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COMPARATIVE REPORT



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The comparative report is based on national reports from Poland, Spain, Slovakia, Italy and Croatia.

INTRODUCTION

Fundamental reduction in carbon dioxide emissions translates, into new ways of producing equipment (cars, trains, airplanes) but it is combined, above all, with a series of challenges related to the organization of transport - what forms of transport we use: private or public; what role does green transport (bicycles) play; how do we plan for shared space, etc.?

Transport represents almost a quarter of Europe's greenhouse gas emissions, and it is the main cause of air pollution in cities. The transport sector remains one of the only sectors of the EU economy where emissions are still above 1990 levels. Within the sector, road transport is by far the biggest emitter accounting for more than 70% of all GHG emissions from transport in 2019.

To achieve climate neutrality EU needs to reduce transport emissions by 90% by 2050. Road, rail, aviation, and waterborne transport will all have to contribute to the reduction. However, the effort to reduce CO₂ emissions is not a stand-alone, isolated process, but is part of a larger overall "greening" of transport. And the "greening" of transport is linked in many ways to the processes of digitalization of transport services. Thus, we can talk about a twining transition: greening and digitalization.

The following discussion is a compilation of country reports (Poland, Spain, Italy, Slovakia and Croatia). Our task was to undertake a reflection on what role information and employee consultation play (or should play) in the indicated process of greening and digitizing transportation.

There is a wide variation of industrial relations in the countries participating in the project when it comes to single (trade unions only) or dual (trade unions and workers' councils) channels for information and consultation. Also the role of collective bargaining agreements is diverse.

In the transport sector, we are dealing with bilateral and tripartite bodies. For example, in Croatia there are two social councils in the sector, the Social Council for the Road Transport Sector

(founded in 2011) and the Social Council for the Railway Transport Sector (founded in 2012.). Both councils are bipartite bodies that should deal with the cooperation of social partners with the aim of sustainable development of the sector, increasing competitiveness and improving working conditions and social dialogue, with an emphasis on joint initiatives with the Government. The social council for the road transport sector is relatively active and holds meetings once or twice a year, discusses business and work conditions in the sector, and occasionally initiates joint initiatives with the Government. The Sectoral Council for Railway Transport has been inactive for several years, due to a lack of interest on the part of employers.

Tripartite bodies also function in Poland. The following are the tripartite social dialogue teams that can be attributed to the transport industry:

- Tripartite Team for Shipping and Sea Fisheries (at the Ministry of Infrastructure). The team has been in operation since November 2002. It was established at the request of the social partners by the Minister of Labour and Social Policy;
- Tripartite Team for Railways (at the Ministry of Infrastructure). The team has been in operation since 17 September 2003;
- Tripartite Team for Air Transport and Airport Services (at the Ministry of Infrastructure). The team has been active since 14 July 14 2016;
- Tripartite Team for Road Transport (at the Ministry of Infrastructure). The team was established on December 8, 2016, and ceased meetings in 2017;
- Tripartite Team for Conducting Social Dialogue in the Seaport Sector (at the Ministry of Infrastructure). The team was established on 25 April 2018.

The quality of these teams varies. The Railway Team or the Shipping Team are working moderately well, but the Road Transport Team, for example, did not meet even once while the EU was negotiating the Mobility Package extremely important for Polish haulers.

Also in our area of interest are cross-sectoral bodies dealing with transformations related to the greening of the economy and digitization. For example, in Slovakia there are:

- Government Council for the 2030 Agenda for Sustainable Development
- Government Council for the European Green Deal

Conclusions

In all participating countries, there is a need for measures to increase the capacity of trade unions and employer organizations in the transport sector. The scale of the challenges facing the sector demonstrates the need to develop collective bargaining agreements and include provisions for, among other things, employee training on digitalization.

Recommendation

In the face of increasing digitalization and greening of transportation, tripartite dialogue (with the participation of public authorities) should be strengthened. Unfortunately, a mixed picture emerges from the research (including cases of total collapse of tripartite dialogue - the example of road transport in Poland). At the same time, there is a need to strengthen the role of collective bargaining agreements, especially those of a sectoral nature (incomplete coverage of workers by sectoral agreements - Croatia, for example, or the complete lack of agreements in the road transport sector in Poland). Strengthening the role of collective bargaining agreements fits in with the tasks arising from Article 4 of the European Adequate Minimum Wage Directive (efforts to cover 80% of workers by collective bargaining agreements).

