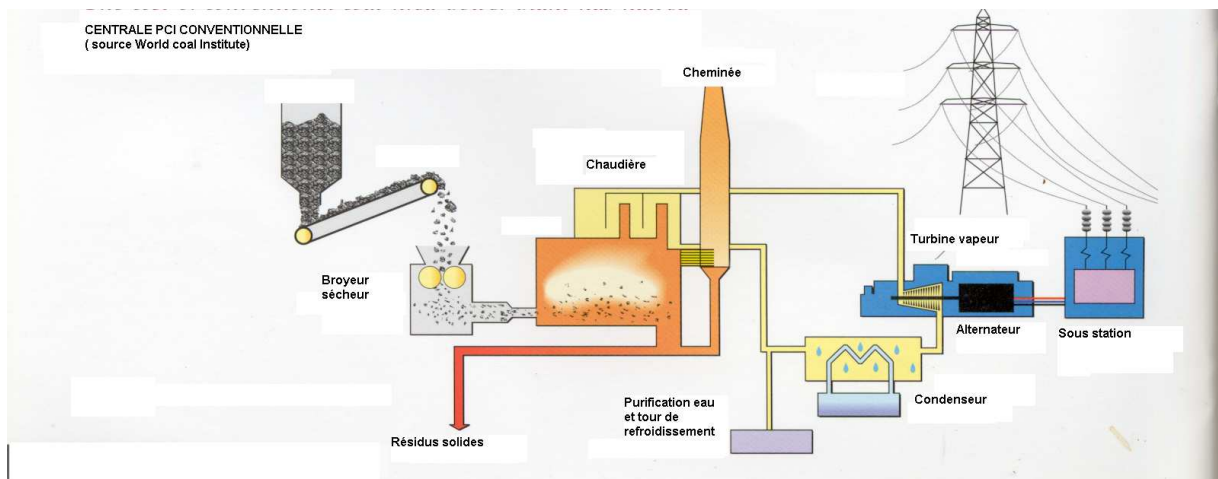


(NETWORK)

« Future of Miners – The role of social partners - Climate change and their impact for employment in the mining industry»

INTRODUCTORY REPORT

Project financed by the European Commission (*Reference code: VP/2009/0459*)



The chart is taken from the documents of the World coal Institute.

Centrale PCI conventionnelle = traditional PCI power plant

Broyeur sécheur = crusher-tumbler

Résidus solides = solid residual substance

Chaudière = boiler

Purification eau et retour refroidissement = water purification and return into the cooling system

Cheminée = chimney

Turbine vapeur = steam turbine

Alternateur = AC/DC generator

Sous-station = sub-station

I. THE OBJECTIVE

Within the frame of the task delegated to us, we contribute to the overall work on six points:

- Questionnaire on the best practices of the South and Middle-Central European countries during the climate change and assessment of the achievements of social dialogue.
- On the basis of the assessment of the current situation, analysis and its presentation to the conference.
- Report on the current situation of mining in Europe in general.
- Analysis and selection of best practices on the basis of the organisation's norms. Presentation to the conference.
- Active participation in the preparatory work (to set up the questionnaire and evaluation meetings).
- Participation at the main project events.

Together with the members of the working group and within its frame, we submitted a document with the title "Country report". We thank for your cooperation.

The closing report was sent to the seven member countries as follows:

Bulgaria
Czech Republic
Poland
Hungary
Germany
Romania
Spain

We thank the member organisations for their efforts and the time they spent on the answers.

We are ready to draw the conclusions and answer questions that may arise from reading the document.

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II. CURRENT SITUATION OF THE SECTOR IN EUROPE

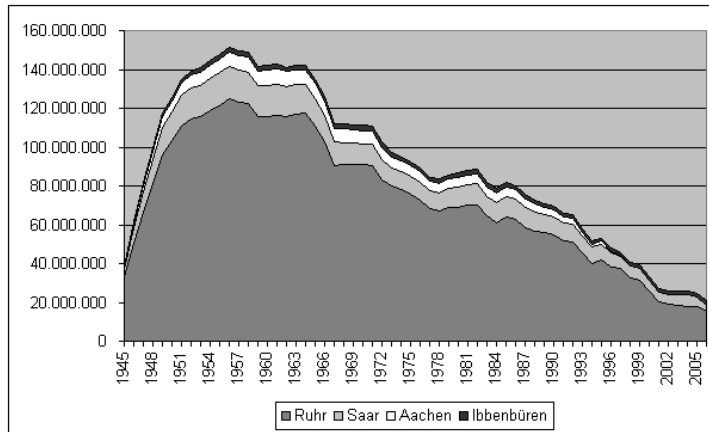
This chapter contains a general overview on the current situation, so that the project participants have appropriate information about the European frames.

A recurring statement in connection with the mining sector is that extraction volumes have been shrinking, most of the miners are dismissed and mines are being closed down. After World War II, the use of crude oil has increased and the transport costs decreased, therefore, greater volumes of coal were imported from overseas. This led in 1957 to a coal crisis. Suddenly, the rationalisation and the need to change the trend of increasing coal extraction became important

In spite of all rationalisation and concentration, extraction could not retain its competitiveness against the imported coal, which had better market prices due to substantially lower extraction costs. In this situation, from the beginning the 60s some countries tried to slow down the decline of extraction and the loss of jobs through state subsidies. The **European Coal and Steel Community (ECSC)** defined in its Treaty the conditions of the concessions for coal subsidies. After several amendments, the legal base from 2002 is the EC regulation. After 1996, the constant decrease of subsidies led to a decline in extraction and a gradual closure of the less efficient coal mines.

In France, the extraction of hard coal was totally cut back in 2004 after the closure of the La Houve mine. In Belgium, the last mine was closed in 1992 in the Campine Basin; coal extraction in Wallonia had stopped five years before.

At the beginning of the 1990s, coal extraction stopped in Ireland (1992), Sweden (1993), Italy and Portugal (1994). The Netherlands stopped the extraction of coal already in 1974, when the great gas field in Groningen was discovered – gas is an energy source the exploitation of which is easier. Today, in Western Europe only four countries continue coal mining: Germany, the UK, Spain and Norway. Yet, extraction has been decreasing continuously in these countries as well.



In Germany the number of coal mines decreased by 153 in 1957, in 2007 there were only 8 mines left, 6 of them in the Ruhr area, one in the Ibben Basin and one in the Sarrois Basin. Extraction dropped from 150 to 20 million tonnes in Aix-la-Chapelle, the oldest mining area.

Brrren (The development of coal mining in the German hard coal fields)¹

The restructuring plan of the German coal industry introduced a gradual elimination of state subsidies, from 2.6 billion in 2006 to 2.1 billion Euros by 2010. Extraction volumes must go down by that time to 18.2 mega tonnes, two more mines need to be closed, and the number of employees has to be decreased from 35,000 to 25,000. According to the plans, hard coal extraction in Germany will fully disappear by 2018, but a review will be made in 2012¹.

Great Britain: during the Thatcher government in the middle of the 1980s, extraction was radically cut. Miners were on strike for a whole year, the subsidies were drastically decreased, and in 1994 a major reorganisation and privatisation of British Coal led to a dramatic, more than 97% decrease in the workforce (between 1985-2006 from 220,000 to 6,000). The extraction volumes were 89.3 million tonnes in 1990, which dropped in the 13 deep cast and 29 open cast mines to 20.5 mega tonnes. The operation costs were subsidised to a limited extent and only periodically so as to compensate against the fluctuations of the world market. In principle, the British coal was exposed to the competition of imported coal, although competitiveness could be guaranteed to a very limited extent only.

In Spain, the third largest coal extraction country of Europe, extraction is divided among six hard coal fields in the Northern part of the country, Asturias and León, Palencia, Cataluña, Teruel and Sur.

