

Social dialogue for women in renewable energy sector: new scenarios, old stories

1st draft

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Main points to discuss

1. Why this topic is important
2. Role of social dialogue and social partners
3. Gender issue

1. Why the topic is important

1.1. EU sustainable development strategy

In 2006 the EU has adopted a renewed sustainable development strategy. The key objectives to set up in this strategy are:

- a) environmental protection,
- b) social equity and cohesion,
- c) economic prosperity and
- d) meeting international responsibilities.

The policy guiding principles are promotion and protection of fundamental rights, solidarity within and between generations, open and democratic society, involvement of citizens, involvement of businesses and social partners, policy coherence and governance, use of best available knowledge, precautionary principle and make polluters pay.

Towards a green and innovative economy

Europe faces major structural challenges – globalisation, climate change and an ageing population. The economic downturn has made these issues even more pressing. The Lisbon strategy addressed these challenges – aiming to stimulate growth and create more and better jobs, while making the economy greener and more innovative.

Before the financial and economic crisis hit the EU, the strategy had helped create more than 18m new jobs. When the economy slumped, the EU acted to stabilise the financial system and adopted a recovery plan to boost demand and restore confidence. The plan is delivering a major fiscal stimulus, with measures to keep people in work and public investment in infrastructure, innovation, new skills for the workforce, energy efficiency and clean technologies to meet the goals of the Lisbon strategy.

On 3 March 2010, the European Commission has launched the Europe 2020 Strategy to go out of the crisis and prepare EU economy for the next decade.

The first priority must be to hasten the exit from the crisis, but the strategy must also provide the building blocks for growth that will be sustainable in the future. Europe is recognised the world over for its high quality of life, underpinned by a unique social model. The strategy

should ensure that these benefits are sustained and even further enhanced, while employment, productivity and social cohesion are optimised.

The EU 2020 strategy: A strategy for smart, sustainable and inclusive growth

Over the last two years, the EU MSs have faced the world's worst economic crisis since the 1930s. This crisis has reversed much of the progress achieved in Europe since 2000. They are now facing high levels of unemployment, sluggish structural growth and excessive levels of debt. The economic situation is slowly improving, but the recovery is still fragile. At the same time, the world is moving fast and long-term challenges – globalisation, pressure on resources, climate change, ageing – are intensifying.

The concept of globalisation v. regionalisation. Europe can succeed if it acts collectively, as a Union. Singly states are not strong enough to recover from recession. They need a regional alliance to combine their effort and power. The Europe 2020 strategy put forward by the Commission sets out a vision of Europe's social market economy for the 21st century. It shows how the EU can come out stronger from the crisis and how it can be turned into a smart, sustainable and inclusive economy delivering high levels of employment, productivity and social cohesion. To deliver rapid and lasting results, stronger economic governance will be required. The EU strategy sets out to boost competitiveness and productivity without hampering social cohesion. To reach this objective, five headline targets have been established:

- reduction of poverty;
- an employment rate of 75 % of the working age population;
- ***meeting the EU's climate and energy targets: reduction of greenhouse gas emissions, increased share of renewables in energy consumption and improved energy efficiency;***
- reduction of school drop-out rates and more students in higher education; and
- 3% of the EU's GDP should be invested in research and innovation.

These headline targets should be converted into national goals to be set by member states.

Burning questions relating to green jobs

When somebody talks about green job there are, at least, the following pressing questions:

- 1) How many green jobs have already been created in the early stages of the transformation to a green economy?
- 2) How many can be expected in the future?
- 3) Where are these jobs being created and who is likely to have access to them? Will every MS benefit from it?
- 4) What kind of jobs are they? Are they decent and if not what can be done to remedy this?
- 5) Which jobs are at risk because of the transformation? Will there be more winners than losers? What actions are required to help the losers achieve a just transition?
- 6) What are the obstacles to be overcome on the road to a more sustainable future?
- 7) What are the pathways and policies leading to a sustainable economy and society?

