

Council Recommendation on ensuring a fair transition towards climate neutrality

Ceemet analysis and messages

The proposal for a Council Recommendation on ensuring a fair transition towards climate neutrality was released on 14 December 2021. Ceemet had sent its written contributions to the social partner consultation on this matter on 5 November 2021.

As of today, this proposed [Recommendation](#) is the only proposal that the Commission has made to address the employment and skills dimension of the twin transitions (namely the green transition). For this reason, Ceemet has produced an in depth-analysis of the policy recommendations.

Ceemet does not analyse all the policy proposals since some of them touch upon “the social dimension” of the transition (housing for people most affected by the green transition etc).

Policy packages for a Fair Green Transition

(4) To provide active support to quality employment for a fair transition and build on the EASE Recommendation, Member States are encouraged, in close cooperation with social partners, to consider the following measures in support of people most affected by the green transition, notably those in vulnerable situations, and, where adequate, help them to transit, through employment or self-employment, towards economic activities contributing to climate and environmental objectives:

Ceemet considers that effective active labour market policies should be put in place to ensure effective job-to-job transitions in particular within those sectors that undergo a profound structural transformation due to rapid technological change. In this regard, Ceemet generally agrees with this policy package, in particular with the fact that Member States should work in close cooperation with social partners on potential measures to support people most affected by the green transition.

Indeed, social partners at all levels should actively be involved in the design and deployment of active labour market policies in particular on those measures targeted to support those people (most affected by the green transition) to transit through employment or self-employment towards economic activities contributing to green objectives.

Ceemet misses, however, the important reference to SMEs. We are fully convinced that SMEs should also receive adequate support to successfully manage the green transition. Competitive companies can create quality employment which is the best way to support those people most affected by the green transition. These can be either workers who might lose their jobs because they work in “declining sectors “ but also workers who need to be up-skilled and re-skilled to move to other jobs or sectors and even individuals who are outside the labour market.

Furthermore, Ceemet also shares the Commission's views that this active support should be built on already existing initiatives such as EASE, which gives guidance to Member States on an effective active support to employment following the COVID-19 crisis and thus also on how to address the twin transition.

(a) Effectively support access to quality employment, notably through tailored job search assistance and flexible and modular learning courses that also target green and digital skills where appropriate. Consider also well-designed, targeted and time-bound employment programmes that prepare beneficiaries via training, in particular people in vulnerable situations, for continued participation in the labour market.

Supporting access to quality employment, in particular through tailored job search assistance and flexible and learning course targeting green and digital skills is key. However, it is crucial that these learning courses and employment programmes are labour market driven and thus adapted to the skills needs of companies. Ceemet, therefore, believes that the Commission should encourage the Member States to design labour market driven training/courses.

In this regard, Ceemet would like to recall that we have long been calling to bridge the gaps between the worlds of work and education. Indeed, the links between education & training systems (including higher education) and labour markets (companies, industry etc) need to be reinforced in order for the first to provide with the real skills needs that labour markets are in need of. It is crucial that the workers of the future are educated on those skills needs that labour markets will be in need of. In this same vein, today's workers have to be trained with the skills that companies need to successfully manage the green transition. Social partners' involvement when it comes to bringing closer together the worlds of education & training and labour markets is critical.

(b) Make effective use of targeted and well-designed hiring and transition incentives, including by considering the adequate use of wage and recruitment subsidies and incentives linked to social security contributions, to accompany labour market transitions and labour mobility across regions and countries, in view of the opportunities and challenges of the green transition.

Even though Ceemet shares the Commission's views on this point, we believe that a clearer focus should be put on SMEs. It is indeed very important that SMEs (up to 99.7% of the mobility ecosystem), in particular, receive support and are fully involved when it comes to accessing well-designed hiring and transition incentives including the adequate use of wage and recruitment subsidies and incentives linked to social security contributions.

It is equally important to make SMEs fully aware of the existence of these kind of measures. SMEs have limited resources and, in many occasions, do not even have the information on the existence of such measures nor the know-how to access these kinds of measures. Awareness raising and information campaigns targeted to SMEs could be deployed at all levels, in particular at local and regional levels. Social partners, and industry associations should be involved in the design and deployment of such information and awareness raising campaigns.