The Asturia Basin to the South of Oviedo accounts for 60% of the national extraction. The coalfields are relatively small, isolated and their regions depend strongly on the mining

¹ The Merkel-government declared that by 2018 the state aid to coal mining would be stopped – which will mean that without coal, not even 20 % of the current, modestly increasing heat and electricity demand could be covered, unless there are innovations in other areas. These data were published by the International Energy Agency. The government decided to stop all subsidisation of the mining industry, which will cease extraction in the deep mines of the Saarland and the Ruhr region. The mining of anthracite will simply be stopped as well, although it amount today to ca 22 million tonnes and makes up 5 % of the global anthracite extraction, or 18% without the production of China. Trade unions think that this will mean the loss of 45000 jobs only in Germany and another 80 000 downstream, that are linked to mining.

industry. After privatisation, the extraction in Spain dropped from 19.6 mega tonnes to 10.2 mega tonnes between 1990 and 2005. The number of employees in 2005 was 15,000. The mining industry is in a less unfavourable situation in Spain than in Germany, but the outcome of a substantial improvement of its competitiveness is uncertain, which has a negative impact on the long-term perspectives.

Norway's mining industry is the fourth in Europe; even if only to a very limited extent, but there was a positive shift in the sector: on the Svalbard peninsula, the extraction volume (300,000 tonnes in the 1990s) was increased in 2000. In 2003, extraction volumes were the highest, almost 3 mega tonnes, but the production of the 9 mines dropped to 2.3 mega tonnes by 2005.

In Western Europe, the extraction of coal went back since the 1970s in total to its one-sixth and in 2007, it did not exceed ca. 60 mega tonnes either; this accounts for 1.2 % of the global coal extraction.

In Eastern Europe, extraction decreased after 1990, when the countries shifted to market economy. Before that, coal was considered to be “a cheap” energy source and was a major driver of development. The state tariff for gasified coal was only 5 US dollar/tonne in 1989, i.e. one-sixth of the extraction price (Fuchs/Schiel 1997). For Poland, the export of coal was major state revenue in hard currency. The geological conditions of the Polish and Czech coalfields are more or less the same as those in Western Europe.

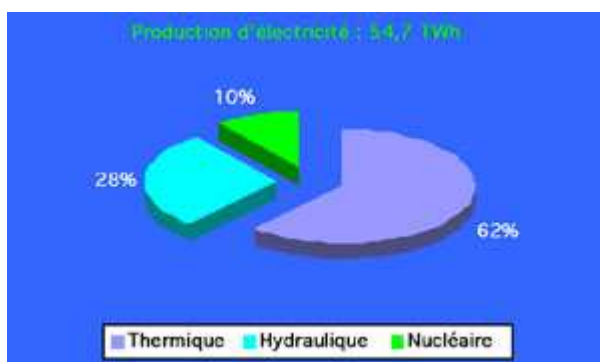
Poland (the largest coal extraction country in Eastern Europe) had five reorganisation plans since 1990. The workforce was decreased by two-third. In 1990, 370,000 workers produced 150 mega tonnes in 70 mines. Since 1994, the country's coal production has been above the production level of the EU-15. In 2005, Poland produced 100,000 mega tonnes coal with 127,000 employees, and this is 58 % of the coal production of the EU-25. One-fifth of the Polish coal is exported. Coalmining is profitable in Upper Silesia, to a more limited extent in Lower Silesia and in the mines of Lublin. Nevertheless, the expected wage increase after the accession to the EU will have an impact on the extraction prices.

In the Ukraine, coalmining decreased substantially since 1990. Between 1990 and 2005 by 42 %, from 135 mega tonnes to a mere 78.4 mega tonnes. (Pleines 2006). The centre of mining in the Ukraine is in Donbass, the main hard coal basin in the Eastern part of the country. Approximately half of the coal, which is of great importance for the iron and steel industry of the country, comes from ca. 100 mines. About 100 km to the South from Donbass is the port of Mariupol at the Black Sea, which is the most important port for the Ukrainian coal export. A smaller coalfield in L'vov-Volynsk along the Western borders is basically the extension of the Lublin coalfield in Poland. There is heavy coal consumption in

the country; therefore, export is relatively small. To protect the internal consumption, the government increased the rail transport costs and port fees substantially in 2005. (Ritschel/Schiffer 2005). After the planned economy of the Soviet Union ceased to exist, the system of state subsidies developed on Russian model collapsed. Until the end of 2000, 70 mines were closed and the number of employees was halved. Since 2003, the second wave of restructuring has been going on. According to the plans, most of the mines must merge with coal processing and distributing companies, and thus establish 20 vertically integrated state companies. Other mines will be privatised or closed down according to the plans. Before 2015, the production of the coal mining sector must be increased from 96 mega tonnes to 112 mega tonnes.

In the Czech Republic, the volume of coal extraction is equal with that of Spain. In 1993, the first wave of reorganisation and privatisation was followed by a second one. Coal mining companies were reorganized in the first step and privatised in the second step. All coal mines were privatised before 2005. The number of employees was decreased by one-fourth, and brown coal production (lignite) decreased from 76 Mt to 42 Mt in 2009. At the same time, black coal production decreased from 22.4 Mt to 11,1 Mt in 2009. The Ostrava-Karvina Basin, and brown (lignite) coal mines in the north-eastern part of the country, the other coal basin – Plzeň, Kladno, Trutnov, Hodonín, in the north-western part of the country were maintained. After privatisation and reorganisation the whole amount of the extracted coal has been sold at market - price without any grants.

In Romania, the performance of the coal industry dropped from 4.4 to 3.1 mega tonnes between 1990 and 2005. The coal extraction **in Hungary and Bulgaria** is insignificant compared to the countries outlined before.



The energy situation in Romania is rather contradictory.

The per capita energy and electricity consumption is below the EU average still there is an unbelievable wasting of energy.

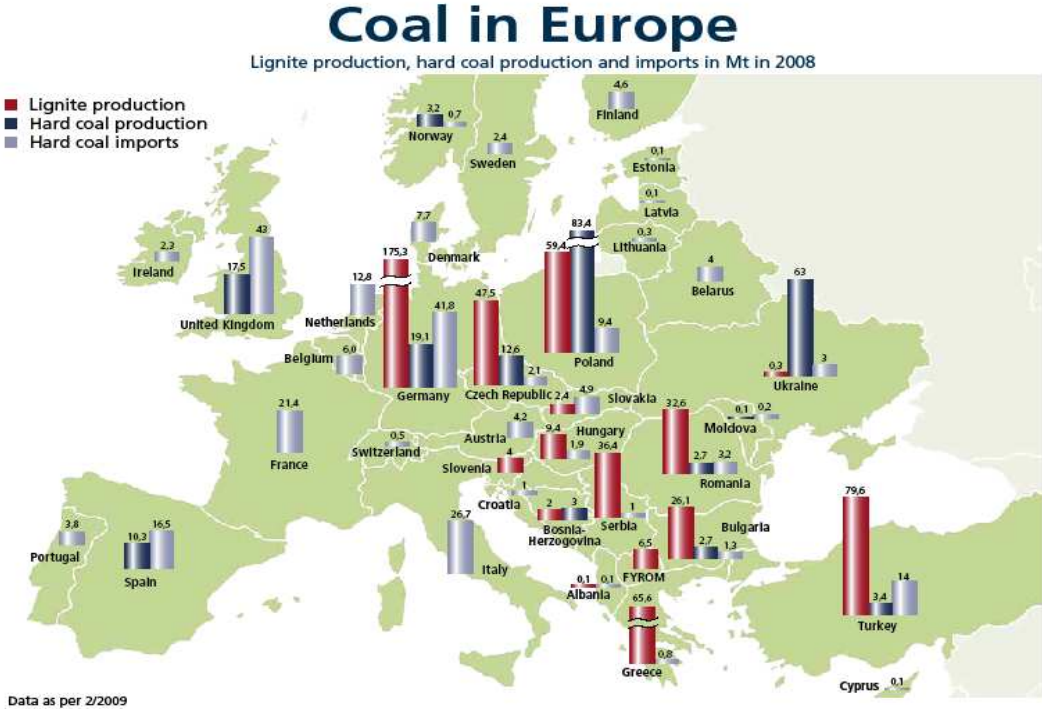
The subsurface of Romania is rich in energy carriers and the country is the largest crude oil and gas producer in Central and Eastern Europe. Mining industry in Romania is highly important (mainly brown coal mining). With the production means left behind from the Ceausescu era, that can still be considered as well-developed although somewhat aged, the production covers 78 % of the primary energy demand. The estimated 54.7 TWh electric

energy production is divided among thermal plants (62 %), hydro-electric power plants (28 %) and the CERNAVODA nuclear station (10 %).