Smart spending for a low carbon future: one possible way to overcome the crisis in CEE

Nicholas Stern, the former chief economist of the World Bank, predicts that the global economy is likely to shrink by between 5% and 20% or more every year, not because of supreme or toxic funds but because of economic impacts of climate change. "Green" recovery is therefore not an option but the only option for moving out of the current economic crisis.

Green investments stand up economically on their own merits too. They create new business niches and new job opportunities both for technology-skilled and low skilled labour. *(Just for information: Currently, appr. 3.4 million people in the EU have green jobs.)*

Energy efficiency in CEE countries, there is huge long-term job creation potential especially in sectors such as EE and RES, the separation and recycling of waste, water supply and sanitation, sustainable transport, research and consulting services – and support from EU funding is essential especially during a deep recession. The European Social Fund should also be utilised to promote “green-collar” jobs, achievable by increased support for training and the pre-qualification of workers towards green services and products in various sectors. Furthermore, many sectors can have an indirect job creation effect – for instance, jobs can be created not only around the actual retrofitting and insulation for energy efficiency but also for trainers for pre-qualification of workers and consultancies.

Other opinions states, instead of restricting CEE countries by providing easy money to dubious and climate intensive projects, the economic crisis offers an opportunity for the EU to demonstrate leadership that can ensure progressive decisions on EU spending – this can get the new member states onto a more sustainable development path in the medium term. President Barroso called for “smart spending” in energy efficiency (EE), renewable energy sources (RES) and integrated urban developments as a way out of the crisis towards a low carbon future. EU funds regulations will now allow that all member states can use up to 4% of the ERDF for EE/RES in housing. The EIB is also set to increase such investments by up to €6 billion per year.

Member states should seize this opportunity and reshuffle EU funds allocations towards direct support for clean and efficient energy and transport and also guarantee horizontal efficiency measures in other programmes and projects – rapid, positive effects for the economy, employment and climate will result.

Some good examples: In the Czech Republic, for instance, the Ministry of Environment is set to reallocate €470 million towards EE/RES. In Latvia, EU funds support will increase from €20 million to €73 million for the improvement of heat insulation in multi-apartment residential buildings. Other countries make a step further by contemplating additional ‘high-value’ stimulus measures – in Poland, the government has proposed €333 million for wind turbines and highly effective co-generation energy facilities. Slovakia will allocate more funds for EE/RES from the Bohunice Nuclear Power Plant International Decommissioning Support Fund and will develop soft measures such as a new programme in support of EE.

1.2. RES as decent work

One issue is important in renewable energy as well: this is the decent work. According to the ILO **Decent work** is defined as opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Decent work sums up the aspirations of people in their working lives – their aspirations for opportunity and income; rights, voice and recognition; for family stability and personal development; for fairness and gender equality. Ultimately these various dimensions of decent work underpin

peace in communities and society. Decent work is central to efforts to reduce poverty, and is a means for achieving equitable, inclusive and sustainable development.¹

What kinds of green jobs are being created?

How can green jobs contribute to decent work for all? Green jobs span a wide array of occupational profiles, of skills and of educational backgrounds. Some constitute entirely new types of jobs, but most build on traditional professions and occupations, albeit with more or less modified job contents and competencies. This is true for direct green jobs as well as for indirect ones in upstream supplier industries. Even in the case of new industries and technologies, such as wind and solar power generation, the supply chains consist largely of traditional industries like iron and steel and the manufacture of machine parts.

There is evidence of the viability and potential for green jobs across the entire workforce, from manual labourers through skilled workers, craftsmen and entrepreneurs to highly qualified technicians, engineers and managers. Green jobs currently exist and can develop further in many economic sectors both in urban and rural economies.

The contribution that green jobs will make to clean economic growth, development and poverty reduction will ultimately depend on the quality of these jobs. Many existing green jobs are of poor quality and those in recycling, construction or biofuels for example, are dangerous and often informal in nature. Serious labour and human rights violations have been recorded in relation to feedstock production for biofuels. While there are clearly constraints and obstacles, however, the potential for green jobs is still enormous.

