

# **Climate Change, Employment Impact and Just Employment Transition Principles for the European Electricity Sector**

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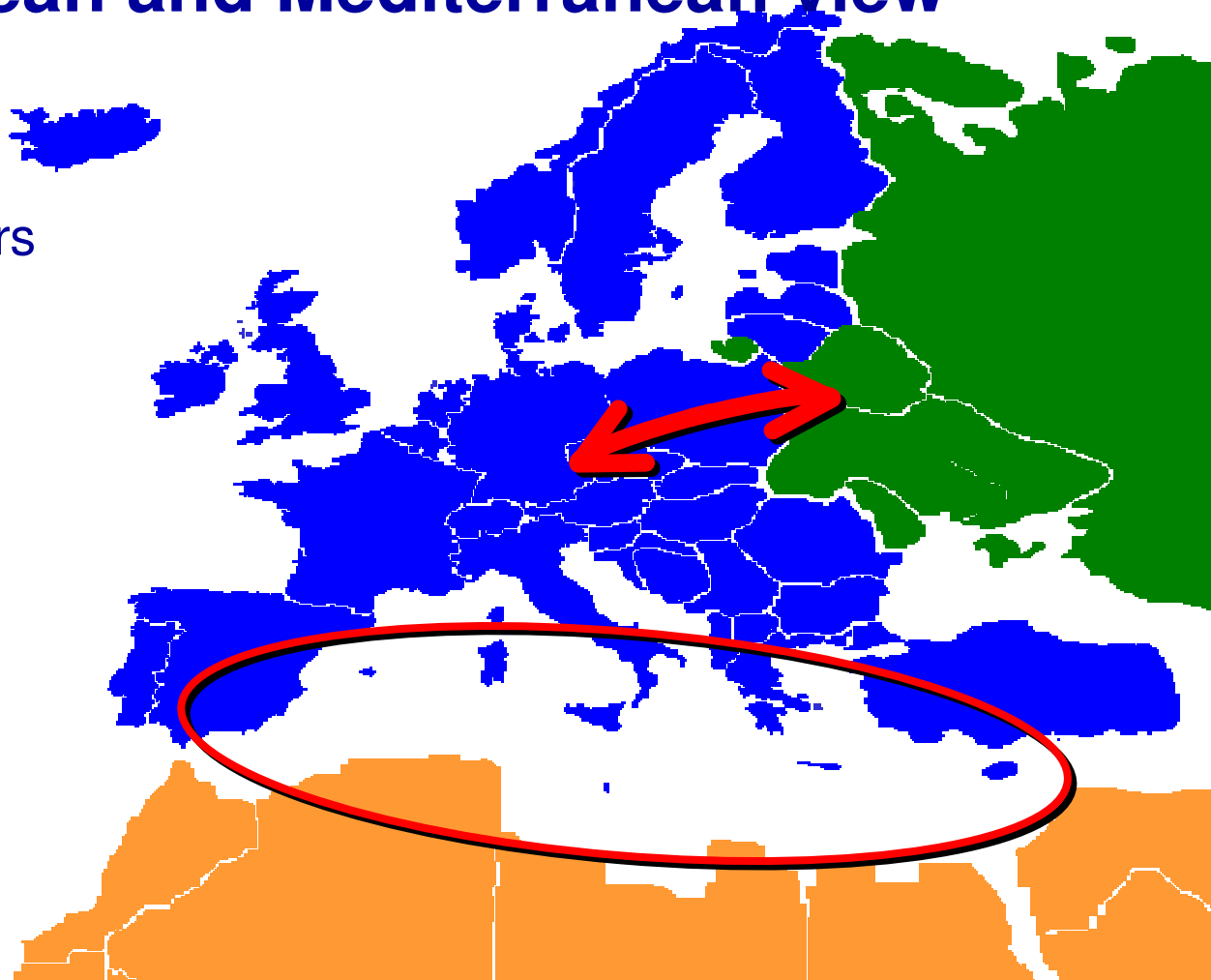
**Chair of EURELECTRIC Working Group on Social  
Affairs & Human Resources**

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## **EURELECTRIC membership: A pan-European and Mediterranean view**

- 33 Full members
- 9 European affiliate members
- 7 Mediterranean affiliate members
- 8 International affiliate members
- 9 EI associate members
- 28 Business associate members



## Background Information

- **EURELECTRIC's key priorities**
- **Support market liberalisation**
  - supporting the process of market liberalisation in our sector, helping to create a pan-European energy market through harmonisation and industry action
- **Create a fruitful business environment**
  - contributing to the pan-European integration of the electricity industry and to the creation of a fruitful business environment across the continent
- **Promote sustainable development**
  - fostering the integration of a sustainable development approach in electricity industry strategies and policies and promoting recognition of electricity as part of the solution to these concerns through market-oriented policies

## Background Information

- **The EU Sectoral Social Dialogue (SSD) Committee for the Electricity Sector was established in 2000. EURELECTRIC's partners on the workers' side are EPSU and EMCEF.**
- Committee's objectives are as follows:
  1. To give opinions to the Commission on initiatives in the field of social policy and on the evolution of European policy having a social repercussions in the Electricity sector
  2. To promote and develop the social dialogue in the electricity sector, in order to contribute to the development of employment and to the improvement of the living and working conditions of employees in this sector
- The Committee shall:
  1. Fix, once a year, its work programme.
  2. Organise the work to be carried out on subjects identified jointly and propose, if necessary, the establishment of working groups to carry out such work.
  3. Discuss the result of this work and its consequences at the appropriate levels.
  4. Propose to the Commission to invite experts in order to assist it in its work.
  5. Transmit the results of its work to the Commission and to the authorities concerned.

