

**JUST TRANSITION SUMMIT 2019**

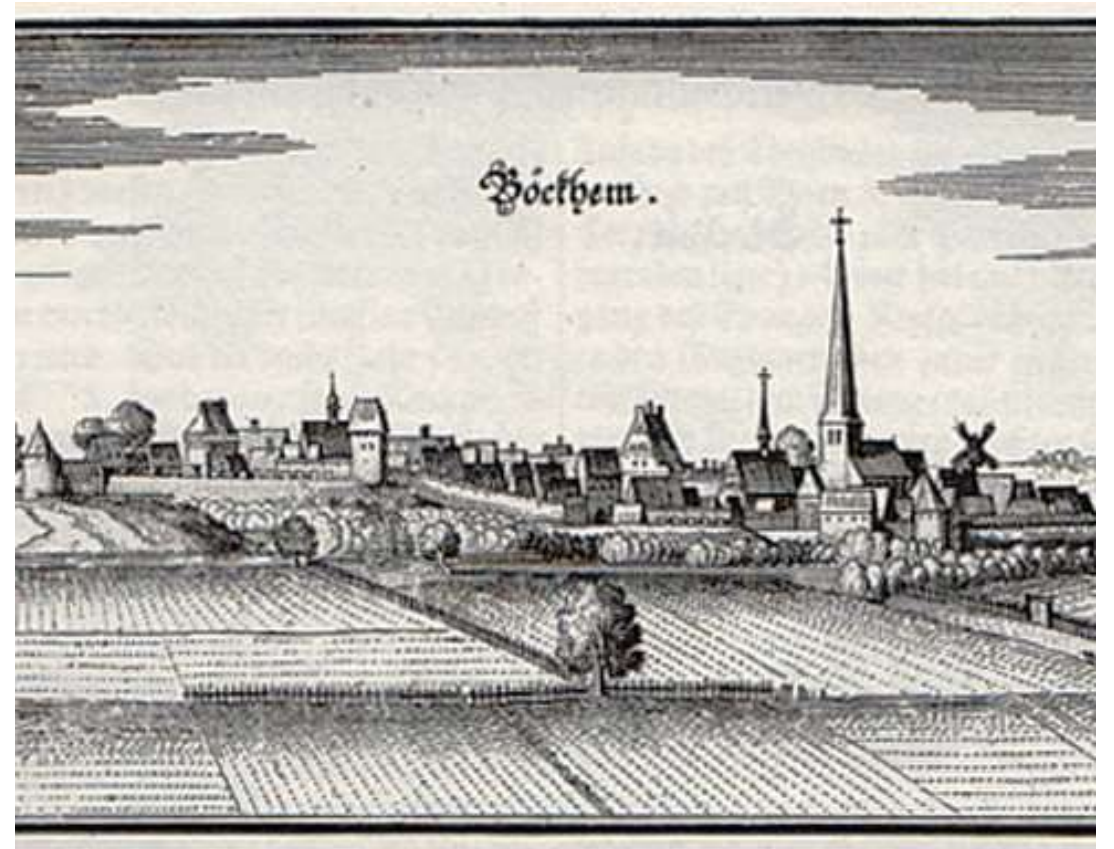
**LESSONS FROM INTERNATIONAL  
LEADERS**

Socially acceptable restructuring of the Ruhr area

Franz-Josef Wodopia

# Workforce 1897 - melting pot of cultures

Photo : Der Westen



# City of Bochum 1647

Photo: GenWiki

1952: Introduction of co-determination of employees on the supervisory boards and executive boards of companies in the mining and iron and steel industries