Another issue is OSH (Occupational Safety and Health)

EU-OSHA's European Risk Observatory aims at anticipating new and emerging risks in occupational safety and health (OSH). It is necessary to start a foresight of new and emerging risks in green jobs by 2020. The impetus to "green" economy is the opportunity to anticipate potential new risks in these developing green jobs and make sure their design integrates workers' safety and health. Green jobs should not only be good for the environment but also for workers. There are already enough examples of so-called green jobs where workers' health was damaged. There is an initiative on "making green jobs safe". There is a need to integrate workers' safety and health into green jobs, which cannot be defined as sustainable otherwise. The need for systematic workplace risk assessment is also fully in line with the European prevention approach - and an employer's duty under European law.

The foresight on green jobs is limited to emerging risks associated with new technologies, in the context of political, economic and societal trends. The so called, more traditional risks in green jobs are equally important.

1.3. Reinforce the competences for the different target groups.

Creation of a 'Chain of Inclusion', integrating actors such as: employment agencies, social partners, social workers, teachers, trainers, enterprises with the aim to facilitate the

¹ Source: http://www.ilo.org/global/About_the_ILO/Mainpillars/WhatIsDecentWork/index.htm

competitiveness, in order to enhance the chances of integration for unemployed people into green labour market and fight against discrimination.

Professions in the field of the environment (water, waste, recycling, energy efficiency, alternative transportation, maintenance, management of natural areas) are vectors for integration and qualification for unemployed people, even with low qualifications. (Unemployed, 45 years and +, people with no or low qualifications, women, disabled people).

It is increasing the demand for, and changing the requirements of, existing occupations while generating brand new occupations. Green jobs are diverse, rewarding, and overwhelmingly non-traditional to women.

Job balance: The number of green jobs already reported and expected to be created is substantial, but modest in relation to the total size of the global (world) labour force of over 3 billion. In addition, not all of these jobs are additional jobs, as major gains and losses can take place in other parts of the economy. The significance of green jobs therefore can only be appreciated by taking a broader look at the transformation to a green economy.

Dynamic changes in labour markets: to some extent newly created green jobs take the place of existing jobs and net gains in employment are smaller than the overall numbers of direct green jobs suggest. This is the case, for example, when jobs in renewable energy replace those depending on fossil fuels. Other jobs are likely to be eliminated because of the slowing demand for products and services with a high environmental impact. The overall balance of available jobs will depend on those created and lost in the sector concerned, such as energy, transport or buildings, the balance of jobs in sectors contributing inputs to these sectors and on employment gained or lost throughout the economy from higher or lower consumer spending.

On balance: available studies of these labour market dynamics for both sectors and entire economies suggest that, on balance, there will be more jobs in green economies. Not everybody will gain from such a change, however. The typically positive job balance from greening an economy is the result of major shifts often within sectors. While some groups and regions are gaining significantly, others incur substantial losses. These losses raise questions of equity, which if not addressed, can make green economy policies difficult to sustain.

1.4. Shortcomings and impediments for green jobs

A first set of shortcomings identified relates to the pace of progress, to access to green jobs and to job quality. Generally the creation of green jobs is advancing too slowly to contribute substantially to the reduction of unemployment and underemployment in the world. Moreover, too few of the green jobs that are being created go to those who need them most: young people, women, poor segments of society and those who suffer from climate change. Finally, creating good quality, decent work is difficult in the face of rising informality and inequality in the global economy.

A second issue on which specific and quantitative information is urgently needed but remains unavailable, is the transition for enterprises and workers who will be adversely affected by the transformation to a green economy and those who will have to adapt their jobs and income generating activities to climate change.

A major impediment to greening economies and jobs is that unsustainable business practices are still prevalent and often remain more profitable. Early adopters of green technologies and business practices among enterprises have to contend with pressures from financial markets for quick returns and with competing firms luring customers with low prices, albeit on the back of externalized environmental and social costs.