VEHICLES AND INFRASTRUCTURE

The research showed similar trends occurring in all countries:

- development of electromobility
- use of NRRP funds for the above purposes
- the need to focus on the development of charging infrastructure for electric cars

Here are some country-specific comments.

Zero-emission transport in Poland is in the early stages of development. Conventional drive vehicles have dominated the domestic automotive market for many years. A large proportion of these vehicles have diesel engines (of old design). In the last three years, only slightly more than 1/3 of vehicles sold on the Polish market were new vehicles (36% in 2018 and 2020 and 37% in 2019). Polluting second-hand cars imported from other EU Member States remain a major challenge in the automotive sector. Poland is the largest importer of used vehicles in the European Union. Since 2000, about 16 million such vehicles have been imported to Poland from abroad. This can easily be combined with the fact that since joining the EU in 2004, the number of passenger cars on Polish roads has more than doubled from 12 million to 25 million¹. Crucially, the average age of imported vehicles is gradually increasing. While in November 2001 it was 7.4 years, in November 2020 it was already 11.89 years, which is a historical record. 48% of these vehicles were equipped with diesel engines. So far, Poland has not introduced effective measures against imports of used vehicles².

On the other hand, the Polish EV park currently has 50,679 passenger electric vehicles (including just over 25,000 BEVs) and only 1,800 electric trucks. In 2025, the number of passenger EVs is expected to increase to 300,000.

To achieve this, the government has implemented a special program called "*Mój elektryk*" encouraging people to buy an electric car. In the years 2021-26, you can get a subsidy for EVs, the

¹ <https://www.transportenvironment.org/discover/poland-decarbonising-challenges-remain/>

² <https://raport.togetair.eu/air/the-future-of-transport/polish-electromobility-needs-support>

price of which does not exceed PLN 225,000. PLN in the amount of PLN 18 000 PLN and 27 000 PLN for a family with at least 3 children. In addition, in accordance with the Electromobility Act in large cities, EV drivers have the right to free parking, move along bus lanes and enter low-emission zones. With regard to infrastructure, there are currently 4,431 public charging points (both AC and DC) in operation.

For a long time, Italy has occupied first place among the most industrialized countries by the number of cars circulating compared to the resident population; in 2021, the number of cars by population amounted to 672,3 X 1000 inhabitants³. Distinguishing the cars by Euro class, in 2021 the most frequent class is Euro 6 (around 30%), followed by Euro 4 (around 24%) and Euro 0-2 (around 18%). When it comes to the electric or hybrid car fleet on the total number (39.822.723 units), on 31 December 2021 there were:

- 118.034 units with electrical power supply;
- 927.006 hybrid/gasoline units;
- 104.488 hybrid/diesel units

out of the total number of 1.149.528 units.

When it comes to the electric or hybrid truck fleet a total number (4.290.042 units), on 31 December 2021 there were:

- 9.209 units with electrical power supply;
- 6.999 hybrid/gasoline units;
- 9.289 hybrid/diesel units

out of the total number of 25.497 units.

There are 6.772 charging points in 19.334 charging facilities (or stations) and 14.048 publicly accessible locations. Looking at the distribution between charging points on public ground and on private ground, 72% of the charging points is situated on public ground (e.g. street), and the remaining 28% on private ground for public use (e.g. supermarkets or shopping malls).

³ Statistical Yearbook 2022 ACI.

“EcoBonus” represents the most important incentive for the purchase of “green” vehicles; for the year 2023, EUR 610 million are envisaged for the purchase of clean vehicles (electric, hybrid and low-emission). On the operational level, the dealer, having received the purchase order with EcoBonus, should book the input on a platform, the confirmation of which will depend on the available resources in the fund; upon the confirmation, the dealer will apply a discount on the purchasing price of the vehicle.

Italy

Spain has a fleet of 32 million vehicles, of which 24,6 are in tourism (almost 15 million diesel units and 9 million gasoline units). 2,7%, 675.000 vehicles are low-emission (electric, plug-in or no plug-in hybrid and gas), which means that 13,5% of the total number of vehicles of this type is expected in 2030 (some 5 million), according to the data from 2021; although more than 300.000 vehicles with these characteristics were sold in 2022 only: 36.452 electric; 48.193 plug-in hybrid; 16.901 gas; and 243.267 no plug-in hybrid. It is expected that in 2023 the market share will reach 22% of the total number of low-emission vehicles.