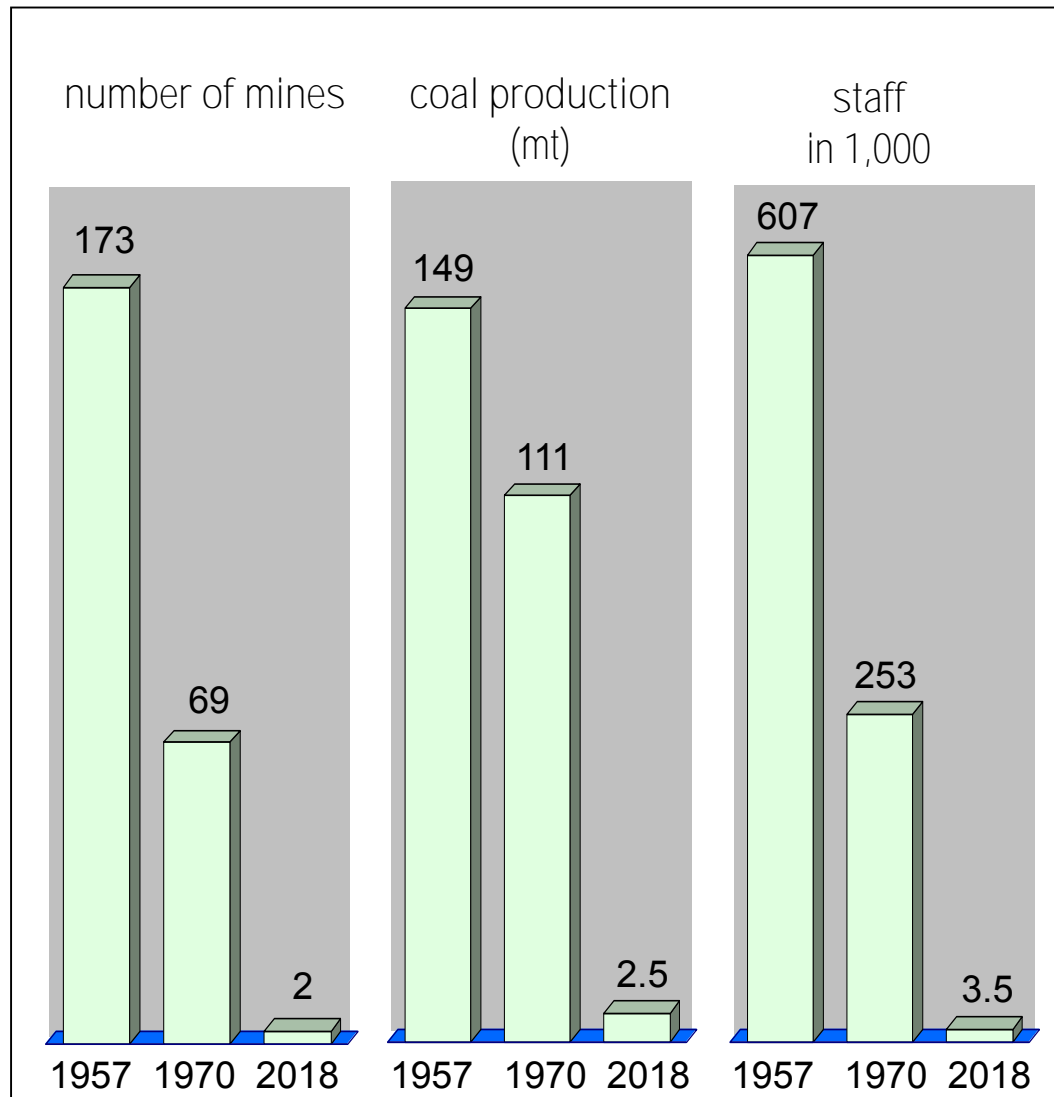


First Chairman of the German Confederation of Trade Unions Böckler and German Chancellor Adenauer (Photo: Konrad Adenauer Foundation)