Ceemet considers that one size all fits solutions are not appropriate as some EU regions are very well prepared when it comes to addressing the challenges and grasping the opportunities of the green transition, including by actively involving their companies and workers in this transition. However, in other EU regions, many jobs and companies are simply disappearing as the adequate measures, to anticipate the changes linked to the twin transition, have not been put in place. A local and regional dimension needs to be given to this debate. Whereas the challenge is common (addressing the green transition) to all sectors of the mobility

ecosystem, there are different problematics, issues and specific challenges at stake and the regional dimension cannot be underestimated.

(c) Promote entrepreneurship, including social enterprises, in particular in regions facing transition challenges and, where appropriate, in sectors promoting climate and environmental objectives such as the circular economy. Support should combine financial measures, including grants, loans or equity, and non-financial measures, including training and advisory services, tailored to each phase of the business lifecycle. It should be inclusive and accessible to under-represented and disadvantaged groups.

Ceemet agrees with promoting entrepreneurship as well as with the support measures proposed.

(d) Stimulate job creation, in particular in territories most affected by the green transition and, where appropriate, sectors promoting climate and environmental objectives such as the circular economy, by facilitating access to finance and markets for micro, small and medium-sized enterprises, in particular those contributing to climate and environmental objectives with a view to promoting competitiveness, innovation and employment across the single market, including in sectors and ecosystems of strategic relevance in national and local contexts.

This policy package is very important. As a matter of fact, Ceemet has long been advocating for EU and national authorities to facilitate and make more user friendly and less bureaucratic the access of SMEs for EU funding.

Today, many EU specific funds as well as the NRRPs offer opportunities to make the green transition a reality. However, these funding opportunities are scattered around. For this reason, Ceemet calls for a clear mapping of the available funds per sector/ecosystem. The mapping could also provide simplified information on the policies that each fund can finance. An easily accessible unique portal gathering this information could be very useful.

(e) Ensure the effective implementation and enforcement of existing rules on working conditions, in particular concerning occupational health and safety, work organisation and involvement of workers, in order to safeguard job quality in the transition, including in economic activities contributing to climate and environmental objectives.

As MET employers, we are committed to maintaining healthy workplaces and protecting workers via compliance with existing OSH rules. The investments made in this area have the possibility to reap benefits.

We believe that the current EU legislative framework remains well considered and largely fit for purpose and continues to improve the EU OSH situation. However, Ceemet calls on Member States to put in place the measures to ensure that already existing legislation is properly implemented and enforced at a national level. Only then can we guarantee a level playing field for companies, and ensure the protection of their workers, within the EU.

(g) Provide for the full and meaningful involvement of workers and their representatives as regards the anticipation of change and the management of restructuring processes including those linked to the green transition, in line with the EU Quality Framework for anticipation of change and restructuring

Ceemet believes that the European set of legislation provides for the necessary framework to ensure for a meaningful involvement of workers and their representatives as regards the

anticipation of change if properly implemented at national level. We are therefore of the opinion that it is for Member States to take the necessary steps and measures, at the appropriate level, to make sure, social partners have the possibility to take part in the green transition and to make full use of the tools at their disposal.

(5) To ensure equal access to quality and inclusive education, training and life-long learning as well as equal opportunities, Member States are encouraged to consider the following measures, to be implemented in close cooperation with social partners, in particular in support of people and households most affected by the green transition, notably those in vulnerable situations.

Investing in quality and inclusive education and in training and life-long learning is crucial to support workers who can lose their jobs due to rapid technological change, or to re-skill and up-skill those workers who need to remain employable to move from a declining to an emerging sector.

Investing in up-skilling, re skilling and training is, therefore, critical to successfully manage the green and digital transitions within the mobility ecosystem.

Ceemet fully shares the Commission's views that Member States should actively involve social partners when it comes to the design and deployment of such measures. A reference should have been made, however, to social dialogue.

