

# ARTICLE

## *IEPTT: Moving towards a just transition with the support of working people*



The so-called twin transition – green and digital – is no longer a vision of the future: it is already transforming, in a very tangible way, the way we work, produce and organise businesses. New technologies, changes in production processes and a growing demand for sustainability are redefining the world of work across Europe.

Against this backdrop, the IEPTT (Improving Employee Participation in the Twin Transition) project Funded by the European Union - was launched, with a clear starting point: these changes will only be sustainable if they are implemented with the genuine participation of workers.

### **Understanding the changes in order to participate**

One of the first steps of the project was to analyse how this transition is affecting different European countries. Through surveys, interviews and working groups, the views of workers and their representatives on the changes underway have been gathered: what concerns they have, what barriers they encounter, and what expectations they hold.

This work has resulted in national reports that provide a better understanding of the differences between countries, as well as identifying common challenges. Among these, the need to strengthen information, consultation and participation mechanisms within companies, particularly at times of change, stands out.

### **From research to practical tools**



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In addition to analysis, IEPTT has focused on developing useful tools. A clear example of this is the online training courses available via the project platform:

<https://projects.zzpe.pl/>

These courses do not stop at theory. They address very specific issues: from participation rights to the impact of digitalisation, changes in working conditions and new forms of employment. The objective is clear: to ensure that those involved in decision-making have more information, greater security and a greater capacity to exert influence.

### **A shared knowledge space**

Another of the project's cornerstones is the creation of an online platform that brings together all these resources: research findings, training materials, analyses and recommendations. More than just a website, this is a space designed to be useful in the day-to-day work of representatives and organisations.

### **Looking ahead: national seminars**

In this new phase, the project takes a further step forward by organising national seminars in each participating country. These events will make it possible to apply the project's results on the ground, adapting them to local circumstances.

The seminars will focus on two key issues: firstly, how to move towards more sustainable production models; and secondly, how to ensure that workers play an active role in these processes of change.

### **A transition that leaves no one behind**

The project's core message is simple but important: the twin transition cannot be built from the top down alone. It requires dialogue, trust and participation.

Involving workers is not only a matter of rights, but also of effectiveness. When those who are part of companies understand the changes and play a role in them, the solutions are more robust and the processes, fairer.

IEPTT continues to work in this direction, convinced that a more sustainable Europe must also be a more participatory Europe.



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