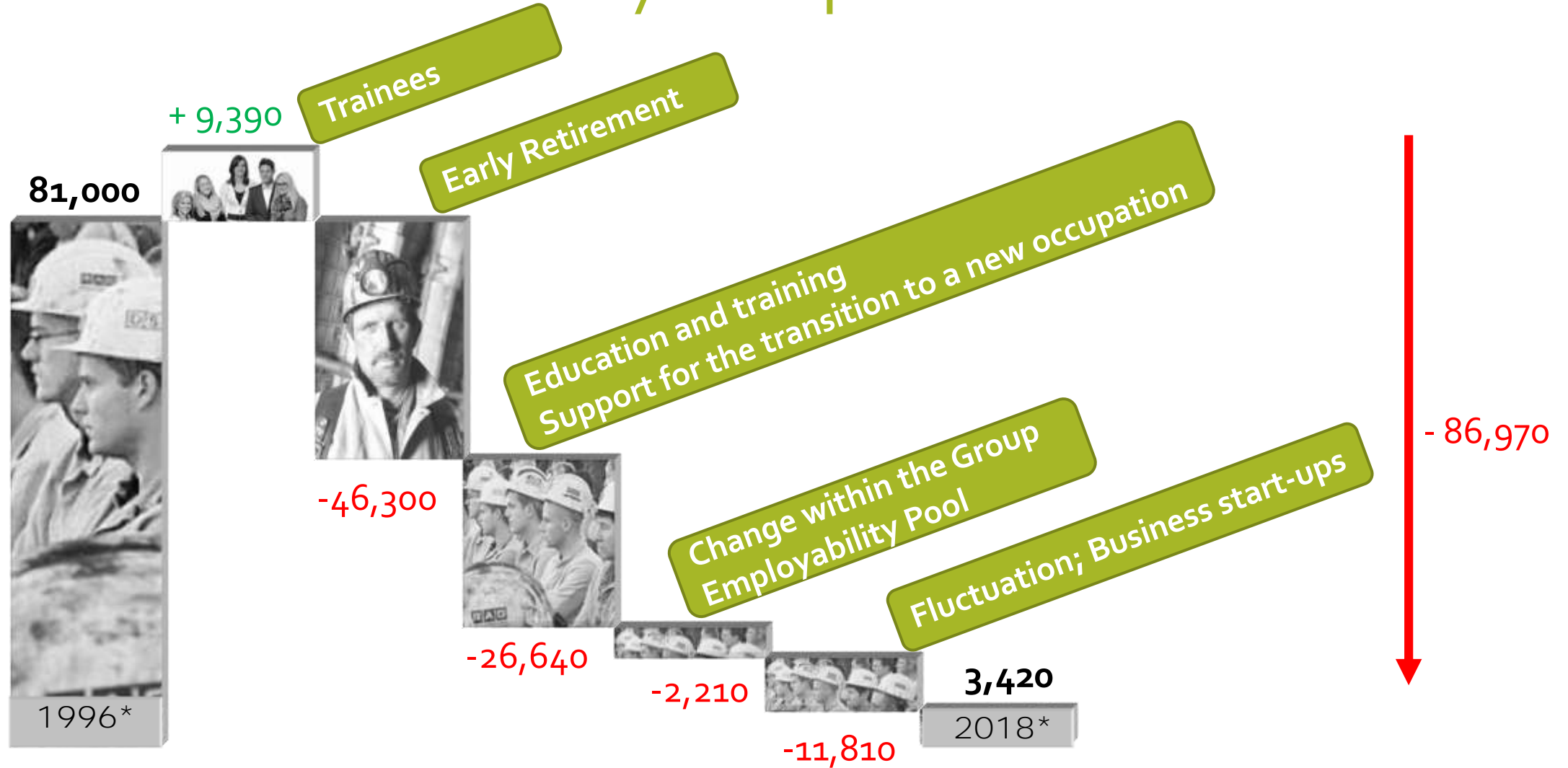
Equal decision-making by employees in investment, human resources and closure matters.  
⇒ Reliable social partnership  
⇒ Social peace in the company and in the regions