As with policy package 4, Ceemet misses the reference to SMEs who should also receive adequate support to successfully manage the green transition (including identification of skills needs, support to develop the right skilling initiatives etc) in order to continue creating quality jobs. Indeed, the latter are the best solution to support those people most affected by the green transition.

(a) Integrate the employment and social aspects of the green transition in the development and implementation of the national skills strategies under the European Skills Agenda and set-up and pro-actively steer stakeholder partnerships under the Pact for Skills, ensuring notably that skills are at the heart of co-created transition pathways for relevant industrial ecosystems contributing to climate and environmental objectives.

This policy objective is very general and vague. Though supportive of the Pact for Skills which it signed for the automotive and aerospace and defence industries, Ceemet lacks the concrete measures behind this objective.

However, when it comes to transition pathways, Ceemet welcomes the staff working document (SWD) on scenarios for a transition pathway for a more resilient, digital and green mobility ecosystem which has just been released by the Commission. We share the Commission's views of putting skills at the heart of the transition pathway, as a cross-cutting issue impacting all sectors of the mobility ecosystem and call for a timely and full involvement of social partners in the co-creation process of this pathway.

(b) Develop up-to-date labour market and skills intelligence and foresight, identifying and forecasting occupation-specific and transversal skills needs. Build on existing tools and initiatives, including the expertise of and cooperation with social partners and relevant stakeholders. Adapt education and training curricula accordingly.

Ceemet has long been advocating for the development of strategies on anticipation of skills. As we can see today, anticipating the skills needs of the future, including emerging skills is

crucial to design education and training programmes adapted to labour market needs. Anticipation of skills needs is, thus, the first step to address skills gaps & skills shortages.

Again, we would like to insist here, on our message on the need to rebuild and strengthen the links between education & training systems and labour markets. In order to better anticipate the future skills needs of labour markets, cooperation between education & training providers, social partners and companies has to be reinforced at all levels. Social partners play a key role in this equation since they are best placed to make recommendations on the development of education policy.

In this vein, national policy makers should consult and increase their cooperation with industry and social partners to guarantee the labour market relevance of education programmes and to improve the anticipation of future skills needs and thus to adapt education and training curricula accordingly.

(c) Provide high-quality and inclusive initial education and training, including vocational education and training, that equips learners with skills and competences relevant for the green transition. Learning for sustainability – including science, technology, engineering and mathematics (STEM), interdisciplinary approaches, and digital skills – should be an integral part of these programmes. Take specific actions to attract women and other groups currently under-represented in the occupational areas concerned.

Excellent IVET (Initial Vocational Education & Training) that provides young people with the skills and competences required by companies is key to ensure the future of industry and Europe's competitiveness and prosperity. Therefore, initial education and training, including VET should deliver the skills that companies and labour markets are in need of, including those skills needed to successfully address the green and digital transitions. For this reason, we would like to insist again on the need to reinforce the links between the worlds of education and training and labour markets in order for the first to provide with those skills that companies need. Also, education and training programmes should be market driven and flexible enough to adapt easily to new challenges and emerging skills needs.

Social partner involvement in the design of education and training programmes adapted to current and emerging skills needs should be ensured.

Ceemet has long been calling on public authorities to invest in STEM-skills (science, technology, engineering and mathematics) and disciplines as well entrepreneurial skills, soft skills and digital skills.

Moreover, Ceemet has also long been advocating for putting in place awareness raising campaigns in order to attract women and young people to STEM and increase their interest in following STEM careers and disciplines. STEM skills are critical for our industries.

For all these reasons, Ceemet further calls on Member states to support actors, at various levels (companies, social partners), to get support to promote STEM careers and disciplines especially aiming at challenging gender stereotypes.

Ceemet members in the Nordic countries have launched communication campaigns aimed at attracting women and young to STEM careers and disciplines that have given good results. This kind of examples could be used as best practices.