When it comes to the charging points, there are only 12.000 publicly accessible ones, divided into 245 stations, for every 1 million inhabitants; there are only 92 ultrafast charging points. The forecast of the government is that this quantity will increase up to 100.000 points in 2023 and five million in 2030.

In April 2021 Spain activated the plan MOVES III, a set of measures (aid connected to commercialisation), the objective of which is to stimulate the electric car market, that will last until 31 December 2023, with the funding of € 1.200 million, with a view to supporting the purchase of energy-efficient vehicles.

The Government expects that in 2023 there will be, at least, 250.000 electric vehicles in circulation; that there will be at least 100.000 charging points (public and private); at the same time, it predicts that Moves III means an extra injection of EUR 2.900 million to the national GDP that will generate around 40.000 jobs along the entire value chain.

Spain

The number of vehicles with low emissions in Croatia was negligibly small until 2019, after which a visible, albeit still slow, growth trend began. During 2022, 1,374 new electric passenger vehicles were registered (3.1 percent of all newly registered vehicles), and 9,122 hybrid vehicles (20.7 percent). At the end of 2022, there were a total of 1.8 million registered passenger vehicles in Croatia, of which 4,799 were electric (0.27 percent) and 26,467 were hybrid (1.47 percent). The average age of registered passenger vehicles is more than 12 years.

Considering the above data, and the fact that a large number of citizens rely on personal vehicles due to the insufficient availability of public transport, it is not surprising that road transport contributes a significant 38.4 percent of greenhouse gas emissions. For comparison, industry and construction together participate in it with 15.4 percent, energy production with 26 percent, and non-industrial combustion plants with 18.9 percent. Of the total CO₂ emission in domestic traffic, which amounts to about 5.6 million tons, almost 3 million tons are accounted for by road traffic. In the period from 2015 to 2020, road traffic reduced emissions by 0.5 percent, but this was solely the result of movement restrictions during the first phase of the 2020 pandemic, without which emissions would actually have increased.

Currently, there are around 600 charging stations for electric vehicles in Croatia, with around 1,200 chargers (of which around one third are fast chargers). As with the number of electric vehicles, the

number of charging stations has experienced a significant increase only in the last two years. There are ambitious plans for further development of the network, especially within the framework of the HEP-ELEN network, which is being developed by the state-owned company Elektroprivreda, using European structural funds.

The government of Slovakia is currently planning financial support for the purchase of electric cars and plug-in hybrids through financial subsidies as part of measure A5 of the draft Action Plan for the Development of Electric Mobility in the Slovak Republic. This would be support for the purchase of zero-emission and low-emission vehicles from categories M and N. Among the non-financial measures, important measure B9 belongs - user benefits for green vehicle registration number, which would mean greater comfort and better services for people who are willing to invest in electromobility for personal purposes. In addition, Slovakia also announces support for electromobility in the form of strengthening the charging infrastructure on the part of the state. This form of support is dealt with in the context of the *ia*Action Plan for the Development of Electromobility in Slovak, which provides for the completion of the national network of fast charging stations, in addition to additional subsidies for the establishment of charging stations for cities and municipalities as well as for business entities⁴. Around €50 million is earmarked for these purposes.

Conclusions

It seems that it can be argued that subsidy programs for the purchase of electric cars for individual consumers are necessary but not sufficient. There is a need for more comprehensive strategies that take into account the needs of businesses, including small and medium-sized enterprises, and the creation of complementary electromobility strategies. Avoiding the threat of transport exclusion of poorer parts of society should also be a point of reference.

Recommendation

The need to develop the necessary infrastructure for the use of electric cars (charging points) is evident in all countries. Programs to support citizens in the purchase of electric cars are emerging

⁴ Ministry of the Economy of the Slovak Republic (2022) LP/2022/747 *Draft Action Plan for the Development of Electromobility in the Slovak Republic* (2022), Slov-Lex, 24 November 2022, on <https://www.slov-lex.sk/legislativne-procesy/SK/LP/2022/747>

in all countries. Such programs should be developed. At the same time, more thought should be given to the problem of the ecological effects of using old and non-green cars. In the reports, the idea of the need for the development of public transport was present (this was particularly evident in the Croatian report).

URBAN GREENING

Urban Greening means planning spaces, buildings and public infrastructure for the purpose of execution of eco-sustainable urban centers.

