



EMCO Working Group on the Employment Dimension of Tackling Climate Change

Preliminary results on the basis of the draft final report
*“Towards a greener labour market – The employment
dimension of tackling environmental challenges”*

Belgian Presidency Conference
La Hulpe – 29 September 2010



EMCO Working Group on Employment and Climate Change

Outline

- Scope of our work
- Indicators on employment and environment
- Policy recommendations



A broad policy-based approach

- A **broad** approach : climate change is crucial, but cannot be distinguished from other environmental issues. Environmental sustainability, climate change and green growth strategies all imply labour reallocation.
- A **policy-based** approach : the focus is on appropriate employment policy strategies to cope with environmental issues.
- However, for monitoring and analysis a narrower focus will often be necessary, and is also justified because of the strategic role of the “green sector” and “green skills” :
 - The green sector should act as a fore-runner for a broader greening
 - It will cause spill-overs
 - Its size and characteristics are indicative of the labour market development and the policy choices made
- The interlinkages between employment and environment are **complex** : indicators will be used for monitoring, but the analysis should be based also on economic models.



Indicators : six themes

Green jobs

specific

Green skills

Green workplaces

general

Green transitions

Green labour markets

Green growth



Green jobs

INPUT

GJB1. Value added of the green sector

PROCESS

GJA1. Type of contract in the green sector

GJA2. Wage level in the green sector

GJC1. Health and safety in the green sector

OUTPUT

GJA3. Share of green jobs in employment

GJA4. Growth rate of green jobs



Green skills

INPUT

GSA1. Investment by enterprises in training of adults

GSA2. Forecast need for skills in the green sector

PROCESS

GSA2. Percentage of people taking part in LLL

GSC1. Provision of skills in the green sector

OUTPUT

GSA1. People in possession of sufficient generic skills

GSA3. Tertiary graduates in science and technology



Green workplaces

INPUT

GWC1. Green workplace regulations

GWC2. Incentives for modal split of commuting

PROCESS

GWA1. Modal split of passenger transport

GWA2. Share of people doing tele-work

GWC3. EMAS organisations

GWC4. ISO 26000 enterprises

GWC5. Carbon offsetting / carbon compensation

OUTPUT

GWC6. GHG emissions caused by commuting

GWC7. Rate of change in use of public transport



Green transitions

INPUT

GTB1. Share of ESF funds devoted to climate change or green objectives

PROCESS

GTA1. Share of persons with upwards mobility or the same employment security

GTB2. Job openings and unmet demand in the green sector

GTB3. Job losses in industries at risk of carbon leakage or disappearance

OUTPUT

GTC1. Total net job creation/destruction linked with the environment (net share of “green transitions”)



Green labour markets

INPUT

GLA1. Green R&D expenditure

GLB1. Expenditure on R&D in the green sector

GLB2. Share of ESF funds devoted to climate change

PROCESS

GLA2. Relative fiscal pressure on labour and CO₂

GLA3. Environmental protection expenditure per worker

OUTPUT

GLA4. GHG emissions per worker

GLA5. GHG emissions over labour cost

GLB3. Productivity as measured through an alternative for GDP (ANS/hour worked ?)

GLC1. Natural resources used per worker



Green growth

INPUT

GGA1. Share of EU structural funds devoted to energy and climate change

GGA2. Private / public environm. protection

GGA3. Share of carbon-free electricity

GGA4. Green R&D expenditure

GGB1. Environm. harmful subsidies

PROCESS

GGA5. Carbon contents of imports

GGA6. CO₂ taxes / GDP

GGA7. Green patents

GGC1. Price of carbon-free / non-carbon free electricity

OUTPUT

GGA8. GHG emissions / GDP

GGA9. Energy supply / GDP



Policy recommendations

- Green job opportunities
- Reactive labour markets
- Skills
- Greener workplaces
- Joint responsibility



Seize green job opportunities

- Europe should be proactive
- Set clear and stable rules and policies
- Give preference to employment-friendly and efficient instruments
- Provide opportunities – no preselection by picking winners
- Encourage enterprise creation with specific attention to SMEs



Reactive labour markets

- This restructuring is more “foreseeable” than others
- Greening underlines the need for flexicurity
- Encourage mobility
- Effective ALMPs
- Secure transitions
- PES as transition agents
- Distribution effects must be taken into account
- Keep an eye on productivity



Skills play a key role

- General upskilling
- Right balance between generic skills and specific skills
- The education system should provide a good basis for further skills development
- Invest in STEM (and attract them)
- Set up an adequate life-long learning system
- Ensure transferability of skills
- Skills forecasting
- Mainstream green skills



Green workplaces and commuting

- Encourage walking, cycling, public transport and carpooling
- Encourage tele-work and videoconferences
- Encourage greener production methods and work practices
- Public administration and public enterprises can lead by example



Joint responsibility

- Involve different institutions, regional and local authorities
- Involve social partners on all levels
- Involve individual companies through CSR-related initiatives
- Make full use of the European Employment Strategy instruments
- Green the ESF
- Reinforce international cooperation, together with ILO, OECD...