(d) Introduce or strengthen support schemes for apprenticeships and paid traineeships with a strong training component, in particular in micro, small and medium-sized enterprises, including those contributing to climate and environmental objectives and

in sectors facing particular skill shortages, such as construction and ICT. Such schemes should be subject to monitoring and evaluation, and safeguard job quality, in line with the European Framework for Quality and Effective Apprenticeships and the Quality Framework for Traineeships .

As MET social partner, and representative of the tech & industry employers, Ceemet has long been calling on public authorities to support and foster the use of quality and effective apprenticeship schemes in the industry. Apprenticeships schemes with a strong training component are crucial to our industries as it is a way to train the industrial employees of the future. However, we should not forget that up-skilling and re-skilling has to be done all along the career so that the workforce remains employable.

Today, the reduced number of apprentices is a major issue for companies in the MET industries. As a matter of fact, many Ceemet members (companies) are encountering difficulties to fill in apprenticeships positions, to the point that in many occasions they remain vacant. Companies and social partners are currently analyzing the reasons of these difficulties, including:

- Inadequate communication – not reaching the target groups
- Challenges with image of the industry
- Young people not wanting to work in industries because of bad image
- Apprenticeships have a bad image or no image in many countries

In this sense, we would like to call on public authorities for support to deploy information and awareness raising campaigns on the importance and added-value of apprenticeships schemes that normally lead to quality employment within the industries. These campaigns should aim at addressing also the stigma of apprenticeships in many countries. Social partners' involvement in the development and deployment of such campaigns is also critical.

Ceemet would like to call on this point also for support for SMEs - many of which have been hit hard by COVID-19 and still remain in a very uncertain situation - to be able to continue to provide quality apprenticeships. Indeed, in many occasions, SMEs have difficulties in delivering quality and effective apprenticeships because of limited resources. Further, SMEs are also often not aware of the skills need of the future (rapid green and digital transition) and cannot train apprenticeships on those skills needed.

Financial incentives, such as apprenticeship bonuses, set up in some countries (e.g. Austria, France, Germany, the United Kingdom) and any other innovative measures, such as support for SMEs, aimed at putting apprenticeships back on the right track, are urgently needed in line with national practices and social partner tradition

When it comes to the European Framework for Quality and Effective Apprenticeships and the Quality Framework for Traineeships, this is based on a social partner agreement. However, Ceemet considers that it can be burdensome to monitor and evaluate the apprenticeships schemes in line with this Framework. Ceemet would like to have some clarity on how the Commission thinks that this monitoring and evaluation should be done.

Finally, we would like to emphasize that Ceemet, together with its counterpart IndustriAll Europe, joined the EAFA on 2017 and has renewed in June 2021 its pledge under the European Alliance for Apprenticeships (EAFA).

(e) Increase adult participation in training throughout the working life, in line with the upskilling and reskilling needs for the green transition, by ensuring that support is

available for training within jobs, professional transitions and for transversal skills, notably to facilitate reconversion towards sectors and economic activities expected to expand. To this end, provide training entitlements in line with the proposed Council Recommendation on individual learning accounts and in the form of paid training leave and career guidance. Support the development of short, quality-assured and widely recognised courses building on the European approach to micro-credentials

Ceemet fully supports the need to up-skill, re-skill and train the workers across all sectors of the mobility ecosystem in order for workers to remain employable and companies to successfully master the green and digital transitions.

Life-long learning (LLL) and Continuing Education and Training (CET) are more than ever a key instrument for maintaining one's individual employability in a rapidly changing world of work. Therefore, awareness raising campaigns/initiatives about the importance of CET should be put in place to promote a culture of LLL and change of mindset and as part of the pathway to tackle the lack of motivation of employees to undertake training. Counselling and career guidance/advice of employees, in particular of the low skilled, on the type of training they should undertake is important. Social partners have a critical role to play here.

New online tools can make available training offers more visible and more easily accessible. These new online tools can facilitate customised learning (e.g. online training) adapted to the employee's needs and empower workers to up/reskill. However, the amount of online training offers is massive, and sometimes it might be challenging to choose the right quality one. Again, social partners should play a role here.