Below in boxes examples of good practices:

The practice of drafting by Municipality a specific bike plane (Biciplan) for:

Expansion of the existing cycling network

Construction of racks and Bike Boxes as parking solutions for bicycles

Rendering of Bicibus services, or organised systems for accompanying the children from their homes to schools exclusively by bikes.

Italy

The creation of *“green islands”*, comprised only of local streets, within the main traffic arteries, with the limited speed of vehicles (generally 30 km/h), without motorized transit traffic, for the almost exclusive use of pedestrians, cyclists and parking of the vehicles

Italy

The Slovak Republic has prepared the National Cycling Strategy 2022-2030. The goal of the National Cycling Strategy is to gradually achieve the effective integration of cycling into transport systems at the national, regional and local levels, which will contribute to equalizing cycling with other modes of transport and its subsequent integration with them. At the same time, an improvement in the perception of cyclists as full-fledged participants in road traffic should be achieved. The document is intended to contribute to the reduction of the negative consequences of car traffic and to the overall improvement of the environment and the quality of life of the population

Slovak Republic

City of Madrid – the so-called Green Cycling Ring, a circular bicycle lane of 65 km of length that goes around the city of Madrid, taking you around the entire city centre, and connecting many municipal parks and sports facilities and big residential areas.

The second example is – a parking lot for electric bicycles for rent to the public, called BiciMAD, managed by the Municipal Transportation Agency of Madrid, which counts a fleet of more than 3.000 electric bicycles and more than 260 stations. In order to use this rental service, it is necessary to pay from € 15 to 25 annually, plus the costs of use of the bicycle that vary from € 0,5 for the first 30 minutes to € 4 per hour starting from the second hour of use

Spain

On foot in the city of Pontevedra: The city has been transformed into a safe and ecological space where one is encouraged to go on foot everywhere if it does not exceed 30 minutes or 3 kilometers of distance. For this, a big part of the city has been turned into a pedestrian zone, limiting the access to cars for executing basic operations and with free parking lots limited to 15 minutes. In addition, the maximum speed limit determined for the entire city is 30 km/h; the CO₂ emissions have been reduced by 65%

Spain

Conclusions

The degree of sophistication of the participating countries in urban greening efforts varies widely. For example, an expert from Croatia points out that overall, there are currently no important examples and good practices in the field of urban greening in Croatia. The largest cities are in the initial phase of developing infrastructure greening plans. Thus, in December 2020, Zagreb initiated the drafting of the Green Infrastructure Strategy, Split joined the Green Cities program in 2020, and initiated the drafting of the Action Plan for the Green City of Split in 2021, and in 2020, Rijeka prepared and published the Study of the Green Infrastructure of the City of Rijeka. Osijek, the third largest city in Croatia (after Zagreb and Split), at the end of 2021 completed a project in which a system of shared bicycles was created (50 electric and 125 mechanical, available at 25 stations throughout the city), which, given the absence of larger projects of a similar type, was presented to the public as an example of extremely good practice.

It seems that it is crucial to share information about good practices in this area (especially with regard to smaller cities and cities that are not leading tourist attractions) so that the power to show that urban greening processes are needed universally and are occurring everywhere. The role of trade unions and employers' organizations in the process of urban greening is not primary and relies on cooperation with other entities (local government, associations, NGOs, etc.), but it is important to get social partners more involved in greening processes.

Recommendation:

To develop a guide for social partners describing best practices but also limitations encountered in city greening.

DIGITALISATION AND AI IN THE TRANSPORTATION

In the area of traffic development, digitization of certain parts of the process is gradually being introduced, from the production of means of transport, through their functionality, automation of safety elements, communication between means of transport to the collection and evaluation of information. One of the first examples of the use of digitization in transport is the digitization of documents used in the freight transport environment. The European Union has approved the regulation on electronic freight transport data (eFTI), which introduces the mandatory acceptance of the bill of lading in digital form. It was the first step towards document management and communication between companies and authorities in electronic form. This regulation is gradually being put into practice, currently through the definition of technical parameters necessary to successfully enable the achievement of digitized processes and interoperability. The regulation will be fully applied from August 2025. The goal is to reduce the administrative burden, paperwork, make communication more efficient and the sustainability of the entire logistics department ⁵.