1.5. Challenges: possible issues to solve

- 1) Turning the vision of a sustainable economy and the green jobs that it would provide into a reality will require a strong, coherent and stable policy framework and government leadership.
- 2) There is a need to speed up the attainment of gains in energy efficiency and in the share of sustainable sources of energy. Progress in key sectors like transport, basic industries, recycling and agriculture has been slow and patchy. Investment is rising fast in some sectors, but from a low base.
- 3) There is a massive need for creation of a conducive policy framework and sustained increases in investment.
- 4) The potential of green jobs is universally significant. Furthermore, it shows that opportunities vary from country to country, between sectors, regions and communities, and also between urban and rural areas.
- 5) Particular attention should be paid to gender dimensions and to the social inclusion of disadvantaged groups and regions.
- 6) Without qualified entrepreneurs and skilled workers, the available technology and resources for investments cannot be used or cannot deliver the expected environmental benefits and economic returns. Endeavours to close the current skills gap and anticipate future needs are essential for a transition to a green and low carbon economy. An emphasis on the high end of skills and education would be misplaced. Training what might be termed “green-collar” workers is important.
- 7) Creating a map of skill requirements is a vital first step as it can inform ad hoc programs for potential skills upgrading. Assessments of the potential of green jobs and the monitoring of such jobs, would constitute an ideal basis for ad hoc measures and for the adaptation of national vocational training and education systems over the medium term. This would allow skills development to tie in directly with policies and investments.
- 8) The business sector accepts and recognizes the need and shares the responsibility for a fair transition. Government assistance to both workers and enterprises will be a necessary complement in many cases. Meaningful social dialogue will be essential to ease tensions and to arrive at effective cost-sharing and resource allocations. (Workers and trade unions emphasize that far too little is known about both the risks and opportunities in a transition to a greener economy.) The task is complex but can be tackled by involving the main stakeholders: employers, workers and Governments.
- 9) The approaches that work are known but success is not automatic. It is contingent on the adoption and implementation of coherent policies which integrate the three pillars of sustainable development: economy, environment and society.

2. Social dialogue

The consultations between the social partners began in the mid-60s within the consultative committees, the permanent committee on employment and tripartite conferences on economic and social questions. However, it was in 1985, with the launch of a bipartite social dialogue, promoted by Jacques Delors, the President of the Commission at the time, that the social dialogue at the Community level evolved into a genuine European negotiating forum.

As a part of the Treaty establishing the European Community (TEC), the **European social dialogue** is a fundamental element in the European social model. It encompasses the discussions, negotiations and joint actions undertaken by the European social partners.

At Community level, workers are represented by the **European Trade Union Confederation** (ETUC). European employers are represented by three different organisations: the **European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest** (CEEP), created in 1961; **BUSINESSEUROPE** (formerly the Union of the Industrial Federations of the EEC countries - UNICE), founded in 1958; and, following a cooperation agreement signed in 1998, the **European Association of Craft Small and Medium-Sized Enterprises** (UEAPME), which participates in the social dialogue as a member of the BUSINESSEUROPE delegation.

The involvement of the social partners at the European level is organised around three different types of activities:

- ▶ **tripartite consultation**, which describes the exchanges between the social partners and the European public authorities;
- ▶ **consultation of the social partners**, which covers the activities of the consultative committees and the official consultations in the spirit of Article 153 of the Treaty on the functioning of the European Union (TFEU);
- ▶ the **European social dialogue**, which is the name given to the bipartite work of the social partners, whether or not it stems from the official consultations of the Commission based on Articles 153 and 154 of the Treaty on the functioning of the European Union (TFEU).

The **European social dialogue** has brought so far, many results, notably the adoption of some 60 joint texts by the interprofessional social partners: this process supplements the national social dialogues existing in the majority of the Member States.

The European dialogue, which is now structured within the governance of the Union, allows the social partners to make a significant contribution to the definition of European social standards.

Social dialogue also takes place in different industrial sectors, coordinated on the trade union side by the European Industry Federations. This is an important tool for tackling industry-specific questions at a European level. Sectorial social dialogue committees deal with, for example, training, working time and conditions, health and safety, sustainable development, and free movement of workers.

Role of social dialogue

According to the Green Paper on Modernising Labour Law (2006) assesses the role of social dialogue at Member State and EU level in modernising labour law. Improving the quality of work and safeguarding working conditions is a matter for national legislation, while at EU level the social acquis (EU body of law) supports and complements the actions of the Member States. Social dialogue at national, sectoral and company level demonstrates how workplace

rules can be adapted to changing economic realities and be applied to new categories of workers, such as temporary agency workers, or later green collar workers. The Green Paper points to a new role for collective agreements, which no longer merely supplement working conditions already defined by law but serve as important tools in adjusting legal principles to specific economic or sectoral circumstances.