Concerning the proposal on Individual Learning Accounts (ILAs), Ceemet would like to raise some concerns. Indeed, we consider that this proposal will not address one of the main obstacles for workers to undertake training: the lack of motivation. Further, we do not see that ILAs is the adequate solution to tackle specifically the low participation of low-skilled workers in training. For Ceemet, the proposed ILAs will not guarantee the labour market relevance of training which should be linked to the skills needs (digital skills, AI, soft skills, green skills etc.) of the rapidly changing world of work.

However, Ceemet welcomes the Commission proposal on micro-credentials as a way to support continuous education and training and enhance thus a life-long learning culture. We also agree with the Commission aim to strengthen the use of micro-credentials in both universities and the higher education system. We see this as a good way to actively involve universities in the life-long learning environment.

(6) To ensure the continued fairness of tax-benefit systems and social protection systems in the context of the green transition, and building on the Recommendation on access to social protection for workers and the self-employed, Member States are encouraged to consider the following measures in support of people and households most affected by the green transition, notably those in vulnerable situations, in order to support labour market transitions, including transitions towards economic activities contributing to climate and environmental objectives, prevent and alleviate energy and transport poverty and mitigate regressive impacts of policy measures:

Ceemet agrees that all working people should indeed have a form of social protection. Therefore, we support the Recommendation on access to social protection and the guidance which is provided to the Member States in this respect. In order to mitigate the effect of the green transition and to ensure support of the labour market transition, we therefore call on the Member States to take the appropriate measures to put in place the necessary social

protection systems, with the level of protection and financing that takes into account their needs, the situation of their labour market and their economic development.

(a) Assess and, where necessary, adapt taxation systems in view of the challenges arising from the transition towards climate neutrality, notably by shifting the tax burden away from labour and reducing the tax wedge for low and middle income groups towards other sources contributing to climate and environmental objectives, preventing and mitigating regressive impacts, preserving the progressive character of direct taxation and safeguarding the financing of adequate social protection and investment measures, especially those targeted towards the green transition.

Currently, in several Member States, the labour cost is very high. This has a strong impact on the competitiveness of the EU based companies when compared to companies based in third countries. It needs to remain interesting for companies to employ people in Europe. Therefore, Ceemet strongly supports the recommendation from the Commission to shift the tax burden away from labour as a way also to support companies to successfully manage the green transition. This practice will boost job creation, ensuring for a decent income for a bigger part of the population.

Furthermore, Ceemet is very much in favour of boosting investment measures and in specific those targeted towards the green transition. We believe that tax burden should not fall on sources contributing to climate and environmental objectives.

However, Ceemet would like to stress that industries with high carbon footprints are the companies most in need of liquidity to finance the green transition and decarbonization. Therefore, increasing the tax burden on them will not only undermine the green transition, but jeopardise their survival. Indeed, companies outside the EU would not be subject to this tax burden and will benefit from an undeniable competitive advantage.

European companies have the most carbon-free manufacturing processes in the world and are already subject to mechanisms designed to encourage the green transition (such as ETS and the taxonomy). If, as a result of an additional tax burden, European companies decline, Europe will be forced to import more products from non-European countries with a much higher carbon footprint. We therefore believe that such a “green tax” should be avoided

(b) Assess and, where applicable, adapt social protection systems and social inclusion policies in view of the employment, social and health challenges posed by the green transition, in order to ensure their continued adequacy and sustainability. To this end, consider how the provision of adequate income security, including through innovative job-to-job transition schemes, unemployment benefits and minimum income systems can be best ensured and adapted to the needs arising from the green transition. Also ensure the provision and sustainable financing of high-quality, affordable and accessible social, health and long-term care services, especially to people and households most affected by the green transition, notably by investing in social infrastructure for childcare, long-term care and healthcare.

Ceemet considers that effective active labour market policies should be put in place to ensure effective-job-to-job transitions in particular within those sectors that undergo a profound structural transformation due to rapid technological change and the need for new skills adapted to a greener economy.

Companies, in particular SMEs, should also receive support and have the possibility to access the adequate measures supporting effective job-to-job transitions.