Autonomous driving is most often discussed with regard to passenger cars or taxi services. But there is a consensus among experts that trucks will be the first widely used autonomous means of transport. Trucks spend most of their journey on the highway, where traffic is predictable most of the time. Their design offers a better environment for the placement of sensors with regard to a better overview of the surrounding traffic. In practice, autonomous vehicles are already being tested on roads in, for example, the United States or Sweden. According to the 2021 test, autonomous trucks can deliver cargo in the US 42% faster (in 14 hours) than a human-driven truck (in 24 hours). Human assistance was required only when loading and unloading goods, the truck covered almost 1.5 thousand kilometers completely alone (on the "middle mile").

⁵ Trans.eu (2020) 'EU Council approves rules on electronic documents in freight transport', *Trans.eu*, 24 June 2020, at <https://www.trans.eu/sk/blog/rada-eu-schvalila-pravidla-tykajuze-sa-elektronickykh-dokumentov-v-nakladnej-doprave/>

Overall, artificial intelligence technologies have significant potential for both sides of the social dialogue, which can be illustrated by several examples. In this direction, social dialogue during the introduction of these technologies is absolutely essential in properly communicating the impacts of these processes as well as discussing the opportunities of these processes for the development of the workforce and relations between partners. In terms of specific positive impacts, the following benefits for employers are key:

- Fewer drivers: Either the vehicle can go completely without a driver, or one driver can supervise several trucks at the same time.
- Faster and more efficient transport of cargo as well as passenger transport: An autonomous truck, bus or even a passenger car can travel the route to the client with less time loss thanks to the fact that automated systems have unlimited working hours and the need to take mandatory breaks.
- Continuous operation: With proper maintenance, autonomous vehicles can operate day and night up to 365 days a year.
- Higher safety: The use of an artificial intelligence system reduces the risk of a traffic accident, which is especially dangerous in the case of mass transport or heavy trucks,
- Improving processes: for the delivery of products or goods to more difficult locations, companies already use the assistance of a person who takes over management for part of the journey (the so-called "first mile" or "last mile")⁶.

⁶ TotalEnergies (2022) „5 trendov, ktoré zmenia logistiku a cestnú dopravu nielen na Slovensku“, *TotalEnergies*, 29. September 2022, na <https://totalenergies.sk/blog/5-trendov-ktore-zmenia-logistiku-cestnu-dopravu-nielen-na-slovensku>

Below in boxes examples of good practices

At the beginning of 2023, a plan for a new toll collection system on highways was presented in Croatia. The new system based on the automatic reading of license plates should replace the current system, in which a good part of the collection is still performed by Hrvatski autocesta workers (and now there is a digitized possibility of collection, through automatic devices or bank card payment devices, but it is used by a smaller number of users). The new system, which should be in operation at the end of 2024 at the earliest, will certainly cause a reduction in the need for workers, but there are currently no more precise estimates of the exact number. Considering the strength of the trade union in the Croatian highways, it is certain that the program for taking care of redundant workers will be the subject of a serious social dialogue. The introduction of the new system will be financed by the NRRP.

Croatia

Within component 6 of the Plan for Recovery, Transformation and Resilience of the Spanish government, a Programme for Supporting Sustainable and Digital Transportation has been included, consisting of 15 measures, one of which, the M13, allocates € 47,5 million for the execution of the projects for the digitalisation of the services of transportation of passengers and goods on the national level.

The objective of this measure is to finance the actions of support to digitalization and optimization of the processes in the intermodal centers for transportation of goods (railways and ports), by incorporating digitalization connected to the logistic chain in order to help reduce the emissions of greenhouse gases and achieve efficiency.

Spain

Conclusions

The degree of use of digital solutions in transport varies. It seems that it is possible to put forward the thesis, that at the moment it mainly concerns the circulation of documents, planning of transport routes, and ticketing. It is to be expected that this process will dynamically deepen.

Recommendation

More research is needed on how digitization affects the working conditions of transport workers.

DRIVER SHORTAGES

In reports from two countries (Poland, and Slovakia), the theme of a shortage of drivers appeared very prominently.