Involving the social partners: the benefits of social dialogue

Social dialogue among those most affected by these transitions – workers, employers and Governments – with a view to working towards fair policies that are efficient and balanced in their costs and benefits is essential because that is the way to make such transitions sustainable.

Examples of effective dialogue designed to guide the transformation and to facilitate the transition in both enterprises and labour markets include national sectoral round tables established in Spain for the implementation of the Kyoto commitments, the consultations of social partners on projects to be funded through the Clean Development Mechanism in Belgium.

The large untapped potential for social dialogue and alliances at national, sectoral, company and workplace levels, to mobilize economic actors and to facilitate the formation of better informed and more integrated policy responses.

European social partners discuss economic recovery plan for EU

In the debate about the measures needed to face the current financial and economic crisis, the European social partners have expressed their views. While BusinessEurope, representing the employer side, calls for a renewal of the European social market economy, the European Trade Union Confederation proposes a ‘new green deal’ seeking ‘to end “casino capitalism” and base growth and jobs on sustainable investment, fair wages and distributive justice’.

European Economic Recovery Plan. In response to the current financial and economic crisis, the Council of the European Union expressed its approval of the European Commission’s European Economic Recovery Plan at its summit on 12 December 2008. The plan has earmarked €200 billion for economic recovery, which is equivalent to 1.5% of the EU’s gross domestic product (GDP). The main portion of this amount – €170 billion or 1.2% of GDP – would come from the Member States’ national budgets, while the rest would be sourced from the EU budget and the European Investment Bank (EIB).

BusinessEurope proposes to rebuild social market economy. While the social partners on the employee and employer side both agree that the current crises need a complete rethinking of economic policies and cannot be solved by taking a ‘business as usual’ approach. The Business Europe underlined the need ‘to rebuild the European Social Market Economy’. This proposal does not differ that much from the ‘business as usual’ approach: reaffirming the principles of the market economy, carefully using the flexibilities embedded in the Stability and Growth Pact, strengthening the role of the European Central Bank (ECB), and reducing non-wage labour costs.

Trade unions call for “new green deal”. In its response to the crisis, the European Trade Union Confederation (ETUC) referred to a term used by the new President of the United

States (US), Barack Obama, in his presidential campaign – namely, the proposal for a ‘new green deal’. This proposal is part of the Resolution on a European Recovery Programme, adopted by ETUC’s Executive Committee on 5 December 2008.

With this plan there is an opportunity to reorient European economy towards sustainability. There is a strong need to invest in renewable energy, sustainable engines and new lifestyles. Make Europe genuinely the world leader in environmental engineering, in reducing carbon emissions and sustainability. It is an important opportunity. This programme would be aimed at ‘investing in the development of new industries, rational and sustainable energies, European networks and social housing’; it would also encompass a European low-carbon economy adaptation fund in order to accompany the transitions imposed on workers who lost their jobs due to climate change measures.

A closer look at these proposals reflects the traditional preoccupations of trade unions – such as the call for financial aid for workers affected by the transition to a low-carbon economy. Sustainable investment, fair wages and distributive justice are inextricably linked. Moreover, the ‘new green deal’ is also being viewed as a ‘new social deal’.

There is a necessity to change the way of thinking. The a closer look on proposals of Business Europe and ETUC reveals that most of their proposals reflect traditional employer and trade union views. Hence, both sides are a long way off from the new thinking that they demand from others. Nevertheless, at least ETUC’s call for a ‘new green deal’ is a departure from traditional trade union thinking. By linking the ‘new green deal’ to a ‘new social deal’, they are offering an original contribution to the current debate. The common effort to develop a sustainable and environmentally friendly economy can now be viewed as a new common ground for social dialogue, which may be able to overcome traditional differences between the social partners.²

A new approach: Social dialogue and energy/climate package

The European Trade Union Confederation (ETUC), the European Environmental Bureau (EEB) and the Platform of European Social NGOs (Social Platform) have joined forces since 2001 to campaign for a social and sustainable development of Europe. Every year, at the occasion of the Spring Summit, the three organisations issue common recommendations to EU leaders on how to maintain a balanced approach between economic, environmental and social objectives.