The majority of electric energy production comes from thermal plants. Thermal plants heavily harm the environment because their coal base – mainly medium quality brown coal and hard coal – has a substantial ash and humidity content. Other fuels used are oil and gas.

The accession to the EU confronted Romania with major challenges, especially in the field of electricity production and consumption. First of all, Romania has to guarantee “cleaner” production. As there is no overproduction, the production capacities are only partly used (idle speed); the pollution/kilowatt hour is also higher. The production means are outdated in the thermal plants, some are older than 10 years, and 50 % is older than 20; thus their efficiency rate is very low (in the coal-based thermal plants, the efficiency is 30 %, in the oil and gas-based 40 %).

Due to modernisation and the accession of Romania to the EU, it is exclusively the demand and supply of electricity that counts. First, the country must modernise and renew its thermal plants in line with the European standards, then decrease the air pollution and improve the production efficiency.



III. THE ANSWERS AND PROCESSING THE INFORMATION FROM THE COUNTRY REPORTS

The country reports sent out to the participants covered five main areas:

- The situation of coalmining in the country;
- Development perspectives at the national level;
- Closures and expected impacts of reorganisation;
- The role of social partners, their cooperation and activities;
- Social dialogue: the quality and the role of social dialogue in trade union work.

The answers show that the answerers are actively involved in the survey and sent back clear answers and interesting explanations. We thank for that.

3.1 – The situation of the sector in the countries

Trade unions rely on information they mainly receive from employers, experts, their governments and the European Commission. They used the information of other trade unions of the European federations to a smaller extent.

Two countries (Spain and Romania) used in their answers the national strategy plans, which define the main development directions in the medium term (Spain – 2006-2012 plan: outline the development of comprehensive new activities “outside the mines” and accept the social and regional aspects) and in the long term (Romania – 2007-2020 plan in the negotiation phase after the privatisation of certain companies). The participants discussed these plans and assessed the actions implemented during their conference in June.

A relative homogeneity of the information sources enable:

- a publication of the common sources on a website or link by the European federation;
- to assess the possible role of the European federation in making other information sources accessible, too.

The economic situation of the sector reflects the picture outlined above (Chapter 2) in seven Member States: major reorganisations in the sector have been completed except for Romania, where restructuring is going on an extremely complicated environment with the framework of long-term strategic plan, and therefore, the problem of assets still arises in certain points. In Germany, the answers of the trade unions reflected exactly where the implementation of the reorganisation strategy mentioned in Chapter 2 page 5 stands (it will be completed in the hard coal sector by 2018 with the condition of a review of the situation in 2012). Typical for the sector in Spain is the constant reorganisation of small mines. The trade union UGT integrated the reorganisation challenges: they managed to negotiate an “acceptable” level for the size of the sector and its weight in the national economy.

In general, coal is less used for other energy purposes, except for three countries: Germany, Bulgaria and the Czech Republic, where coal is used in the steel industry as well.

The reasons of restructuring in the countries surveyed are presented in a summary form in the table. The idea of reorganisation is driven in most of the countries by “competitiveness” (this is true in the West = Germany, Spain and in the east = Bulgaria, Romanian and the Czech Republic).

Main reasons for reorganisation

| Member State | Energy use of coal decreases | Competitiveness | Productivity improvement | Privatisation | Sold and mergers | Environment | Others |
|--------------------|------------------------------|-----------------|--------------------------|---------------|------------------|-------------|-----------------|
| Germany | X | X | | | | | X |
| Bulgaria | X | X | X | X | | X | X |
| Spain | X | X | X | X | X | X | |
| Hungary | | | | | | | NC ² |
| Poland | | | | | | | X |
| Romania | X | X | X | | | X | X |
| the Czech Republic | | X | X | X | | X | |

There are three main reasons for the use of coal as energy source: the energy policy decision (the energy-mix), the difficult extraction conditions and the too high costs of extraction. Beyond that, at mines with extraction activity perceiving the obligation of improving their productivity parameters can lead to new weakening of social aspects.

The protection of the environment is another aspect, most countries have to fulfil obligations with ... Should we accept that the empty space three countries left in the questionnaire means that this question is important to them as well, we can say that the protection of the environment is an important issue in every country. We will come back to this in the general conclusions. Germany imports hard coal. Reorganisation in Bulgaria is a central phenomenon and embodies the transition to market economy. In Spain, structural changes started in the mid-1990s, after the subsidies were granted. In 1993, the main goal of the new modernisation plan was the modernisation, rationalisation and transformation of the coal industry between 1994 and 2005. The future and the importance of the sector is a recurring issue. The main reasons for that are in Romania the following: consumption decreases at the national level, reserves run out, therefore, there is a shift to gas, through which certain technical measures become necessary and the geological conditions also change. The former strategy proved to be outdated (1997), therefore, another one is

² NC : Non Communiqué – data not available

developed (2010-2020), and is going to be approved soon. The Romanian government, however, decided at the beginning of 2010 to establish two energy corporations at the national level to produce electric energy. These companies will include the mining industry and electricity production companies as well. Parallel, there is deep-going restructuring within the mining sector, which also means that certain companies are closed down, others modernised with a view to capitalisation (or privatisation?).

Factors leading to a loss of jobs

| Member States | Closure | Reorganisatio n | Productio n | Energy mix | Competitiveness |
|--------------------------|---------|--------------------|----------------|---------------|-----------------|
| Germany | X | | | | |
| Bulgaria | X | X | | X | |
| Spain | X | X | X | X | X |
| Hungary | X | X | | X | X |
| Poland | X | | | | |
| Romania | X | X | X | X | |
| The Czech Republic | X | X | X | | X |

The reasons enumerated in the table are often parallel present. The most important reason for the loss of jobs is the closure of mines in all the Member Countries asked.

Reorganisation goes in general hand-in-hand with closure, and this is the second most important reason in five Member States.

The improvement of competitiveness is an important objective, and seems to be of equally importance with a decrease of production. The decrease of productivity however needs a more sophisticated approach due to a loss of jobs resulting from the emergence of the energy mix. This situation, however, cannot be generalised by far, as some countries import raw materials for their energy mix. At this stage, we only draw general conclusions as we do not have access to statistical data, which help to map up the main factors leading to a massive loss of jobs on the one hand, and how many workplaces got lost through the emergence of the energy mix in the different countries on the other.

Early retirement and retraining was an important solution from point of view of social depreciation in many countries. We will come back to that later.

| Member States | Investments | Subsidies | | |
|--------------------|-------------|-----------|-----|--------|
| | | State | EU | Others |
| Germany | | | PEU | X |
| Bulgaria | X | X | X | X |
| Spain | X | X | X | X |
| Hungary | | X | | |
| Poland | X | X | X | X |
| Romania | | | | |
| The Czech Republic | | | | |

Reorganisation was parallel with major investments in at least three countries and the subsidies were in all cases state or EU funding. It has to be noted that in Romania the increase of productivity was a precondition for receiving subsidies until 2012.

Investments and subsidies

How are the possibilities granted by these measures used ?

| Member States | The use of subsidies | | | Origin | |
|--------------------|----------------------|----------------------|-----------------|--------|----|
| | Access to stock | Special expenditures | Social measures | State | EU |
| Germany | X | | | X | |
| Bulgaria | X | X | X | X | X |
| Spain | NC ³ | NC | NC | NC | NC |
| Hungary | | | X | | |
| Poland | X | X | | X | X |
| Romania | X | X | X | X | |
| The Czech Republic | | | | | |

With the exception of Poland, whenever a sector was granted funding, the money was spent on new transportation means (access to the stock, the solution of social problems), the special costs linked on reorganisation and the costs of social measures (with the exception of Poland).