The Slovak Republic is faced with an enormous shortage of drivers. There are currently more than 12,000 job vacancies and only 900 applicants for the profession in question in the records of the Central Office of Labor, Social Affairs and Family of the Slovak Republic. At the same time, it should be added that the whole of Europe is facing a shortage too. In 2021, according to the statistics of the International Road Transport Union (IRU), there were 424,000 unfilled jobs for the position of driver. According to the available data, the IRU also assumes that 30% of drivers will retire by 2026 and their replacement, or the number of young drivers, is 4-7 times lower. If no action is taken, this negative trend will reach the 1 million mark by 2026, which is alarming. In the Slovak Republic, an intensive social dialogue is taking place in the mentioned matter at the level of employers and relevant state authorities with the aim of finding solutions to solve the problem. One of the results of this cooperation was the acceptance in 2021 of the possibility to obtain national visas for drivers from 9 third countries and in this way also partially contribute to alleviating the shortage. Since the measure was time-limited to 2022 (possibility to apply) and the figures show that carriers legitimately need an extension of this option, intensive negotiations are taking place again today in order to set the conditions for obtaining national visas for drivers from 3 countries.

When analyzing the market situation and the number of job openings, one can see that virtually every sub-sector in transportation is facing a shortage of workers and recruitment programs, starting with road transport, rail transport, maritime transport and air transport. Each of these areas has slightly different problems and a different magnitude, but each faces deficits in specific competencies⁷.

The biggest labour shortages are in long-distance road transportation. It is estimated that there is a shortage of about 60,000 drivers in Poland. In road transport, it is forecast that 40 percent of drivers will leave the labor market by 2030 as they reach retirement age. The scale of the problem is evidenced by the fact that with the optimal employment ratio of 1.5 drivers per truck, even in larger companies (and therefore offering better working conditions) this ratio is 1.1 and in smaller companies 0.9⁸. Drivers under the age of 35 accounts for only 17 percent of all those with professional drivers license⁹. The driving profession and road transportation itself does not have good PR in terms of attracting new employees, especially young people. This is due to the fact that the preferences of people entering today's labor market are somewhat different, and the profession of driver requires a high degree of availability, and accessibility, because it is a job on weekends, after hours and involving separation from the family. That's why young people often simply opt for another offer.

Labour market shortages also exist in urban transportation. Job offers in this segment are not competitive enough - salaries rank below the national average, and in the era of COVID-19, public transport drivers are more vulnerable to infections and related troubles.

Also, rail transportation is struggling because there is a shortage of specialized workers to operate the new rolling stock and infrastructure.

Recommendation:

It goes beyond the scope of this project to analyze what actions can make work in the transport sector (primarily road transport) more attractive. However, it is unequivocally possible to put

⁷ <https://kadry.infor.pl/wiadomosci/5437484,W-branzy-transportowej-brakuje-pracownikow.html>

⁸ <https://www.pap.pl/mediaroom/1494846%2Cw-polsce-brakuje-kierowcow-ciezarowek-nadzieja-w-edukacji-i-pracownikach-z-azji>

⁹ <https://serwisy.gazetaprawna.pl/transport/artykuly/8592791,brak-pracownikow-to-wciaz-realny-problem.html>

forward a thesis about the need for such action. Such actions can also be related to improving labor migration processes.

SURVEY RESULTS

Respondents to the survey in Slovakia in the transport sector expect a significantly negative attitude towards the planned transformations with regard to green technologies, and at the same time they do not currently see the positive added value of social dialogue for stabilizing their business. In this regard, there is a lack of sufficient information for employers about the planned processes and policies that affect their business and may increase their business costs. The absence of consultations at the national and local level with regard to the implementation of the Sustainable and Intelligent Mobility Strategy points out that the respondents feel excluded from this process and, anticipating negative impacts on the conditions and costs of doing business, also view their possible stay in business in this sector as negative. Currently, it is necessary to develop the sharing of information about planned processes at the national and local level, as well as to focus on the stability of the business environment, so that companies can plan their business for the next few years.

In Italy regarding the availability of information concerning environmental policies:

- On the employer side, the information available on the "Green Deal" and strategies for more sustainable and intelligent mobility is considered sufficient (70%);
- On the worker side, the above information is found to be insufficient for about 50 percent in addition to a 17 percent disinterest.

This gap can be justified by the greater ability, expressed by companies, to find information thanks to the resources at their disposal; it seems useful to remember that economic operators pay more attention to regulatory developments since on the basis of these they will have to set business strategies (in addition to the so-called compliance obligations).

Regarding the foreseeable impact of "green" policies in a time perspective:

- On the employer side, the effects are immediate (70%);
- On the worker side, the effects will occur in the medium to long term (55%), in addition to a manifested disinterest of 11%.

In Poland, The survey shows a clear need for more information on the greening of transportation and the social and economic impacts of this process.