In their annual joint message to the EU Spring Summit in March 2008, the European Trade Union Confederation (ETUC), European Environmental Bureau (EEB) and Platform of European Social NGOs (Social Platform) welcome the EU’s proposed energy/climate package, but call on EU leaders to adopt a coherent policy approach giving equal weight to social, employment and environmental objectives.

Fighting climate change and energy security are political priorities for Europe. The ETUC, EEB and Social Platform call on the European Council to respect the key principles of the EU 2006 strategy for sustainable development and in particular social equity and social cohesion,

² <http://www.eurofound.europa.eu/eiro/2009/02/articles/eu0902069i.htm> (Stefan Lücking, Technical University Munich)

the precautionary principle and involvement of citizens, businesses and workers' organisations.

Well designed climate and energy policies have the potential to reduce energy poverty and create hundreds of thousands of new jobs, but Member States must prioritise energy efficiency investments for low-income households and offer good quality work and training programmes to make the most of fresh market opportunities. To this effect the ETUC, EEB and Social Platform put forward proposals for a **European Finance Plan** for sustainable growth.

"We welcome the proposed energy and climate proposals as a good starting point for enhancing the EU's continuing global environmental leadership," declared EEB Secretary General John Hontelez. "However, the 20% target for reducing emissions is insufficient. Industrialised countries will need cuts of between 25% and 40% by 2020 to halt dramatic global warming."

Said ETUC General Secretary John Monks: *"The European Council must respond decisively if other industrialised countries refuse to join the fight against climate change, and it must take steps to protect EU-based industry from unfair competition. We therefore support the adoption of border tax adjustments."*

*"Rising energy prices must not be allowed to threaten social cohesion and social inclusion," added Social Platform President Fintan Farrell. "Universal and affordable access to basic energy supply must be offered to everyone living in Europe. Investment in public transport and in green social housing must play a key role in decreasing energy consumption and at the same time promote people's well being and reinforce local communities."*³

Responding decisively to refusal of other industrialized countries to join in

ETUC, EEB and Social Platform call upon the European Council to combine an ambitious climate policy with measures that protect the EU based industry from *unfair competition* based on the refusal from other industrialised states to take similar climate measures.

Energy efficiency and energy savings are the absolute priorities

ETUC, EEB and Social Platform insist that core of the EU Strategy for Energy and Climate should be energy efficiency and energy savings. This requires a combination of standard setting for products, the right price signals through taxation and levies, training programmes for new jobs and ambitious public and private investment strategies in particular in the housing and transport sector. The EU has a non-binding strategy to increase energy efficiency with 20% by 2020 (leading to absolute reductions of energy use of some 1% per year), but the recent Lisbon report by the Commission shows that Member States are not into that speed.

Energy as a public good and a basic necessity

EEB, ETUC and Social Platform call for measures to prevent negative social impacts of rising energy prices. A universal and affordable access to basic energy supply needs to be secured to all people living in Europe. However here again the objective should be to reduce energy needs by efficiency improvements and affordable low-energy alternatives. In addition, the

³ <http://www.etuc.org/a/4670> (03/03/08)

availability and development of social data needs to be improved across the EU to measure better the accessibility of energy services for people on low incomes.

ETUC, EEB and the Social Platform call on public authorities to design energy policies that include social cohesion/inclusion and environmental objectives. They believe that public transport and investment in green social housing must play a key role in decreasing energy consumption and at the same time promote people's well being and reinforce local communities.

Creating quality jobs

EEB, ETUC and Social Platform see great opportunities for meaningful job-creation in well designed climate/energy policies. Energy efficiency alone can create hundreds of thousands of jobs in the renewable energy sectors.