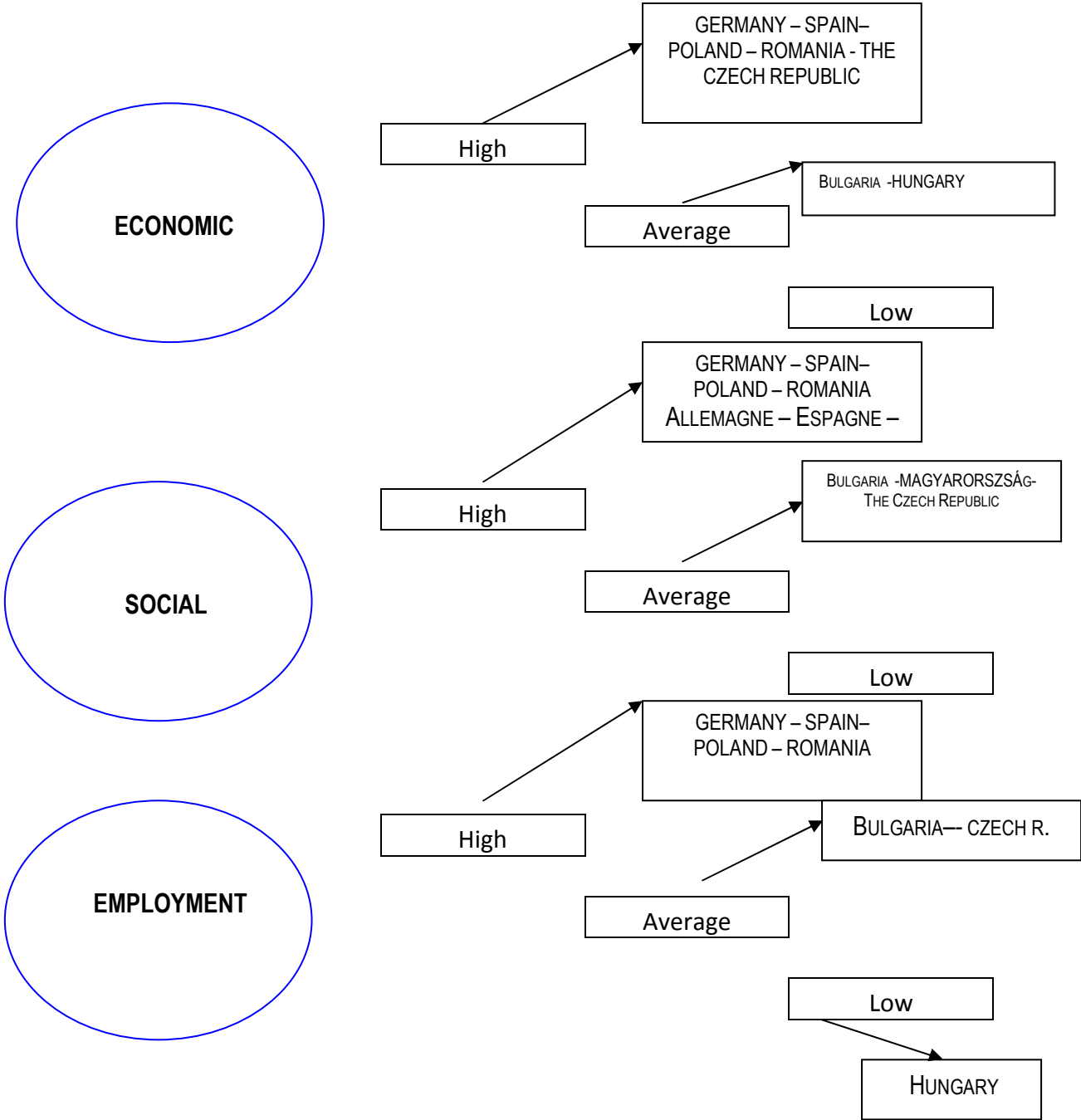
In Germany, the investments were used for the improvement of national transport means. In Spain, dynamic social measures were introduced because one of the main objectives of the negotiations linked to reorganisation was to compensate against the jobs lost by the introduction of new activities, so that the mining regions cease to be “mono-industrial” regions. A cornerstone of the active strategies to introduce new activities was the

³ NC : Non Communiqué data not available

creation of jobs and the development of human resources. This complies with the European Council regulation (1407/2002/E – 23 July 2003) and the strategic plan 2006-2012, as already outlined under 3.1 pontban.

In Romania, the mining sector had no access to subsidies to guarantee the access to the stock. The costs of extraction had to be covered, and thus, only two possibilities were left: either improve efficiency in general, or close the mines.

At the local level, the importance of the sector cannot be challenged in most of the countries:



The above chart shows exactly the problems trade unions raise with right. If one of the aspects seems to be of “low importance”, it means the mining itself is a weak economic sector.

In Spain, the assessment of the answering trade union was that «*mining will for a long time still serve the existence of workplaces in the mining regions and guarantee a minimum procurement level, thus, contributing to the security of supply*».

In Romania, the mono-industrial region is a benefit for the trade unions because they can develop a strategy by which they can decrease the number of closures and start the development of different activities in the region. In spite of this, the situation in Romania is still unstable.

3.2 – Development perspectives in the different countries

Other energy sources

| Member States | <u>Hard coal</u> | <u>Brown coal</u> | <u>Nuclear energy</u> | <u>Gas</u> | <u>Crude oil</u> | <u>Wind energy</u> | <u>Solar energy</u> | <u>Bio mass</u> | <u>Water</u> |
|--------------------|------------------|-------------------|-----------------------|------------|------------------|--------------------|---------------------|-----------------|--------------|
| Germany | X | little | X | little | little | X | X | X | X |
| Bulgaria | X | X | X | X | little | little | little | little | little |
| Spain | X | X | X | X | X | X | X | X | X |
| Hungary | little | little | X | X | | X | X | X | |
| Poland | X | X | X | X | X | X | | | |
| Romania | X | X | X | X | X | little | little | little | X |
| The Czech Republic | X | X | X | X | X | X | X | X | X |

There are numerous energy sources in the seven answering countries. The diversity of energy sources go hand-in-hand with numerous risks, which in the majority of the cases, are the result of restructuring. Romania is important also due to the fact that the country has reserves in energy carriers – among them crude oil and gas. It has to be noted that Spain as the third largest extracting country in Europe has as many energy sources as the Czech Republic, which has a very specific energy policy. The situation in Spain is improving because the government developed three strategic objectives: the security of supply, competitiveness and the protection of the environment. Accordingly, the activities are organised along three axes: fixing the energy mix indices before 2020 – reconsider on the short term the energy price – re-examine the cycle of renewable energy sources before 2010. The Federal Government of Germany wants to submit by the end of 2010 a similar energy policy.

Nuclear energy: investments and new nuclear power plants

| Member States | Planned investments | Raising the public interest | Commitment |
|--------------------|---------------------|-----------------------------|------------|
| Germany | No | Yes | Little |
| Bulgaria | Yes | Yes | Little |
| Spain | No | | |
| Hungary | Yes | Yes | Yes |
| Poland | Yes | Little | Little |
| Romania | Yes | No | Yes |
| The Czech Republic | Yes | Yes | Little |

There are many opponents to nuclear energy. Still it is clear that its use becoming dynamic again. In Germany, for example, the federal government plans to forelong the operation of nuclear power plants. This is not the only state with such an attitude. In Bulgaria, the construction plans of the new nuclear power plant have been completed, while four other countries plan new investments, too, and have little interest of the reaction of the general public. This is the case in Romania, where the main objective of energy production is to cover 21.6% of the demand by the nuclear energy in the country, which requires the construction of two units. Spain does not intend to change the proportions of the use of nuclear energy, but the trade unions, the UGT raised the issue of the chances of increasing the nuclear energy production. According to the trade unions, the Spanish energy system cannot abandon any of the accessible technologies. The nuclear power plants used their peak capacities and the energy production companies are obliged to re-invest their profit to improve security, develop new storage possibilities for waste and neutralise the radioactive products (recyclage). The research and development strategies are applied within this frame as well.

The role and importance of new "green" technologies

| Member States | Major | Not important | Hardly any |
|--------------------|-------|---------------|------------|
| Germany | | | X |
| Bulgaria | X | | |
| Spain | X | | |
| Hungary | X | | |
| Poland | | X | |
| Romania | X | | |
| The Czech Republic | X | | |

The results in this table may be surprising, but the statements and comments trade unions have sent back fine-tune the picture.

The options in Germany go mainly in the direction of gassification of coal.

In Hungary, the answer can only be given within the frame of projections.

In Spain, active research is being done in certain regions, mainly for the CO² capture. The most important issue in the country, however, remains to be the security of supply underlying that urgent measures are needed.

