



April 29, 2025

We demand a just transition... Protection and Guarantee of Our Workers' Rights!

The IndustriALL Global Union's MENA Oil and Gas Union Network held its meetings in Istanbul, Turkey from April 27 to 29, 2025. Oil and gas unions from Iraq, Bahrain, Morocco, Tunisia, Lebanon, Palestine, and Turkey participated in the meetings. The network discussed climate change and the energy transition and the impact on workers.

In light of the global shift towards a low-carbon economy, the expansion of renewable energy production, and increasing environmental and climate pressures on the oil and gas sector, the IndustriALL Global Union's MENA Oil and Gas Union Network reaffirms its commitment to ensuring a Just Transition that prioritizes workers' rights.

The region faces complex challenges due to its structural dependence on the oil and gas sector, which makes the need for a just and comprehensive transition even more urgent. In this context, the network emphasizes the following principle:

- No Just Transition without social justice: Workers' rights and protection from unemployment and marginalization must be at the forefront of any energy transition plan
- The need to launch a social dialogue between social partners, including trade unions at all national, sectoral, and regional levels, to discuss the impact of the energy transition on employment, and to explore alternatives and guarantees to preserve workers' rights and jobs. The future path of the sector cannot be determined without hearing the voices of workers, especially those in multinational companies that significantly impact the region
- Multinational companies must assume their moral and social responsibility to support workers, rather than using the energy transition as an excuse to reduce the workforce or relocate activities without fair guarantees.
- A regional emergency committee should be formed to maintain job sustainability and create new jobs that respect workers' rights through continuous social dialogue.
- A Just Transition is not optional; it is necessary to ensure a fair future for workers, the environment, society, and future generations

MENA Oil and Gas Union Network