

December 2025

SECOND HALF-YEAR HIGHLIGHTS



In recent months, members of the EGRUIEN consortium have actively shared their research at international conferences and expert workshops across Europe. Their contributions addressed key challenges related to artificial intelligence, digitalisation, the green transition, and the future of work.

EGRUIEN researchers presented findings on topics such as workplace AI and employee voice, labour reallocation during structural change, new methods to measure green employment in the EU, and the dynamics of platform work. These events, held in Finland, Belgium, the Netherlands, and Estonia, provided valuable opportunities for exchange with academics, policymakers, and social partners.

Through this active participation, EGRUIEN researchers are helping to connect research, policy, and practice, and to advance evidence-based approaches to managing technological and ecological transformations in European labour markets.

► Early Career Network (ECN) Seminars

Meetings of PhD researchers involved in EGRUIEN, discussing academic papers and ongoing research, fostering exchange and methodological development.

► CARDIFF WORKSHOPS

Two-day research workshops hosted by Cardiff University, bringing together project teams to review progress, align analytical approaches, and strengthen collaboration across WPs.

► WP2 Progress and Next Steps

Completion of local longitudinal historical country case studies under WP2, with the project now gradually moving into the fieldwork phase based on these findings.

WHY DO WE ORGANISE SEMINARS LIKE ECN?

Seminars such as ECN: Early-Career Researchers from EGRUIEN create a safe yet intellectually demanding space for learning how to think scientifically “from the inside” — through dialogue, the exchange of experiences, and collaborative work on academic texts. For early-career researchers, they offer an opportunity to connect their own research perspectives with broader debates on societal transformations, the green and digital transitions, and workers’ rights. Regularly organising such meetings strengthens networks of collaboration, improves the quality of research, and supports young scholars in moving from “writing for the drawer” to active and confident participation in international academic debate.

EGRUIEN RESEARCH WORKSHOP IN CARDIFF

The EGRUIEN project teams gathered in Cardiff, Wales, on 16–17 October for a two-day research workshop hosted by Cardiff University, marking an important moment in the project's transition to its next research phase.

On the first day, participants met in the historic Council Chamber of the University's Main Building to present team updates, share progress across work packages, and exchange ideas. These sessions offered valuable insights into ongoing research and strengthened collaboration among the international project teams. The second day took place at the Postgraduate Teaching Centre of Cardiff University Business School, where discussions shifted towards theory and literature.



Researchers explored key concepts relevant to the green and digital transition, including **General Purpose Technologies (GPTs)** and their role in driving innovation and potential creative destruction in labour markets, particularly in the energy and automotive sectors.

A central focus of the discussions was **how GPTs may reshape industrial relations and social dialogue**. Participants debated what exactly triggers creative destruction, how it can be empirically studied, and which emerging technologies might qualify as new GPTs. Particular attention was paid to how the implementation of such technologies could affect workers' interests, bargaining power, and the capacity of social dialogue institutions to influence the direction of change.

The workshop also addressed broader questions concerning bargaining dynamics between social partners. Researchers reflected on the **implications of integrative versus distributive bargaining**, considering whether cooperative "win-win" approaches can enable socially fair transitions, while more conflictual dynamics may lead to plant closures and job losses. Open questions remain as to whether alternative pathways beyond these two scenarios may exist in the sectors under study.

Further discussions examined the **potential implications of the Fourth Industrial Revolution** for future regulation, worker representation, and the role of the welfare state. Participants also considered which social actors oppose the transition to renewable energy, the reasons behind such resistance, and the reliability of available data on these dynamics.

In the final sessions, the teams worked collectively to define next steps, refine research protocols, and prepare for upcoming case studies and interviews. Overall, the Cardiff workshop proved how invaluable intensive, in-person project meetings are, as they create the best conditions for generating shared insights, deepening theoretical reflection, aligning research strategies, and shaping the future direction of the EGRUIEN project.