In Romania, all companies must prepare investment plans for the production off clean energy. In the Czech Republic, the question concerns mainly some of the electric power plants.

The role of trade unions

| Member States | Research programmes | Investment programmes | Social measures | Training |
|--------------------|---------------------|-----------------------|-----------------|----------|
| Germany | X | X | | |
| Bulgaria | | | | X |
| Spain | X | X | X | X |
| Hungary | X | X | X | X |
| Poland | NC | NC | NC | NC |
| Romania | X | X | X | X |
| The Czech Republic | | | X | X |

Although trade unions from some countries did not answer this question, the lack of the answer cannot be generalised to all issues.

In Bulgaria, the trade unions underline the importance of expanding competences and training. In Spain, the reorganisation of the sector started 25 years ago. Since companies developed the profile diversification from this the orientation plan, which was negotiated and agreed upon by the social partners. Employment has always been a priority for trade unions. In Romania, trade unions consider the clean and sustainable energy as highly important but its negative impact on employment cannot be avoided. (Coal will soon make up only 34 - 38 % of the energy production.) Due to the limited possibilities, financing this trend has many obstacles as well. The trade unions' participation in this interesting, yet they are not enthusiastic about the development of such energy production possibilities. According to the unions, the governments did not give appropriate priority to this trend. Only in Spain is there appropriate willingness for this issue, because Spanish companies will have access to strategic possibilities when the state subsidises research and development. In Hungary, the trade unions noted that in spite of the research activity, the increased on green energies is not included in the official strategies. Trade Unions perceive themselves that the population is less interest in the future of green energies. In Germany, the public acceptance of the CO² problem is often difficult. Due to the lack of information and lobbying, the perception of the population about mining is not always positive. The Czech population is against mining, because they fear that this could result in a decrease of the safety of supply.

The country reports include a lot of statistical data on stocks and energy dependence. The answerers submitted these data in a highly detailed manner in separate attachments. The next table gives an overview:

| EM | Coal | | | Crude oil | | | Gas | | |
|----|------------|----|-------------|-----------|-----|-------------|-----|------|-------------|
| | Y/N | % | Volume x000 | Y/N | % | Volume x000 | Y/N | % | Volume x000 |
| DE | INCREASING | 67 | 41875 | Y | 97 | 161,117 | Y | 83% | 87,565 |
| BG | Y | 10 | 3,000 | Y | 100 | NC | Y | 100 | NC |
| ES | Y | 63 | 17,577 | Y | 99 | 57,633 | Y | 99 | 457.68 |
| HU | N | 20 | | Y | 86 | | Y | 81 | 8,025 |
| PL | N | 10 | | Y | 80 | | Y | 80 | |
| RO | Y | 15 | 1,265 | Y | 35 | 4,619 | Y | 72 | 8,982 |
| CZ | | | | Y | 80 | 8,108 | Y | 98,8 | 8,728 |

% of total employment – abbreviation of country names : DE = Germany, BG = Bulgaria, ES = Spain, HU = Hungary, PL = Poland, RO = Romania, CZ = the Czech Republic .

Y = yes, N = no.

It has to be noted that all trade unions have access to the country reports on import because every member state is obliged to submit it (or something similar) to the EU, the only exception is Poland.

3.3 – The expected consequences of closures and reorganisations

Mining has in almost all the countries an important role both from an economic and from a social point of view. Reorganisation has a negative impact on the workplaces in a broad sense.

DG Enterprises had assigned a survey and the results were published in December 2008. Hereafter we will quote from the statements of this survey. It is important to note that not all social partners accepted the results, among them the employers. In their justified consideration the different views should be presented and argued in a discussion. According to the Ecorys⁴ survey, the investments to improve competitiveness will not resolve the core problem of the extraction of coal in in East **Germany** , which remains to be incompetent and will remain so on the medium term.

⁴ Ecorys survey (An Evaluation Of The Needs For State Aid To The Coal Industry Post 2010) prepared by DG Enterprises , was submitted in December 2008 in Rotterdam, and is accessible on the website of the European Commission (DG enterprises)

In **Bulgaria**, reorganisations between 1990 and 2000 resulted in a decrease of employment in the coalmining sector, a decrease of production volumes and the closure of mines (the majority of companies are private). Today, there is a continuous decrease of employment in mining, because the small mines – which from an economic point of view are not profitable – are closed down. Average wages were doubled between 2000 and 2007.

In **Spain**, all of the coal subsidies go to the operating mines. According to the decisions taken, the subsidies will be decreased by 4 % annually until 2012. The funds to protect the environment are included in the operation subsidies. According to the estimations, the highest cost of the environment recovery will be around 1 %. Social issues are important in the plan as well. The early retirement planned for the period between 2008-2015 will concern about 3,500 persons. This can easily lead to a solution where production will decrease, too. What will happen after 2012 cannot be planned in advance because this will depend on the strategy of the new government.

The problem of the lack of competitiveness could be resolved by new investments, but the required volumes are difficult to determine. One of the main reasons for this is geological because the coal what have to be extracted from great depth, and therefore, extraction prices will be very high. According to Community norms, the amount of subsidies would decrease on annual basis. In the previous period before 1998 – 2005, major investments were made in human resource development, and the retraining of workers in the mining regions, targeting mainly at young people by developing and examining different alternative scenarios for their access to work.

In **Hungary**, approximately 2,500 workers are employed in coal production, 860 of them work in deep mines. Employment would have to remain stable if extraction volumes do not change.

In **Poland**, the sector would need further subsidies after 2010 according to the new strategy (2008-2015). The state subsidies for the protection of the environment are available for mines where water pollution, fire may be a threat after the closure of the mine, but the fund can also be used to recover damages cause during extraction. In the investments have to guarantee smooth extractions by 2015, including the stabilisation of extracting capacities and of production in line with the market needs; the constant and regular supplementation of decreasing production capacities, a major reorganisation of coal mines, including safe workplaces, where the security of the employees is important; the increase of production concentration, the improvement of the quality of coal, and other measures that minimise the negative impacts of coal mining on the environment. State subsidies did not cover the reorganisation of the hard coal companies in the sector, or employment after the beginning of 2007, except the fulfilment of obligations inherited from the past, i.e. mainly the fringe benefit (coal supply) to pensioners and disabled (and severance payments). The subsidies

could not be spent on any other areas: either on pensions or retraining, not even in case of closure of mines. These costs had to be covered by the companies themselves.

In **Romania**, the main objective of the government is to complete the reorganisation of the hard coal mining sector before 2010. Lossmaking mines were all closed down between 2002-2006. ECORYS does not mention any urgency plans in its survey, from which we can conclude that the reorganisation will not be completed before 2010. Under the current Pension Act, early retirement is only possible five years before the legal retirement age (65 for men and 60 for women). This option cannot be used together with other special pension schemes. Miners, however, have a special pension scheme. As working conditions are extremely harsh in mines, miners are entitled to retire half a year earlier than the legal pension age limit after every year spent with work in a mine; compared to other employees, this may even amount to five years lower retirement age. A miner, who worked 10 years in a mine (and this is true for all elder miners), can receive five years for early retirement for his profession, therefore, the legal early retirement is not possible in his case any longer. There are different programmes developed for the retraining of unemployed miners. No state subsidies are granted in Romania to retain jobs. Employers are encouraged to employ the employees in unsecure condition. The agency for the development of mining regions organises special programmes to support the economic re-generation of these regions. In the coming years, the reorganisation of the mining sector will presumably be continued in Romania, but at a slower pace, because many jobs get lost.

In **the Czech Republic**, the privatisation of the mining sector resulted in an increased efficiency and productivity. Many private companies were established with modern investments considering only environmental aspects as well: during the past 20 years, the sector covered different stages of development. Production has fallen in mining, and thus, its negative impact on the environment was decreased, too. At the same time, it also happened that the closure of a mine was not necessary, therefore, the extraction of the highly valuable natural energy source, which could have been produced and extracted with modern technologies without polluting the environment, was decreased. The reorganisation of mining deepened the energy dependency of the country, which had divergent negative impacts on safe supply. The elimination of mines had negative social impacts as well. Unemployment increased substantially in the regions, and several years had to pass before dismissed workers found new employment on the market. The social burdens were immense, and needed funding. According to the survey conclusions, there can be no serious plans for further closures of mines; this is of core importance also serving the survival of state of the art, innovative mining.

