



# European Social Dialogue in the Electricity Sector: State of Play

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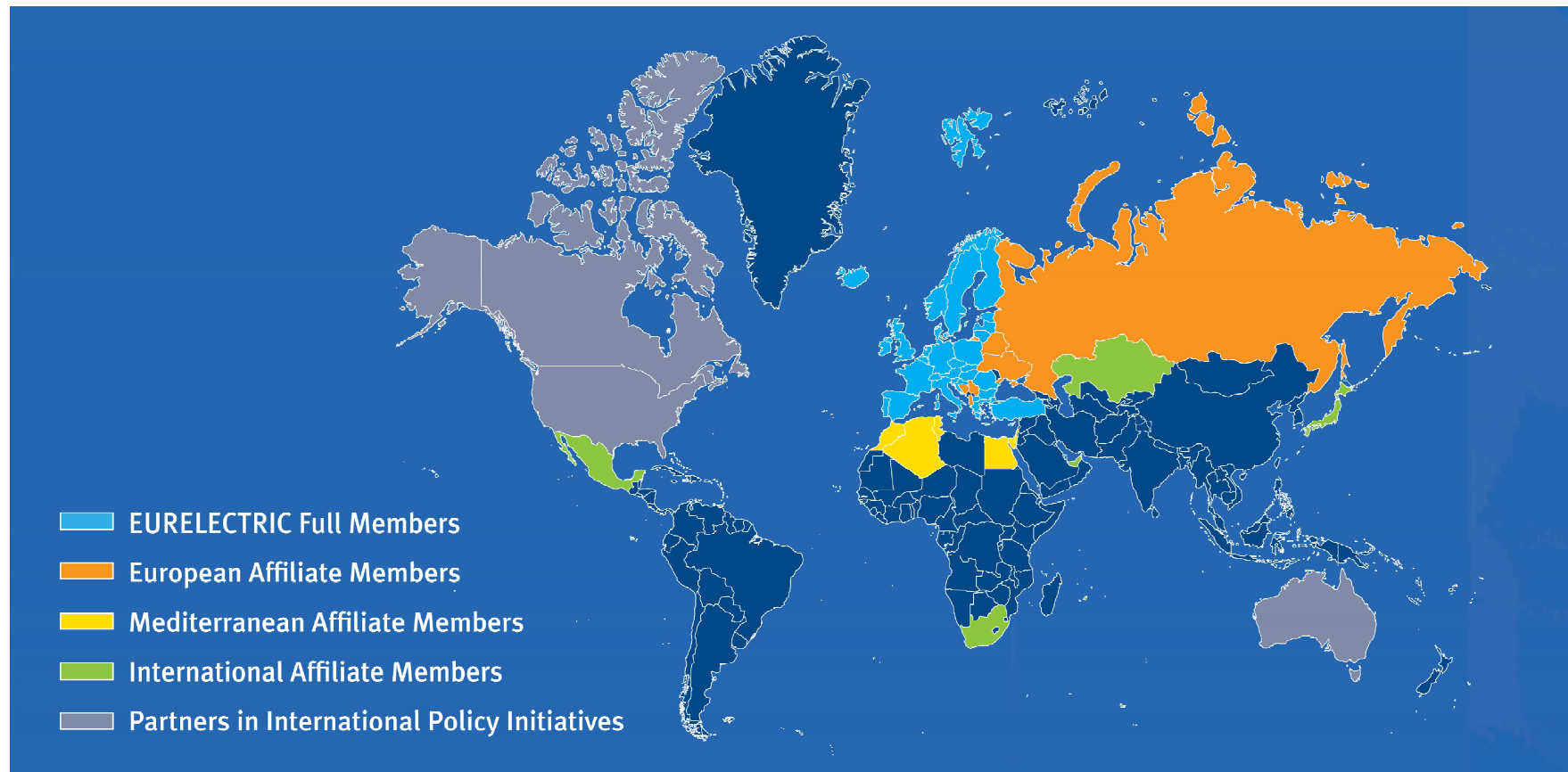
***WiRES Final Conference***  
***Brussels, 23 November 2010***