# Social Dialogue & Management of Change in the Electricity Sector (1)

Since 2000, a range of outcomes from Social Partners:

- **2009** – Joint Position on the social aspects on Corporate Social Responsibility
- **2008** – Toolkit + Best Practices Guide on Restructuring / Toolkit on the management of Demographic Change
- **2007** – Joint Declaration on employment effects of the opening of gas & electricity markets
- **2005/2006** – Report + Toolkit + Best Practices Guide on Equal Opportunities & Diversity
- **2004** – Joint Report on the Future Skills Needs
- **2002** – Joint Report on Lifelong learning
- **2000** – Joint Declaration on Social Implications of the Internal Electricity Market



## **Social Dialogue & Management of Change in the Electricity Sector (2)**

### **Some of the lessons learnt so far:**

- **Importance of Anticipation: Social Partners need to look ahead now!**
- **Importance of Transparency**
- **Importance of mutual trust**
- **Principle of subsidiarity**
- **Key role for Public Authorities in supporting electricity companies in the transition to a low-carbon economy**

## « Just Employment Transition » Project (1)

- In end 2009, EURELECTRIC, EPSU and EMCEF launched a project to analyze the changes that occurred lately in the Electricity Sector (notably climate change) and the challenges these pose for employment, working conditions, skills and qualifications.
- This project was made possible through the funding by European Commission - DG Employment, Social affairs and Equal Opportunities.
- This project as such is a follow-up to earlier work undertaken on equality and diversity, demographic change and restructuring in the framework of the SSD.

## « Just Employment Transition » Project (2)

- This project aims at publishing:
  - **A Study** analysing the impact on employment, working conditions, skills and qualifications of measures taken to address climate change in the European Electricity Sector.
  - **A Toolkit** providing examples of and a framework for addressing climate change and Just Transition within the sector.



## « Just Employment Transition » Project (3)

- Those two key documents will be drafted on the basis of the following activities :
  - A review of the existing literature (Power Choices, ETUC, GHK, Greenpeace, DG TREN, UNEP/ILO/IOE/ITUC) → January/August 2010
  - Answers to an online survey sent to employers' and workers' representatives → July/Sept. 2010
  - Interviews with companies' HR experts, Trade Union officials at EU and national level → Sept./Oct. 2010

## « Just Employment Transition » Project Our expectations (1)

**The Project should help Social Partners to answer the following questions:**

- **Which would be the impact of recently approved EU legislation (in particular climate change policies) on skills and competencies needed in the sector ?**
- **Which scenarios are possible for the development of the sector, concerning skills and competencies needed, in the medium to long-term ?**



## « Just Employment Transition » Project Our expectations (2)

**This Project should assist European and national social partners:**

- **to develop an agenda to influence policy so as to ensure climate change has a positive framework that encourages employment and improvement of living and working conditions.**
- **to build up and agree policies at sectoral and/or company level that anticipate restructuring driven by climate change and integrate Just Employment Transition.**

## Litterature Review – Key Findings

- **Electricity sector is facing important changes in the years to come and employment will be strongly affected**
  - More jobs creation than destruction globally
  - But transition will be a major issue as creations and destructions will not coincide (in time, geographically, in terms of skills...)
  - Risk of shortage of skills in some areas
- **Difficulty to compare results**
  - Perimeters and methodology differ
  - Most studies focused on qualitative aspects rather than quantitative or establish general considerations, in a context of very different production and social models, which makes it difficult to set recommendations at European level
- **Interest to go further with national/local description and initiatives**

## Preliminary Remarks

- **Transition to a low carbon economy will impact the whole electricity sector (Production and D&T activities)**
- **Impact on employment will depend on the geographical situation and technological specificities**
- **More jobs creation (especially in RES, D&T activities than destruction globally (only few categories of employees).**
- **We will primarily observe jobs transformation and redefinition (due to the new needs in STEM, e-skills and green skills + adaptation to new working methods...)**

## Preliminary Recommendations

- **Need for incentives to foster lifelong training/training on the job systems to adapt rapidly and manage the current transition within the Industries.**
- **Bridging the academic and the business world so as to adapt the former to the new skill needs**
- **Reinforce the social dialogue within companies to help them to put in place « just transition » policies when restructuring**
- **Exchange experiences and good practices at all relevant levels**

## Final Results

- **Due to be released during the Final Conference on 13 December 2010 in Brussels**
- **For further information  
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**Thank you**