According to the country reports, the ongoing and/or expected reorganisations point to a strong decrease in employment:

| EM | Impact on jobs | | | |
|--------------------|------------------|--------------------|------------------|--------------------|
| | Direct Yes/No | Indirect Volume | Direct Yes/No | Indirect Volume |
| Germany | O | 27,000 | O | 35,000 |
| Bulgaria | O | 10,000 | O | 50,000 |
| Spain | O | ? | O | ? |
| Hungary | O | 2,000 | O | 6,000 |
| Poland | O | 100,000 | O | 200,000 |
| Romania | O | 104,000 | O | 315,000 |
| The Czech Republic | | | | |

The figures in the table speak for themselves. However, the Romanian data need some clarification: is it about the redundancies in 1997/2009, is it a projection about the jobs that will disappear? The question is valid because the supplementary remarks added to the answers say that the number of jobs that remained by the end of 2009 is 28,000. In the Czech Republic, no mine closure is planned for the near future. In Spain, the situation cannot be assessed because the follow-up processes after the re-organisations are still going on. On the basis of these developments, one could presume the application of substantial and innovative social depreciation methods. The reality, however, is **as follows**:

| EM | Training/ Further training | Retraining | State subsidies | Industry policy measures | Budget plans | Globalisation funds | FSE | Others |
|--------------------------|----------------------------------|------------|--------------------|--------------------------------|-----------------|------------------------|--------|--------|
| Germany | YES | YES | YES | LITTLE | YES | N | LITTLE | YES |
| Bulgaria | LITTLE | LITTLE | NO | NO | NO | LITTLE | NO | YES |
| Spain | YES | YES | YES | YES | YES | YES | YES | YES |
| Hungary | NC | NC | NC | NC | NC | NC | NC | NC |
| Poland | LITTLE | LITTLE | YES | YES | YES | YES | YES | LITTLE |
| Romania | YES | LITTLE | N | N | N | LITTLE | N | N |
| The Czech Republic | YES | YES | LITTLE PEU | NO | NO | LITTLE | YES | |

Y = Yes – N =,No

The coal pact in Spain includes all measures recommended in the survey. In Romania, the measures referred to exist only on paper as they have not yet been applied. We propose to spend some time during the conference on analysing the situation and prepare a coherent plan for the Member States concerned.

Finally, it has to be noted that these developments have to be interpreted in the context of the country they have an influence (Germany, Hungary, Poland), where they concern the security of supply on the one hand, and on the other, where they can result in an increased energy import dependency.

3.4 – The role, cooperation and activity of social partners

The consultation process is in general going on in most of the countries except for Bulgaria and Poland. In Romania, trade unions are involved in the reorganisation decision-making. This can be explained by the fact that companies are still owned by the state. In Spain, during the implementation of the coal plan, the trade unions were informed and consulted with before the decisions were taken. Their assessment about the trilateral social dialogue is positive.

Trade unions are consulted with at all levels of social dialogue in five countries, but the Czech government uses this instrument less dynamically. In Bulgaria, the situation is atypical, because consultation is only bilateral between the social partners. In Poland, consultation works less well at company and at national level. The statements are integrated wherever consultations is developed. The procedure is not merely formal. In Spain, the position of the trade unions is only taken into consideration when they guarantee the security of the regions and the leaders. In the two remaining countries, social dialogue is weak:

- Bulgaria: the opinions are not taken into consideration, therefore, their government institutions' interest has to be raised, even if only to make it see that social dialogue is in the best sense of the word part of the *acquis communautaire*;
- Poland: the same remarks, while adding that the actions to normalise social relations were held in 2004/2005, but they seem to have brought little fruit.

These two countries have the same attitude and a specific action may be possible although with different starting points. A summit between the leaders of the European federation and of the administration of these two countries would not be useless.

The quality of social dialogue can be measured by the extent trade unions are involved into decision making. Participation seems to be real in the five countries mentioned, because the organisations – also to a different degree - are involved into the decision making

- Spain has a Control committee with representatives of the trade unions, the employer and the state. They basically discuss the 2006/2012 programme and the opinion of the unions is also considered;

- in Romania trade unions follow the practice of co-determination at the micro economic level (company level); at the macro level this is fairly formal. The 2004/2006 project expectations seem to have had an impact while at the sectoral level there are still mistakes made in terms of participation.

The management of the funds for the reorganisation subsidies varies at the local level to a great extent. Trade unions do not participate in the management of these funds in general, or if yes, then only to a small extent. The principle of parity participation is totally missing in this respect in Bulgaria and Poland. In Romania, the trade unions are involved in the development and implementation of the programmes but are not in the management of the funds. In Spain, this is the responsibility of the government, but social partners are involved in the subcommittees. In the Czech Republic, trade unions are hardly involved. We do not know the solution for the situation of these two countries.

The countries answering the questions have almost everywhere negotiations and agreements. This is, however, the surface, in the background there are major differences:

- Social issues: in Bulgaria, training, pension, working conditions and local collective agreements are covered. In Hungary and Poland, the agreements cover benefits.
- Social and economic issues: coal policy is covered in Germany. In Romania, trade unions negotiate about reorganisations and the closure of mines, in regions with high unemployment rates.
- Social, economic and societal issues: trade unions are involved in Spain in the discussion of company plans and legislative actions.

In general, we can conclude that there is a specific working relation with the employers' organisations and the governments (or labour authorities). In countries with trade union pluralism – three countries – negotiations are held with other trade unions (the Czech Republic – Poland – Romania). The method of consultation with members of Parliament is not widespread.

There are many practical examples from the seven countries answering the questionnaire. We only mention the ones related to workers participation. The Czech Republic, Germany, Spain and Romania were all involved in the discussions on the mining act (the Czech Republic), in the negotiations on the funding policy for hard coal extraction (Germany), in the development of the coal pact (Spain) and in the energy policy negotiations (Romania).

3.5 – The quality of social dialogue and the role of trade unions in it

The most widespread form is the trilateral social dialogue and can be detected in all countries. Its content varies, however, from country to country. Bilateral social dialogue is less widespread, it is only in Spain and Hungary (Germany did not answer this question). The Czech Republic defined this a political objective by 2010/2012.

The question of representativity is important from legal point of view and from the aspect of the trade unions' weight. The country reports clearly outline the situation according to the national legal framework.

It is difficult to assess the efficiency of the actions, but most of the participants tried to do so. The answers have to be interpreted against the background of the current situation, the difficulties, the power relations, etc. Bulgaria is aware of the fact how difficult it is to change things. This is why we mentioned before how useful it would be to have a "summit". The Czech Republic and Poland think their actions are useful, especially within the frame of inter-institutional cooperation. Hungary underlines the efforts made for the sectoral agreements. In Romania, trade unions think "the role of the government is to litigate between the social partners" and that social partners would have to be involved to a greater extent into the implementation of strategies and social policy. Spain is convinced that the efficiency of the actions has to be assessed by the workers and the general public.

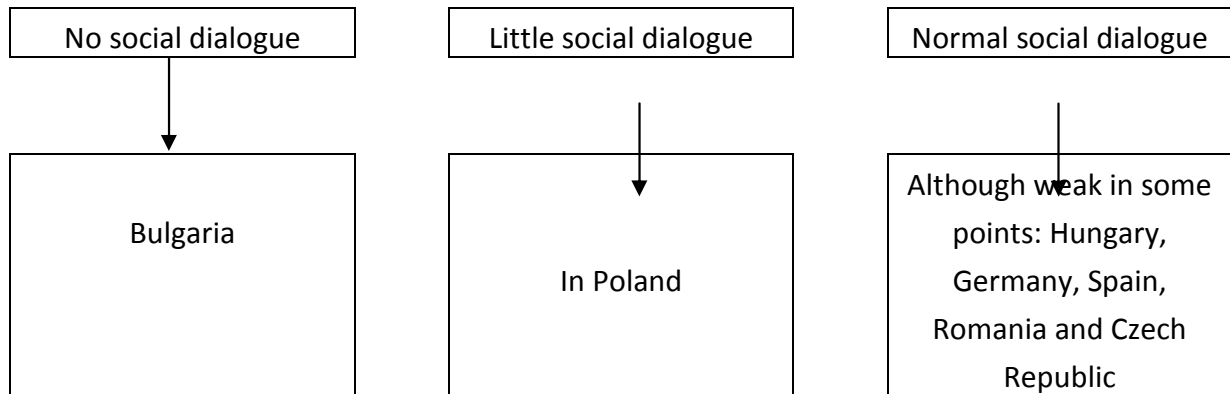
Poland and Romania should assess the current situation in their country reports because they already had a project for the development of social dialogue already in 2004/2005. Poland made efforts to normalise social relationships, but the answers show only how difficult it is to implement changes.

