



## *About the evidence-gathering process -results of the International Roundtable*

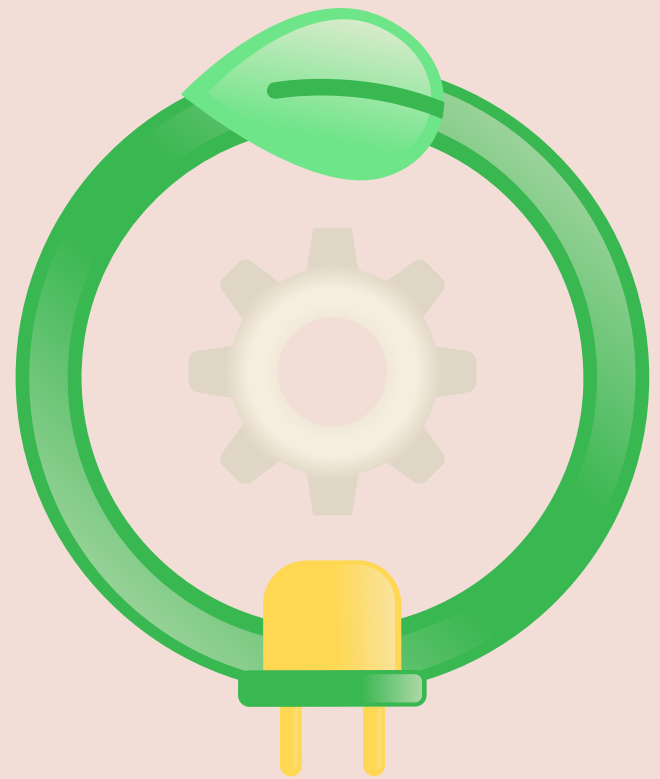
This second day began with a brief summary of the previous meeting by the expert and moderator of the project, which continued with a talk on the level of progress in the implementation of the European Green Pact and the presence of protective policies.

After the expert's conference, a workshop was held to resolve labor problems and thus avoid conflicts within the company. The conclusions will be used for the next steps of the project, especially for the elaboration of the Conflict Prevention Methodology, the Conflict Prevention Manual and the National Online Training, among other initiatives.

Another of the sensitive and highlighted aspects has been to promote the exchange not only of experiences but also of effective cooperation. This aspect has been achieved from national work, comparative analyzes and their subsequent sharing in these virtual international meetings.

### **In conclusion:**

A synergy has been generated among all so that they are aware of the European directives regarding the challenge of the remarkable transformations that the energy industry is experiencing and suggest improvements to common problems that may occur in this regard. The realization of this initiative has a component of coordination and mutual knowledge among all the participants about the labor reality in their respective countries, as well as the measures that can be adopted for the future.



As already noted, rebuilding in the energy sector can be a complex and challenging process, but there are several key steps that can be taken to avoid problems and facilitate a successful transition. The European formula for conflict resolution seeks to address these problems through an approach based on dialogue, collaboration and the participation of all parties involved.

On this last day, a round table was held on the external and internal factors of labor disputes in the sector and how to address them.

For years, European energy companies have been in a transition process towards cleaner and more sustainable energy sources, driven by the growing awareness of climate change and the need to reduce greenhouse gas emissions. At the time, several energy companies were investing in renewable energy, such as wind and solar power, as well as energy storage and smart grid technologies.

Additionally, many European countries have established policies and regulations to encourage the adoption of renewable energy and energy efficiency. This has created opportunities for energy companies that have adapted to these changes and developed capabilities in areas such as renewable energy generation, demand management and energy services.

However, the energy industry is very dynamic and can be subject to significant changes in a short period of time that will affect your workforce.

Furthermore, it is important to bear in mind that European energy companies are affected by other factors, such as changes in the prices of fossil fuels, the evolution of energy demand and global economic conditions, as is the case with the war that Ukraine suffers.