Pro-active ecological modernisation policies, such as the German Alliance for labour and environment launched in 2003, can make the EU world leader in renewable energy technologies and energy efficient products (including in the car industry). Shortage of skilled workforce is currently hampering the scaling up of energy efficiency EU-wide.

EEB, ETUC and Social Platform call upon to agree on coordinated national actions for creating quality jobs and training programmes to respond to new market opportunities in the field of energy efficiency.

A European finance plan for sustainable growth initiative

Massive public and private investments will be required in a short period of time to renew the EU-capital stock in order to address the challenge of climate change. A significant part of these investments, such as railway infrastructure, public transport, thermal renovation of buildings or early replacement of fossil fuel based power plants by renewable energy production, can not be financed by financial markets alone as they have long payback periods. These investments could temporarily increase public deficit but it will also stimulate a sustainable growth, contribute to respond to environmental challenges, create quality jobs and defend low and middle income purchasing power and standards of living. According to ETUC, EEB and Social Platform the European finance plan for sustainable growth initiative will partly finance these investments.

Governance and involvement of civil society

The EEB, ETUC and Social Platform coalition - which brings together trade unions and social and environmental NGOs – shows that civil society can be united and mobilised in responding to new challenges. Global warming, environmental degradation and raise in social inequalities are of direct concerns for many active citizens engage in the voluntary sector or/and in the trade union movements. Their energy, ideas and expertise need to be recognised and used by decision makers. ETUC, EEB and Social Platform call for an increased involvement of all stakeholders through a more structured civil and social dialogue with the public authorities on the design and implementation of the climate policies (both at national and European level).

Third multiannual work programme

In May 2009, the European social partners adopted their third multiannual work programme, to run until 2010, identifying areas of joint action. This includes (but it is not limited to: joint work on flexicurity, climate change and the so called “EU2020” strategy). Through this new programme they reinforce their commitment to jointly address Europe’s major social, economic and environmental challenges.

The new work programme of ETUC will cover a two-year period (2009–2010) so as to be synchronised with the Growth and Jobs strategy. It will build upon the work already jointly carried out, such as the joint analysis of labour market challenges, the economic and social change agenda, reconciliation between private and professional life, capacity building for social dialogue in EU member states and candidate countries and the implementation of social dialogue instruments.

The work programme also contains a number of new initiatives which will be carried out by the European social partners.

These include:

- 1) A joint recommendation aimed at contributing to the definition of the Post – 2010 Lisbon agenda, also in the context of the current economic and financial crisis;
- 2) *The development of a joint approach to the social and employment aspects and consequences of climate change policies with a view to maximising opportunities and minimising negative effects and to identify possible joint actions;*
- 3) Jointly monitoring the implementation of the common principles of flexicurity, notably in order to evaluate the role and involvement of the social partners in the process and to draw joint lessons;
- 4) Jointly addressing mobility and economic migration issues and promoting the integration of migrant workers in the labour market and at the workplace in order to identify possible joint actions.

The ETUC believes that sustainable development and environmental protection must have equal importance to social and economic policies, at the heart of the Lisbon Agenda. These are not conflicting demands but complementary elements.

Given the global dimensions of problems like climate change and poverty, the ETUC also works with international actors to press for change. And it pursues corporate responsibility, and social dialogue on sustainable development issues in the EU.

ETUC standpoint: Development of new jobs and transformation of existing jobs

While it supports these lofty ambitions, the ETUC is realistic as to the difficulty posed by the transformation of such objectives into political realities. This makes it all the more necessary to carefully define just what is, or should be, covered by the underlying notions in the policies to be developed. The notion of green employment is one of these. The ETUC, believing that the pursuit of the objective of green growth will imply that virtually all jobs will gradually become classified as green jobs, recalls that this classification currently refers all too often to precarious jobs, of low intensity and involving low skills levels, and lacking in attractiveness. Many industrial sectors represent essential underpinnings for the transition. They must be safeguarded to move towards a low-carbon economy bringing to market new, innovative products which offer improved energy efficiency and generate low carbon emissions. It is illusory, pointless or even actually counterproductive to make distinctions, or worse, conflicts, between what is dubbed the ‘green’ economy and the conventional economy, because crucial

links, both economic and industrial, bind them unshakeably together. The new 'green' economic sectors in the field of renewable energies could not exist without the participation or the products of the conventional industrial sectors and also depolluting procedures dismantling and recycling industries. Solar technology would be inconceivable without the chemical industry, just as wind power would be inconceivable without steel.

