciplinary experts works at the nexus of policy, research and practice to reimagine economic concepts and bring a socially just, climate-positive economy of the future to life. To do so, we advise policy-makers, civil society associations and businesses on how to make **Just Transition**, growth independence and sustainable organizational development a reality. We combine holistic approaches of new economic thinking and sustainability expertise with co-creative process methods such as design thinking.



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We have worked with

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