# Restructuring the German coal industry



Source: RAG Aktiengesellschaft

# Instruments for a socially acceptable staff reduction

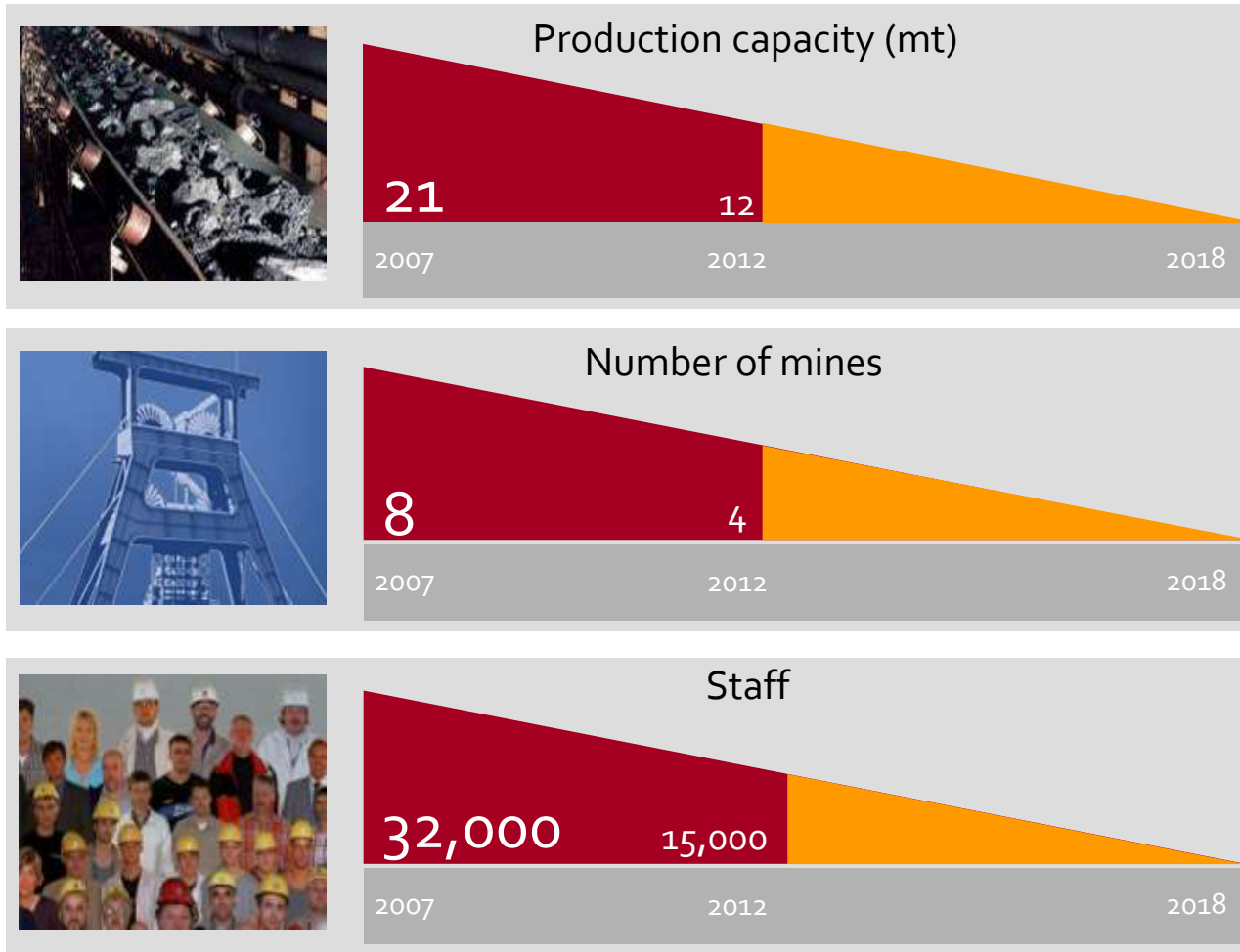


Source: RAG Aktiengesellschaft

\* End of year



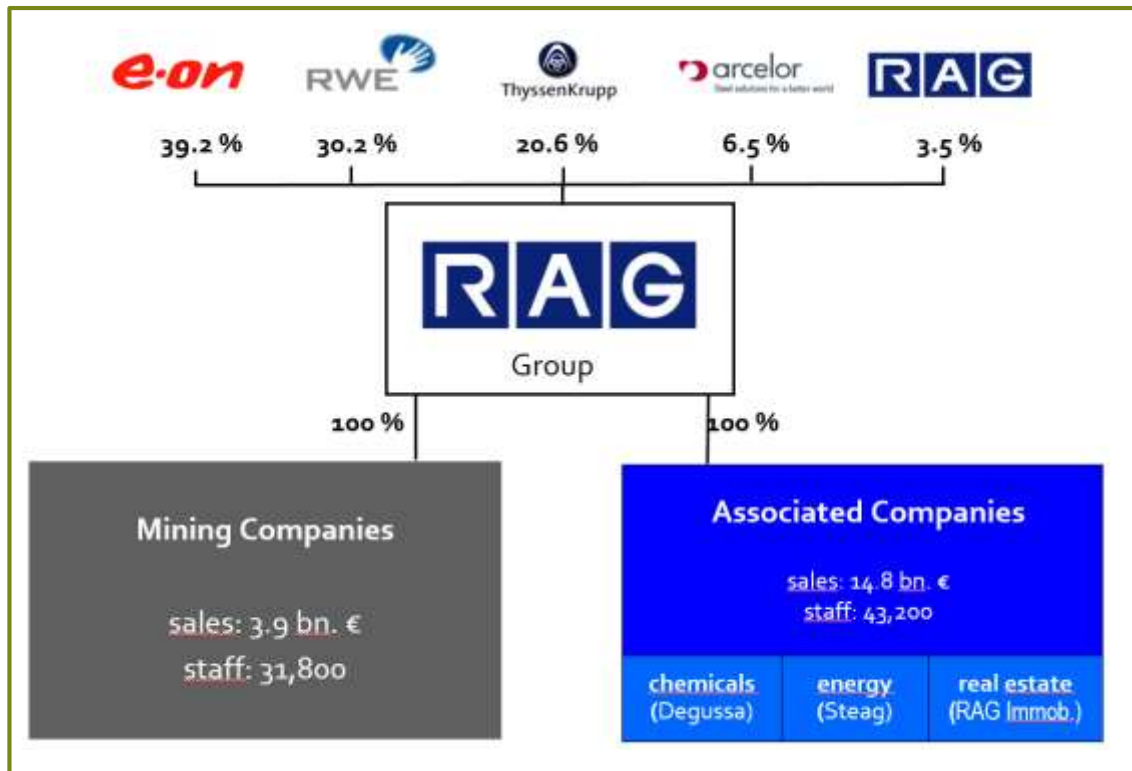
# Phasing-out process



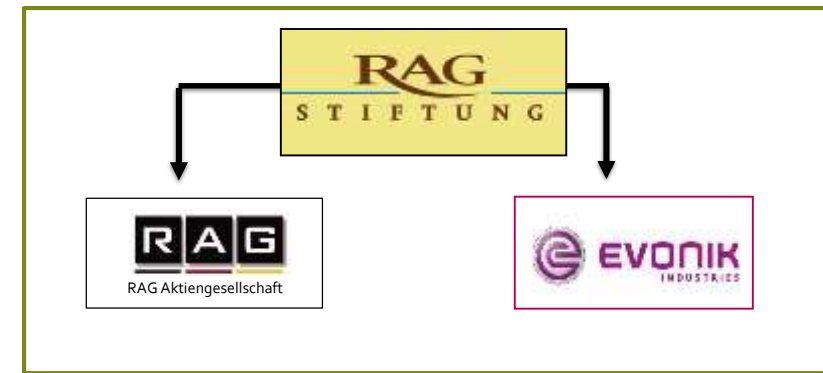
Company size halved from 2007 to 2012

# Establishment of the RAG Foundation in 2007 - Responsibility for the Post Mining Period

Corporate structure in 2006:



New structure:



Tasks:

Permanent financing of the eternity tasks (mine dewatering, polder measures, groundwater purification). The foundation also promotes education, science and culture in the mining regions.

# Examples for job placement by the company via job explorer



Some 900 former miners now work in hospitals.

Some 100 former miners now work at Dortmund Airport.





# 1965: Foundation of the Ruhr University Bochum



1962: New Opel (General Motors) plant in Bochum

# Contribution to regional structural change: Development of sites

RAG rehabilitates and develops areas for the new establishment of companies and for residential development

## Area Development of „Ewald“ Mine, Herten



**New use:** hydrogen centre, services, logistics, handicrafts, trade, leisure time

## Development of a garbage dump in Dortmund



**New use:** retail, services



# “Zollverein” mine and coking plant became a UNESCO World Heritage Site in 2001

The architects formulated their claim in 1929: "We must recognize that industry with its enormous buildings is no longer a disturbing link in our cityscape and landscape, but a symbol of work, a monument to the city, which every citizen should proudly show the foreigner with at least as much pride as his public buildings." This knowledge has ensured the continued existence of the site.