The active involvement of public employment services when designing active labour market policies is also key. But not only: cooperation between all stakeholders, public authorities, social partners, companies, education and training providers is also critical to design the adequate labour market policies.

Ceemet would like to emphasize once more the important role that social partners play. Certainly, social partners at all levels should actively be involved in the development and deployment of active labour market policies, including skills policies at national level

Cross-cutting Elements for policy actions supporting a green transition

(8) To advance the green transition in an inclusive and democratic way, integrating fair transition objectives from the outset into policy-making at all levels and ensuring an effective whole-of-economy approach to fair transition policies, Member States are invited to:

Ceemet would like to have more clarity on what integrating fair transition objectives into policy making means.

(a) Coordinate policy-making at all levels and across all relevant policy areas, notably in the context of the European Semester, including research and innovation with a view to building an integrated and enabling policy framework that pays due attention to distributional impacts as well as to positive and negative spill-overs, including in cross-border regions, and integrates adequate and systematic evaluation strategies, including ex-ante and ex-post assessments.

It is critical that policy making at all levels is well coordinated to avoid overlaps of initiatives. A clear picture of all the EU policies released to make the green transition a reality (and also the responsible DG) will very much be welcomed.

In this same vein, it is important that the EU and the national authorities as well as national, regional and local authorities, are well coordinated when it comes to the design and deployment of the policies designed to make Europe a climate neutral continent.

(b) Give an active role to regional and local authorities, given their proximity to citizens and local businesses, in the implementation and monitoring of fair transition policies.

Ceemet agrees that it is fundamental to give an active role to regional and local authorities as they are closer to citizens and local business. However, this active role should also count on the active involvement of social partners, as they are key actors of the labour market and are thus closer to workers and companies needs and challenges at the local and regional levels.

Moreover, in many occasions, entire sectors and/or companies are intrinsically linked to job creation in a certain locality or region, and today entire sectors risk to disappear, as they are unable to adapt to the green transition. Therefore, regional and local authorities should work close together with social partners when it comes to the implementation and monitoring of fair transition policies.

(c) Involve social partners at national, regional and local levels in all stages of policy-making foreseen under this recommendation, including through social dialogue and collective bargaining where adequate. In addition, promote further the full involvement of social partners in the design and implementation of transition pathways for industrial ecosystems under the EU's updated New Industrial Strategy.

Social partners at all levels have to be timely and actively involved in the design and deployment of the adequate policies (active labour market, skills policies etc) aimed at addressing the green and digital transitions.

The involvement of the sectoral social partners in the activities in order to bring about real results.

Examples from Bulgaria: Large-scale projects are currently being implemented to identify the necessary digital skills for professions in all sectors of the economy. The projects are implemented by the Nationally Representative Organizations - 5 employers and 2 trade unions. Sectoral organizations are not even partners in these projects. The National Representative Employers' Organizations do not have competencies (especially in the MET sector).

Ceemet welcomes the Commission specific reference to social dialogue and collective bargaining and fully shares the Commission's views that social partners have to be fully involved in the design and implementation of transition pathways and that they should be involved since the beginning. However, Ceemet would like to emphasise that initiatives arising from other DGs than DG employment have not involved social partners in a timely manner (since the beginning of the process). For example, in the case of the Pact for Skills, social partners were not properly involved, not to say ignored, when this initiative was launched.

Ceemet also calls for a better coordination between DGs in order to avoid fragmentation and overlapping of initiatives and, more importantly, so that all Commission DGs properly involve social partners when they release green transition policies that impact on employment and skills.

Optimal use of public and private funding

(10) To provide cost-effective investment and financial support in line with the state aid framework to address the social and labour markets aspects of a fair green transition, while exploiting synergies across available programmes and instruments, and focusing on regions and industrial ecosystems most affected, Member States are invited to:

(a) Implement fully the relevant reforms and investments under the Recovery and Resilience Plans, ensuring complementarity with other funds.

Ceemet agrees with this point but would like to stress that since the NRRPs, intend to tackle, amongst others, the impact on employment of the green and digital transitions, it is crucial that sectoral social partners are involved in a proper and timely manner in the design and deployment of these plans.

