

Warsaw, 19 May 2022

**Article explaining the research carried out as part of the project, its outcomes and providing recommendations for future publication in the national press.**

Prepared by: Katarzyna Pietrzak, Project Expert

Trade unions and employers' organisations from six countries are implementing the project, which is co-funded by the European Union. The social partners from the Czech Republic, Estonia, Spain, Lithuania, Poland and Romania are working together to increase the role of worker participation in business management in their implementation of the European Green Deal under the circumstances of the outbreak of the COVID-19 pandemic in Europe. The project considers the appearance of the COVID-19 pandemic in Europe, highlighting the need to increase countries' resilience to crises.

The European Green Deal, as a long-term EU economic strategy, is intended to transform the EU economy into a sustainable one. The climate transformation required to achieve the Deal's goals affects both businesses and communities, including workers. Achieving a fair dimension of climate transformation requires reaching an agreement on how to achieve it. Social dialogue is the right tool to ensure that no one is left behind in the climate transition process. For it makes it possible, to the benefit of companies and employees, to involve staff in the activities of their company implementing the Deal and to influence the process at the national and European levels. Therefore, employees' awareness of the Just Transition needs to be raised so that their knowledge enables them to implement its principles more effectively in their companies, thereby strengthening their resilience. It is also necessary to strengthen the role of employees and trade unions in company decision-making.

Given the above, there is a strong reason for carrying out the project. It should be emphasised that the COVID-19 pandemic has significantly impacted its implementation, as most of the activities planned for it were online. Despite these obstacles, the cooperation of the project partners has been effective. An analytical and research phase was carried out, in which experts prepared the country's reports - based on analysis of documents from internal and external sources (desk research and secondary research). The project's second stage was for the project partners to share their knowledge, experience and good practices on implementing the European Green Deal, taking into account employee participation in their respective countries, in thematic workshops. The project's main working method was a comparative analysis of the information gathered and SWOT analysis to assess the situation in the project partners' countries in terms of the strengths and weaknesses of the implementation of the European Green Deal and the state of employee participation, as well as the opportunities and threats for increasing employee involvement in company activities in this process. As a result of the in-depth dialogue conducted in the project, a final report will be produced. The report will reflect

the project partners' cooperation results and will be presented at the project's closing conference. The conference will create additional space for discussion on current challenges for social dialogue in relation to the implementation of the European Green Deal in the European Union.

A strength of the project is its international character, which has allowed the building of partnerships between social partners from different EU countries. This platform of cooperation will be useful for the continuation of the social dialogue after its completion and is one of the added values of the project. The potential of the project partners to come up with a set of recommendations and good practices in the area of employee participation furthermore helps shape the image of the social partners as active and professional stakeholders in the implementation of the European Green Deal.

The cooperation of the social partners in the implementation of the project has confirmed the thesis that social dialogue should be central to the climate transition. The co-creation of solutions at the local level, planning actions in advance rather than ad hoc, and access to information are crucial for social peace. Together, the social partners can develop solutions to achieve an equitable implementation of the European Green Deal that minimises the negative impacts of the process but also distributes the costs and benefits of the climate transition in a socially responsible way. The project also concludes that

it is crucial for the social partners to work together based on understanding the benefits of social dialogue and mutual respect between stakeholders in the process.