## Overview

- **EURELECTRIC in Brief**
- **European Social Dialogue in the Electricity Sector – Quick overview**
- **Presentation of our current project « Towards a low-carbon Electricity Industry: Employment effects & Opportunities for social partners »**

# EURELECTRIC in Brief

# EURELECTRIC – a pan-European and Internationally Oriented Association



# EURELECTRIC covers the whole electricity value chain

**ENERGY POLICY  
& GENERATION**



**MARKETS**



**ENVIRONMENT  
& SUSTAINABLE  
DEVELOPMENT**

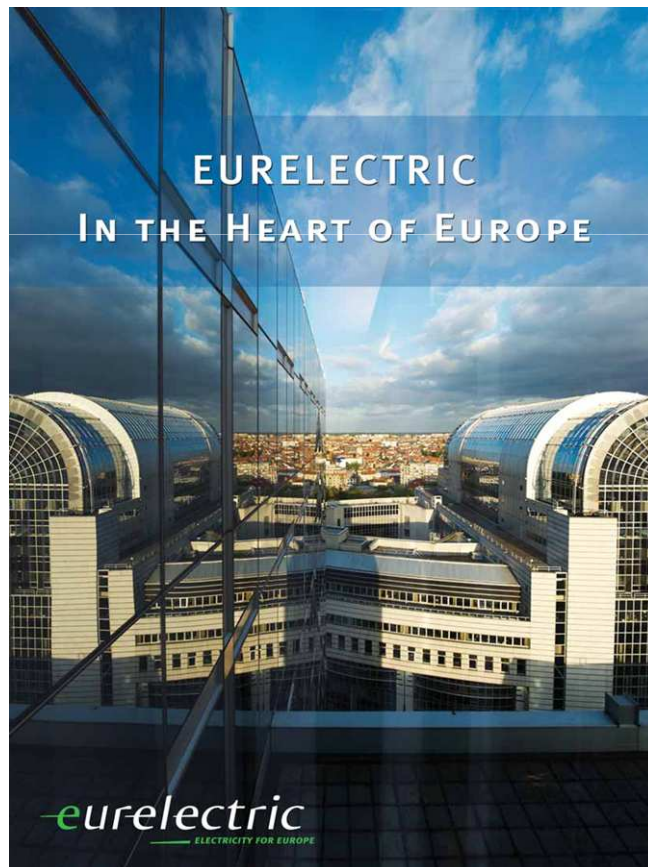


**NETWORKS  
& DISTRIBUTION**



## The Voice of the European Electricity Industry:

- Competitive and well-functioning European market
- Carbon-neutral and secure electricity supply
- Electricity as the solution





# EURELECTRIC & the European Sectoral Social Dialogue

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

Since 2000, EURELECTRIC, EPSU and EMCEF have undertaken a wide range of joint activities to anticipate changes in the electricity sector :

- **2009** Joint Position on the social aspects of 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 promoting mutual understanding in anticipation of changes in the electricity sector**
- **European social dialogue as the occasion to share best practices and identify areas of common interest**



**Presentation of Joint Project  
Towards a low-carbon Electricity Industry:  
Employment effects & Opportunities for social partners**



## « Just Employment Transition » Project (1)

- In 2010, 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.
  - **Guide for employers & TUs** providing examples of and a framework for addressing climate change and Just Transition within the sector.



## « Just Employment Transition » Project (3)

- In order to capture the full range of views from the sector within the study :
  - **Online surveys** were sent to employers' and workers' representatives
  - **Interviews** were organised with companies' HR experts, Trade Union officials at EU and national level

## 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

- **Given the difficulty to anticipate, the electricity sector should put in place long-term workforce planning at local, national or EU level.**
- **Establish a culture of lifelong learning in the workplaces to adapt rapidly and manage the current transition within the Industry.**
- **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**
- **Work with public authorities**

## Our expectations

**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.**



## Final Results

- **Due to be released during the Final Conference on 13 December 2010 in Brussels**

**Thanks for your attention !**

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