Romania submitted the following assessment:

- « The collective agreement covers all employees in mines between 2008/2012 ;
- Formal social dialogue is inefficient;
- The financial resources of trade unions is hardly sufficient, although they already cut their expenditure;
- The trade union leaders participated in training sessions and membership strength is satisfactory;
- The negotiation capabilities are being improved;
- The membership is oriented to politics. In the mining and energy sectors, the social partners are covered by the Community law. It is important to provide for fair wages, find alternative economic solutions, create new jobs in mines, to discuss

occupational, health and safety and safe working conditions, and avoid workplace accidents and professional diseases. »

Countries can be grouped according to three levels:



Trade unions were in general not (e.g. Bulgaria, Romania, Poland) involved into the management of reorganisation funds. In Spain however, the involvement of social partners is included in the regulations.

The social dialogue covers only pension and working conditions and to a less extent, social insurance.

The social partners negotiate with regional and national authorities.

Good solutions are found in connection with social insurance, the coal plan and training in the Czech Republic, Hungary and Poland, but no good practices were mentioned.

The negotiations are in general trilateral.

In none of the countries have trade unions problems with representativity, which is defined by national acts.

There are different view on the efficiency of social dialogue, i.e. the answerers think it is not fully efficient.

Against the background of the survey (2004/200 5), Poland could not make any major progress. Consultation is present in Romania, but the opinion of the trade unions is not taken into consideration.

Clearly, these countries need more efforts.

IV. GENERAL CONCLUSIONS AND EXPECTATIONS

Safety, energy efficiency and measures against pollution - under the auspices of the CECA, there has been extensive research made for decades, which resulted in the fact that the European mining knowledge is leading globally. The “clean coal” charter is a new and important element in the coming decades in the EU strategy for energy independence.

The use of the relatively cheap energy types is linked an unavoidable (*sine qua non*) condition: the respect for the environment. Coal (and other fossil fuels) result in a major SO₂, NO_x and CO₂ emission when burnt – therefore, is considered to be a major cause in climate change – and requires intensive research and innovation to comply with the indispensable purity conditions.

This challenge must be faced and the CECA research wanted to fulfil the requirements. Two major families of technology development are known: PFBC (Pressurised Fluidized Bed Combustion) and lately the IGCC, the Integrated Gasification Combined Cycle.

Other experiments were made in connection with “clean coal”, more exactly, in connection with the filtration and re-circulation of dangerous exhaust to “capture” CO₂, to decrease the waste water and for the co-combustion of fossil fuels.

“Should the intention be to give this fuel an appropriate and strategic role in establishing energy security, we have to accept the compliance with increasingly stringent environmental regulation”⁵. “If Europe wants to retain its leading role in technology, it has to continue the research in the area of combustion cycles, especially in connection with competitive gasification processes.”

The fight for the future coalmining has to be continued in this fierce technology environment.

In this environment, all signs point to the need of maintaining the high coal extraction levels in Europe, what is more, to the need of expanding research to contribute by an increased technology level to the decrease of the negative impacts of the climate change. Europe is able to exploit this know-how with such a research.

Coal has basically five benefits: substantial stock, low prices, easy use, importance in safe supply. First, no other fossil energy carrier can be compared to coal reserves. Beyond the

⁵ Andrew Minchener, member of the CECA combustion and gasification expert committee

hard coal reserves, there is lignite. With the current consumption trends⁶, reserves would last for 230 years, while the gas and crude oil reserves would run out after 65 and 45 years. Furthermore, the geographic distribution of the reserves in regions with low geo-political risks contributes to the security of the supply.

| Source : Energy Outlook 2009 | World % global consumption | number of years ahead |
|---------------------------------|----------------------------------|--------------------------|
| crude oil | 41% | 41 |
| gas | 27% | 65 |
| coal | 32% | 155 |

There are serious discussions on reserve estimates (of crude oil, gas and coal) and on the number of years reserves could cover the consumption.

The distribution of the reserves among regions with low geo-political risk can foster the security of supply. Beyond these strategically important trumps it is also important to emphasize that mining creates jobs as well: a coal-based power plant creates 1400 jobs, a gas-based one only 40.

Price stability is also important: for thirty years, coal price was 30 - 50 dollars per tonnes. The United States have stabilised the prices on the short term: when the prices in the Atlantic region increased, exporters can bring large quantities to the market without any problem. The changes of the coal prices are less strong than of other coal hydrogenes. The coal market is thus independent, unlike the crude oil and gas market. Furthermore, the use of coal is easier, too. Coal-based thermal plants can maximise their performance immediately already after the first tonne of coal. A flexible adaptation to the generation of electric energy is also possible with coal-based thermal plants; this is impossible with gas-based plants because the run-up time of these installations takes a much longer period of time.

Due to numerous benefits of coal, some countries are already expanding their coalmining, like the United States, to offset the visible strong crisis of supply.

⁶ According to the 2009 projections of the World Energy Outlook coal will be the most important energy resource in the coming decades. Around 2030 we will use twice as much coal as today, which is 5 % more than previous projections have said. This correction can be explained by the fact that the 10 % increase in the Asian countries outside the OECD has also been taken into consideration together with the 8 % drop in the OECD countries. The combustion values of coal improve which will presumably lead to a higher usage. With the so-called super –critical or ultra-super-critical technologies the combustion value proportion of coal will increase to 40 % according to the 35 % of 2007. This will lead to a decrease of the CO2 emission values. As gasified and liquefied coal can become an alternative fuel, too, coal will be an even more attractive energy resource. Although the pollution impact of coal may seem to decrease, the important problem of the accessibility of the reserves and the extraction price will still have to be resolved. According to British Petroleum the global coal reserves will come to an end with the present extraction rates within somewhat more than a century. Should the efficiency of the usage of coal improve, reserves will last longer. You will find *World Energy Outlook 2009* under www.oecd.org/libraire, ISBN 978-92-64-06130-9

In Europe, coal keeps to be discriminated, is known as the black fuel, which is dirty and outdated. Coal is still linked to the industrial revolution, and this compromises its future. However, coal remains to be a primary energy source worldwide.

On the basis of its benefits, coal as an energy carrier should be broadly used. To be able to make use of the benefits, we have to meet new challenges, primarily in connection with the protection of the environment.

In spite of its excellent comparative benefits, two major questions arising in connection with coal: How to improve the safety of the workers? How to decrease the environmental damages deriving from the combustion of coal and how to prevent greenhouse gases?

The European Union has provided different forms of support to overcome the transition period and the adaptation of the Sector. There are three groups among the Member States⁷: countries, which did not cease subsidising coalmines (the Czech Republic, France, Italy); countries that ceased to subsidise investments (Poland, Slovakia, United Kingdom); and countries, which subsidise operation (Bulgaria, Germany, Romania, Slovenia and Spain).

In France, the last coal mine was closed down in 2004. In *the Czech Republic*, the old mines were privatised and decision was taken not to provide subsidies any longer. Production fell and a number of workplaces decreased. In *Italy*, there is one mine in Sardinia, but this receives no state subsidies on the basis of Commission reports. Reorganisation has been completed in these three countries.

The United Kingdom, Poland and Slovakia decreased the subsidies granted to investments. The UK and Slovakia privatised comprehensively the old state mines. Privatisation is going on in Poland. The reorganisation process has been completed in these countries in the sense that mines under the efficiency threshold disappeared from the market. At the same time, these countries decided to maintain the operation of mines within the frame of the global energy strategy that are viable, but do not grant any subsidies.