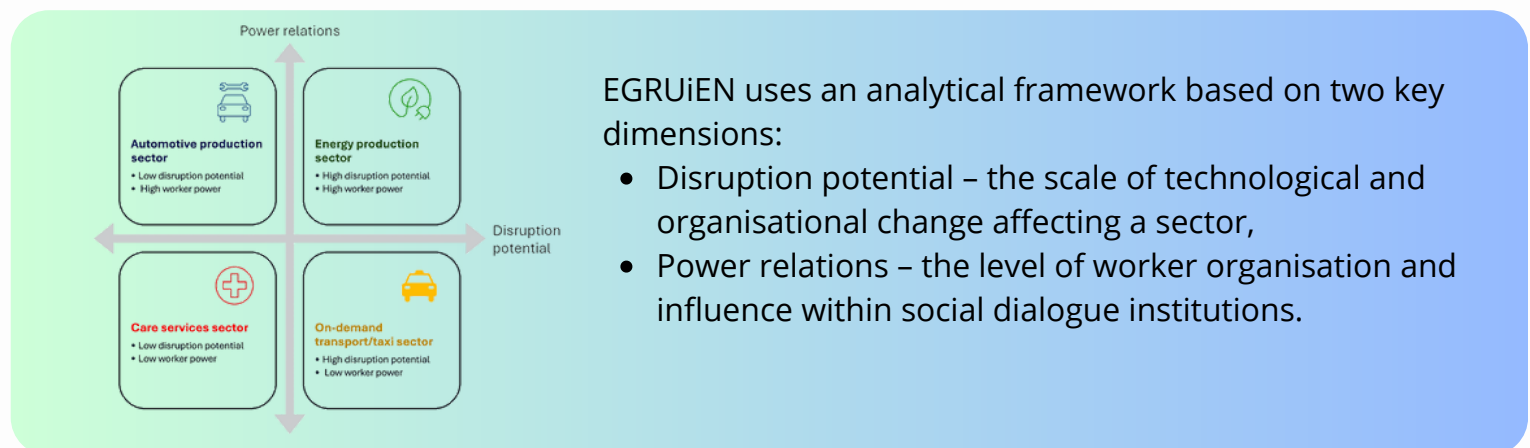


EGRUiEN: How different sectors are responding to the green and digital transition

The EGRUiEN project explores how social dialogue can support a fair and inclusive green and digital transition, benefiting both workers and employers. Our research focuses on four sectors that experience change in very different ways and differ significantly in terms of worker representation and bargaining power.

Two of the sectors analysed belong to industry – energy and automotive – where the transition involves far-reaching technological and organisational changes. In the energy sector, this includes the gradual phase-out of fossil fuels and the expansion of renewable energy, which require new skills, workforce planning, and adaptations in systems of representation and social dialogue. In the automotive sector, changes are more gradual, and the strong position of social partners helps ensure that the transition can be negotiated.

In contrast, the service sectors – care and on-demand (platform-based) transport – are characterised by unstable employment relationships and weak worker representation. This significantly limits the capacity for social dialogue and makes it more difficult to implement socially just solutions in the context of ongoing technological and organisational change.