In Spain both groups believe that sustainable mobility is already having an impact in the workplace: 54% of employees and 40% of employers;

- 80% of employers, compared to 54% of employees, say that digital technologies are being implemented in their companies;
- As for the impact of this implementation of sustainable mobility, 77% of workers and 20% of employers believe it will not affect them. In comparison, 40% of employers and 23% of workers believe it will improve. Employers are more pessimistic on this issue, with 20% believing that conditions will worsen and 20% that the existence of the company could be endangered;

The vast majority of workers participating in the survey in Croatia believe that the current system of information and counseling at their employer should be improved in view of the challenges arising from a just transition towards a low-carbon economy. Of the remaining, one respondent believes that this system is adequate, and three believe that it does not exist at all. When asked about the ways in which the system of information and counseling of workers at the employer level can be strengthened, the largest number of respondents (11) believe that employers must understand that information and counseling have a positive effect on both workers and business. Three workers believe that unions must gather more workers, two believe that there is a lack of a system of sanctions when the employer is not consulted, and one believes that the law must clearly indicate when there is an obligation to consult with workers.

Employers are much more ambivalent in their assessment of the social dialogue between employers' associations and trade unions about the Green Plan and the Strategy for Sustainable and Smart Mobility in the transport sector: three of them believe that this social dialogue is ongoing, but that nothing concrete has come of it, two that it is entirely apparent, and the three declare that they have no judgment on this matter. Asked how to strengthen the dialogue between employers and unions on a just transition in the transport sector, three of them believe that neither side has enough knowledge about current processes and future planned policies, two that more goodwill and understanding are needed on both sides, two believe that greater support from public authorities is needed, and one believes that the situation is so sensitive and unstable that a fruitful dialogue cannot be expected.

THE GREEN DEAL AND THE NATIONAL APPROACH

The report shows, first, the large role of the activities that will be implemented under the NRRP. The Spanish authors emphasize that the discussion around the greening of transport and its balanced development is not strongly developed.

The representatives of employers in Slovakia declared their support for the topics of the Green Agreement, but noted that a social agreement is also necessary within the framework of the Green Agreement. Collective bargaining and social dialogue must be the starting point and from there social protection mechanisms need to be strengthened. At the EU level, according to employee representatives, it is necessary to establish minimum standards, such as unemployment benefits. The green transition can be an opportunity to reduce differences between citizens and between European regions. However, according to employee representatives in Slovakia, greater social convergence is needed. According to both sides of the social partners, it is necessary to support the development of regions and workers in the process of transformation in Slovakia, especially through increasing qualifications. It is necessary to be aware of the challenges of job loss, the need not only for retraining, but also for financial support of employees. The social partners also perceive the need to develop new institutional tools in a similar way. The goals of combating climate change must be put into context with the current energy crisis, as developing energy security, reducing

energy prices and the goals of lower negative impacts on the climate are very similar. Extensive social dialogue and strong support for social convergence can ensure that the responses to these challenges are in synergy with each other to ensure a just transition

Discussions around the greening of transportation are not developing in Poland. The Green Deal is seen primarily as a matter of stopping the use and extraction of fossil fuels, and this is narrowly analyzed from the perspective of disappearing of mining jobs and the current energy mix (based mostly on coal). A broader view is missing related to other aspects.

Social dialogue in the area of greening transportation is almost invisible. This is primarily due to 2 simultaneous reasons:

- the general lack of dialogue in road transport, which is due to the weakness of trade unions (low unionization, lack of collective bargaining), the reluctance of employers, and the instrumental approach of public authorities;
- too little interest in a comprehensive look at the concept of greening as a response to climate change. Worse, if there are already references to the Green Deal or the latest EU Fit for 55 project on the trade union side, they do not have a positive overtone, rather they are characterized by a hostile attitude accusing them of "ideologization" or even creating a "new religion".

The Italian report pointed to the importance of NRRP funds. The Croatian and Spanish reports stressed that the debate around the greening of transportation and its sustainable development is not very advanced.

CONCLUSIONS

Activities in the project, national reports, and survey results show the need for further work on facilitating access to a wide spectrum of information related to EU policies in the area of sustainable transport development.

The research shows that it is difficult to fully grasp the degree of presence of digital solutions in transport work at the moment (however, the trend is very visible). The need for more training in this area is clear.

The need to improve the quality of the information and consultation process at the workplace level is also unequivocal. It is crucial that this process also applies to measures taken to build sustainable transportation. Also, the need to strengthen tripartite dialogue is apparent.

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