(b) Mobilise, and ensure a coherent and optimal use of existing instruments and funding options, including technical assistance, at Member States and EU level, to support relevant actions and investments. EU funding instruments comprise, in particular, the Cohesion Policy funds, the Just Transition Mechanism, InvestEU, the Technical Support Instrument, ERASMUS+, the European Globalisation Adjustment Fund for Displaced Workers (EGF), the LIFE programme, and the Modernisation Fund.

The EU budget and the NRRPs offer many opportunities to finance the green transition efforts, including for skills policies.

Ceemet welcomes all these funding opportunities but would like to emphasize, once more, that there needs to be consistency between all the funding possibilities available.

As many EU specific funds (European Social Fund, European Regional Development Fund, Erasmus etc.) as well as the National Recovery and Resilience Plans offer opportunities to

make the green transition a reality, Ceemet calls for a clear mapping of the available funds per sector/ecosystem. The mapping could also provide simplified information on the policies that each fund can finance and on any other criteria that can ease the understanding of the funding opportunities

An easily accessible unique portal gathering all this information could also be very useful as the information on the different funding opportunities is scattered around.

Moreover, as mentioned above, these funds should be easily accessible and made user friendly for companies, in particular for SMEs that are the backbone of the economy. Indeed, the process for accessing and obtaining EU funding has to be eased. The green transition cannot be successful if SMEs are left behind.

Future actions for a fair green transition

(11) To pursue useful follow-up actions to this Council Recommendation, the Council of the European Union welcomes the Commission's intention to:

(a) Further enhance the exchanges with key stakeholders, people and communities concerned as well as exchanges of best practices, including in the context of industrial ecosystems' transition pathways, notably in a cross border context and with a focus on the regions and sectors most affected.

Ceemet fully shares the need to enhance a structured exchange of best practice on how companies, sectors, public services, social partners in different regions and sectors most affected are addressing the challenges related to the green and digital transitions.

Ceemet is surprised not to see a specific reference to social partners as social partners are closer to the needs of companies and workers and more and better aware of the challenges, needs and problematic they face. Further social partners can come up with innovative tailored made solutions to specific situations that can act as best practices.

The semester process is a good instrument also to foster a structured exchange of information and best practices between stakeholders and social partners. Ceemet agrees also that this structured exchange of best practices takes place within the Transition pathways.

(b) Support the enhancement of the adequacy, consistency and effectiveness of Member States' fair transition policies, including for the employment, social and distributional aspects to be considered in the design, implementation, monitoring and assessment of the national plans and long-term strategies, possibly also in the context of the future review of the Governance Regulation as appropriate.

Ceemet calls here for a better coordination between the EU, national authorities, regional authorities when it comes to the design and deployment of "fair transition policies". Social partners have to be consulted in a timely manner on those fair transition policies that impact on employment and skills.

(c) Strengthen the database, notably by accessing administrative data sources and, where relevant data from social partners, industries, civil society, and public opinion surveys, and update methodological guidance for assessing employment, social and distributional impacts of fair transition and climate and energy policies including in the context of the European Semester as appropriate.

Ceemet is of the opinion that this is a good initiative.

In this vein, Ceemet calls (together with its partners of the coalition for the just transition for the automotive sector) for a mapping of the employment impact of the green transition: with a clear and granular mapping at company, sectoral, regional, national level.

(f) Review progress made in the implementation of this Recommendation in the context of multilateral surveillance in the European Semester, building on existing scoreboards and monitoring frameworks, extended by additional indicators where necessary. Consider guidance provided in this Recommendation under the Energy Union and Climate Action Governance Regulation, in particular as part of its assessments during the forthcoming update of integrated National Energy and Climate Plans in 2023-24.

Review of the progress made in the implementation of this Recommendation can certainly be done within the European Semester context building on the existing indicators (including the United Nations Sustainable Development Goals that are part of the semester process since 2019).

Ceemet considers that there is no need, in principle, to add additional indicators to evaluate this review.
