

Dear Colleagues,

The Education Department of the European Trade Union Institute, in cooperation with SAK (Finland) and ÖGB (Austria) organises a training course on **“Negotiation skills for a Just Transition”** on 19-20-21 May 2026 in Vienna, Austria.

### Background

The European Parliament adopted a resolution for a Just Transition Directive last January, with a significant majority of Members of the European Parliament (MEPs) voting in favour. The next step is now in the hands of the European Commission, which has three months to respond to the Parliament's resolution.

This resolution paves the way for a future Just Transition Directive, which we hope to see by 2027.

“Negotiation Skills for a Just Transition” is about enabling trade union representatives to anticipate and manage the impacts of changes in regions, sectors or companies facing transition.

More precisely, it combines traditional bargaining skills with policy literacy, economic insight, and coalition-building to proactively co-design just transition plans at national, regional, sectoral or company-level

Negotiators must learn to operate within complex, multi-stakeholder environments where climate, industrial, and social policies intersect.

### Objectives

- Strengthen trade unions’ capacity in just transition negotiations at the national, sectoral, regional and company levels.
- Explain what a proposal for a Just Transition Directive should do.
- Exchange trade union experiences regarding bargaining efforts for just transition negotiations.
- Enhance bargaining skills from defensive bargaining to proactive co-design of transition pathways.

### Working languages

English, Finnish, German

### Programme

The enclosed draft programme will give you an overview of the course contents.

### Accommodation and meeting venue

Accommodation and venue will be will be communicated when we confirm the participants.

### Participants

- TU officials in charge of collective bargaining.
- TU representatives at company and sectoral levels involved in collective bargaining.
- Just transition negotiators at national, regional or sectoral levels.

## Arrival and departure

Participants are expected **to arrive on 18 May 2026 in the afternoon** and **to leave on 21 May after lunch**.

## How are enrolments processed?

**15 participants** can be accepted. The final selection of the participants will be done by ETUI and the team of trainers, considering the requirements for the target group.

Please note that your registration will not be final until we have confirmed that you have been selected.

We ask you to consider the recommendations of the ETUC Action Plan for women which calls for the proportional representation of women in trade union activities.

## Participants' registration

**The deadline for registration is 3 April 2026.**

**Final confirmation of the participants will be done by ETUI on 6 April 2026.**

Please fill in our registration form and use the link:

<https://crm.etui.org/form/negotiation-skills-for-a-just-tr>

## Payment

A direct monetary contribution (enrolment fees) to ETUI Education activities is required per participant.

**The cost is 60€ for the entire course programme.** You will receive instructions on how to pay when we confirm your participation.

## Organisation

- There is no need to book your own accommodation.
- **Travel:** Participants must make their own travel arrangements, knowing that ETUI will pay travel costs back based on a reimbursement form. The ETUI will cover accommodation costs (3 nights=18, 19, 20 May 2026) and travel. **Please wait until you receive our formal confirmation before making any travel arrangements.**

**⚠ Please, may we ask you to read the attached document "Communication on Unit costs travel, accommodation and subsistence" carefully, the rules have of reimbursement have changed! ⚠**

## Additional information

Should you need any additional information, please do not hesitate to contact Carine Boon, [cboon@etui.org](mailto:cboon@etui.org) or Franklin Kimbimbi [fkimbimbi@etui.org](mailto:fkimbimbi@etui.org).

Yours sincerely,

Fabio Ghelfi  
Director  
ETUI Education