Bulgaria, Germany, Hungary, Romania and Spain decided to maintain the system of subsidies granted for operations. According to the Commission report, the coal industry of these countries would hardly have any chances in the countries mentioned to survive without subsidies. There is little chance for successful reorganisation processes because the

⁷ Source: Commission report on the transposition of regulation (EC) n° 1407/2002, on subsidies to hard coal industry.

operation costs could only be decreased to a small extent, they sometimes even increased. In these countries, the efficiency of these mines cannot be improved any more. Production prices are very high compared to world market prices of coal. Hungary will cease to subsidise the operation of mines after 2014. Germany will do this only after 2018.

The regulation on state aid to the coal industry defines two instruments that accompany the closure of mines not competitive in the world market: an aid that covers the operation losses of the mines until the closure, on the one hand, and subsidies on the other, that are deemed to alleviate burdens inherited from the past, and thus cover certain social insurance and environmental costs generated by mining activities. Loss-making mines were closed down in all coal-mining Member States, except for Italy. Germany, Spain and Franciaország provided state aid to alleviate the social consequences of the closure of mines.

In the Czech Republic and in France, the state provides aid to cover social and environmental costs inherited from the past. The active coal-mining companies do not seem to receive these subsidies. The other Member States, with the exception of Hungary and Italy, took over the social and environmental burdens inherited not only from mines closed down, but from the mines still active, as well.

The answers given to the questions of the first three themes of the country reports reflect appropriately the conditions outlined above, and prove that trade unions are aware of the problems. We will see that this awareness, however, is not sufficient to develop a partnership in a country to manage social issues, and especially to use the intention of political institutions to apply the lowest possible austerity measures.

This project is important because it enables the preparation of a document that gives a comprehensive picture of the information sources of trade unions. Taking this as a starting point, we will develop the proposals in 3.1. and create a database of micro and macro economic data with the social depreciation instruments applied in the restructuring process. This information cannot be, however, the most important element in setting up the necessary "power relations", however, trade unions in the different countries can on this basis develop more elaborated answers. If we manage to analyse the major phases of the restructuring in the sector, what remains will only be the medium and long-term qualitative and quantitative impacts on employment.

Against this background, the involvement of trade unions is much more important than the results of the different member countries would show where countries totally involved the social partners, mainly the trade unions in the restructuring processes. In our view, trade unions must be granted by the governments more possibilities on parity basis in the management of restructuring funds, whatever origin they may have (EU, national or

local). The development of such an instrument, which fosters efficiency is a task to be completed at the European level, it would require the establishment of an “observatory of economic and social challenges in mining” (*observatoire des enjeux économiques et sociaux de l’extraction minière*) with the involvement of major stakeholders of the sector like EURACOM⁸.

The territorial dimension is of core importance – as it is reflected in the country reports as well. The idea of the annual reports is in our view an important instrument for the assessment and for the monitoring of the sector and its framework. These reports could also be used for the analyses of the coherence of proposed measures, especially with the resources attached to the tasks. We have primarily the Romanian case in mind, where the country report clearly shows the contradiction between proposals and resources.

The development of such an instrument by itself would not resolve the attitudes lacking all signs of estimation certain governments have for their trade union partners, but can facilitate the identification of similar situations. In the conclusions on 3.4 and 3.5, we already noted that social dialogue raises problems in different countries, and often European law is breached. One thing is for sure, regulation cannot be the only answer to all problems, but we cannot hide them with the excuse that economic (or political) aspects are more important than social results. The Spanish case could be an interesting starting point for further thoughts, especially if we consider that it is very similar from trade union diversity to the Romanian or Bulgarian situations. The German example enriches the working methods.

These avenues can be especially important in connection with our work in the new Member States, but not exclusively. Basically, the country reports highlight the weaknesses of the old Member States as well – these need to be discussed at the conference, too.

Summarising the main directions of our possible actions, there are four axes:

1. With the help of a European tool (website), data need to be collected and analysed in the Member States – this is a constant task.
2. Collect the social dialogue experiences insufficient from point of view of European law – the involvement of the European confederation is also needed to be able to mobilise trade unions that are cornered or ignored by their governments – this is a one-time task.
3. Continue the country reports and analyse their coherence – recurrent task.
4. “*Observatory of economic and social challenges in mining*”, analysis and interpretation of the new frames – recurring task: development and finalisation of research and development tools:
 - In connection with clean coal mainly – gasification and liquefaction.
 - Plan the establishment of workplaces linked to the introduction of new technologies.

⁸ Association of Mining Communities

The above outlined possible avenues can be supplemented on the basis of local cases and situations, or obstacles that exist in all the countries. It is important to organise the required actions that crystallise during the conference discussions.

Trade unions of some Member States face numerous challenges in connection with employment, working conditions, employability and local developments. The four axes mentioned serve as a basis for information and orientation, so as to be able to organise actions on the basis of appropriate knowledge at the European or national levels:


The European level:

📄 “The Observatory of economic and social challenges in mining” is to promote the joint thinking among the social partners in the following areas:

- **New technologies** (i.e the clean coal technology): it is of utmost importance that the companies involved trade unions in the development of corporate policies, so that they clearly see what it is at stake. This should be true for questions in productivity, working conditions or pollution levels caused by mining. We recommend that EMCEF develops list of arguments and a training measure for the following purposes:
 - Trade unions should have in the different countries arguments at hand that help them to be involved in the preparation of social policies and the decision-making (like employment, training, working conditions), and become part of the development of the energy policy. The social consequences need to be managed within the frame of regional policies. The efficient operations require in the guarantees for trade unions to exercise their right for “information and consultation”.
 - Unions need to have access to the studies and results of technology research that serve as basis for the decisions.
 - Unions need to have access to analysis of current energy policy, the results of studies on the sector’s development, on information and competence development tools and reclassification instruments.
- **Environmental issues.** The following issues should be considered under this point:
 - Clean coal: trade unions in the different countries have in general a positive attitude to the capture and storage of coal (CSC) and the related new

technologies, mainly to avoid employment levels in the sector. The general public however rejects these objectives of the EU⁹. Trade unions have in this setup a natural liaison role: cooperating with the European organisation, they can raise interests and awareness for new technologies. We recommend to put this issue on the agenda on the sectoral committee meeting, giving priority to the role the committee can play in developing instruments and mechanisms that guarantee the development of “employment and competencies” in line with the future needs, so as the professional and social obstacles in the way of applying CSC technologies in mining can be surmounted.¹⁰

- Recultivation and landscape planning of mining regions: together with the Federation of European Mining Villages a balance of completed recultivation actions needs to be drawn and experiences need to be summarised.

 **Social dialogue and the European Charter:** the social partners should initiate a document that analyses the role of trade unions, their contribution to the development of national and European strategies. This should be, however, preceded by an evaluation of the social dialogue in the different countries and an analysis of the partners’ representativity.

⁹ The ETUC survey co-financed by the European Commission “*CLIMATE REGULATION, NEW INDUSTRY POLICIES AND GETTING OUT OF THE CRISIS*”.

¹⁰ Same source

The national level :

Most of the above enumerated measures can be transposed at the national level in all member states:

| MEASURES | MEMBER STATES | COMMENTS |
|---|--|---|
| Preparing a list of arguments to support the maintenance of the coal-mining activities and influence the energy policy. | All member countries participating in the project and especially the new member states from the accession 2004 - 2007. | The list of arguments should explore the strategic social factors (research, innovation) and be elaborated together with the employers. |
| Involve them into joint thinking and the decision making process. The measures should cover the issue of the access to up-to-date information in the following areas: energy policy, the development of the sector, instruments to improve competencies, instruments to facilitate rearrangement. | The same member states | The Spanish experiences are very important (or other national experiences even of countries not participating in the project) in order to guarantee a full participation of the trade unions in cooperation with EMCEF. |
| Territorial development | All member states participating in the project on the basis of their experiences in cooperation with the national federations of mining communities. | Social partners should be involved in the development of the sustainable territorial development policies and have to play a comprehensive role. |
| Exhaustive mapping and critical and objective assessment of social dialogue. | The new member states from the accession 2004 - 2007. | This activity should precede the transposition of the European Charter. |

These measures facilitate the development of national action plans in all member states concerned and consider the specific national objectives.

Attachments