Photo : Zollverein foundation



Photo :  
Zollverein  
foundation



Deutsche Bank CEO Herrhausen,  
Cardinal Hengsbach ("Ruhr Bishop"),  
VEBA CEO von Bunnings-Foerder

Photo: Ruhr Initiative Round Table

## 1989: FOUNDATION OF THE RUHR INITIATIVE ROUND TABLE

The Ruhr Initiative Round Table aims to promote economic development and structural change in the Ruhr region by supporting projects in the fields of business, education and culture.

The Ruhr Piano Festival became the leading cultural project.

Current flagship project: InnovationCity Ruhr  
Bottrop was selected as the winner of a call for tenders. This town is the location of the last mine closed in 2018. The conversion to a "climate-friendly city" has been taking place since 2010. CO<sub>2</sub> emissions are to be halved by 2020. 37 % CO<sub>2</sub> reduction by 2015 already achieved, i.e. after only 5 years.

⇒ "energy turnaround from bottom to top".

# Current activities of the North Rhine-Westphalian government: the Ruhr Conference



Online forum



31 August 2018: Start signal for Ruhr Conference - a process of change

- By summer 2019, 20 thematic forums will propose projects.
- Afterwards decision of the North Rhine-Westphalian government. Implementation from 2020.

3 Examples:



Increase the radiance and impact of the scientific landscape



Best educational opportunities regardless of location and origin - talent schools as models for individual promotion



Green Infrastructure