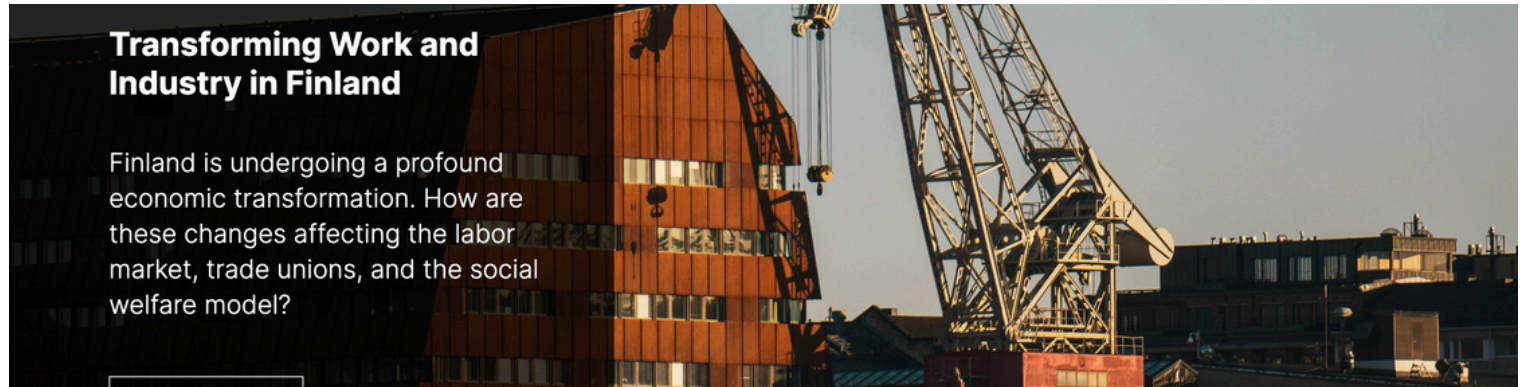
Analyzing the above diagram, developed for the EGRUiEN project, it can be seen that based on this framework:

- the energy sector combines high disruption potential with strong worker power,
- the automotive sector shows lower disruption potential but strong worker representation,
- on-demand transport is marked by high disruption and weak worker power,
- care services display lower disruption potential and limited worker power.
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Our findings underline that the success of the green and digital transition depends not only on the depth of change, but also on the presence of effective structures for representation and social dialogue. EGRUiEN therefore aims to strengthen these structures, with particular attention to protecting vulnerable groups – such as non-standard workers, migrants, and those in precarious employment – while promoting gender equality and social cohesion in times of rapid technological and economic transformation.

Transforming Work and Industry in Finland

Finland is undergoing a profound economic transformation. How are these changes affecting the labor market, trade unions, and the social welfare model?



Over the past months, we have been publishing the findings from our national case studies on the EGRUiEN project website.

These analyses cover all countries participating in the project and offer an in-depth look at how national institutional contexts shape social change, social dialogue, and the ways workers and employers negotiate the challenges of the green and digital transitions. These analyses cover all countries participating in the project and offer an in-depth look at how national institutional contexts shape social change, social dialogue, and the ways workers and employers negotiate the challenges of twin transitions.

What do the case studies include?

Each national case study follows a common structure, making it possible to compare countries while taking their specific contexts into account. The case studies include:

- National context – an overview of industrial relations systems, social dialogue institutions, and key labour market characteristics;
- Sectoral analysis – insights into how transformation processes affect selected sectors such as automotive, energy, care, or platform-based transport;
- Key transformation challenges – identification of the main tensions related to the green and digital transitions and the responses of social partners.

Here are just a few highlights from the newly published analyses:

Norway: A strong system of social dialogue, supported by high levels of trade union organisation, provides stability, yet the green transition places the country in a paradoxical position – as a leader in renewable energy while remaining economically dependent on oil and gas revenues.

Austria: The coordinated market economy model fosters close cooperation between government, employers, and social partners, which can enhance resilience and collective problem-solving in the face of green and digital transformation.

Estonia: While the labour market is characterised by a strong innovation-driven approach, the transition also exposes challenges related to inequality and economic vulnerability.

Where to find them? All country case studies are available on the EGRUiEN website.

We invite you to explore our website, where we will be posting more information as the project progresses on how the situation in individual countries is affecting the path to a just and inclusive transition.



Our website is not the only platform where we share the results and ongoing work of the project. We also regularly communicate updates, insights, and project news through our social media channels. We invite you to follow us on [Facebook](#), [Instagram](#), [Bluesky](#) and [LinkedIn](#) for the latest updates and research insights.

Do you have any questions or comments about the project?

Do not hesitate to contact us, we will be happy to hear from you!

You may send an email with your query using the following form or write to:

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