Some resistance to the measures necessary to protect the climate within the trade union movement is largely attributable to fears of job losses in certain sectors or certain regions. Workers should not have to choose between their jobs and the protection of the environment. This is the reason why ETUC is strongly against such a pressure by enterprises. However, the figures available show that the fights against climate change can potentially have a positive overall effect on employment. The ETUC considers that this fight against climate change needs to be grasped for the opportunities it offers for both the development of new jobs and the transformation of old ones.

1) A just transition may be a real opportunity, but we have to explore the conditions making it possible to move to protected mobility in the context of a deeper social dialogue incorporating the sectoral and territorial dimensions.

2) The point is to create sustainable jobs and high-quality jobs as part of the new economy. A fair transition will guarantee, for example, the creation of bridges designed to help workers in shrinking sectors to find jobs in expanding sectors, while protecting their wages, their working conditions and their trade union organisations.

3) Every workplace can be a green workplace. There is mounting evidence that unions are taking action to tackle climate change. Unions have the proven ability to deliver progressive change on working conditions, safety and equality. Their effectiveness would be greatly strengthened with the provision of more basic entitlements. Therefore, we ask for new and extended rights relating to the protection of health and of the environment at work, and for the provision of training and skills related.

4) The priority should be given to energy efficiency, as stated in the ETUC resolution from March 2008 and more recently in the Manifesto of the Spring Alliance (2009). The targets for the reduction of emissions will be hard to attain at a reasonable cost, if energy consumption continues to grow. That is why the ETUC regrets the absence of binding energy savings objectives in the legislative package. Given the insufficient results of the Action Plan for Energy Efficiency adopted in 2006, the European authorities and the Commission should set a legally binding target for energy efficiency by 2020, broken down into national targets, and promote ambitious policies in the transportation and building sectors through a European Renovation and Restoration Plan and a sustainable Mobility Directive.

The need for a new industrial policy is making itself felt today in all the countries in the Union: in those countries which are lagging behind and need major investments in order to modernise, in the powerful industrialised countries which are big exporters but are hard hit by the crisis in some very volatile sectors, in the States with a policy of industrial 'laissez faire', which chose to pin their hopes to sectors which today are permanently tainted with suspicion and mistrust; in industrial States long faced with the need to upgrade their productive apparatus and address the territorial management of its malleability. In this context the states should be able to activate the public investments in order to facilitate the creation of new markets and new employment, investment in European energy and energy intensive industries, to secure their long term future.

- a) The European Union must demonstrate leadership and make sure that it has access to the instruments necessary to the organisation of R&D, innovation and investments, education and training, at both sectoral and national level. In many cases it is SMEs within industrial supply chains that bear the greatest burden for R&D and innovation (e.g. over 70% of R&D spending in the automotive sector alone).
- b) Far greater use should be made of binding standards, public-private partnerships for research, development and demonstration, greater use of green and social procurement criteria to create market access for new technologies, and state aid rules.
- c) European training programmes on low-carbon technologies need to be swiftly rolled out so as to give workers, technicians and engineers the skills they need. A veritable Erasmus programme should be directed to this end.

Moving towards a real anticipation agenda in the social dialogue

Social dialogue needs to move beyond a quality threshold, assert itself as a serious and decisive instrument enabling the interests of all the stakeholders to be brought into a constructive, creative balance. The information/consultation/negotiation procedures and processes at both company and sector level need to be as rich as possible and to interact to deliver mechanisms for anticipation and controlled regulation of the industrial changes and all the elements of industrial policy, as well as verification of the application of the concerted policies.

On the basis of the fact that the European Union was born out of a transitional Treaty (the ECSC), the ETUC underscores the necessity and the feasibility of setting up procedures and instruments to allow a socially fair and negotiated transition to a low-carbon economy.

- 1) National, regional and sectoral studies on the policies linked to climate change and their impact on employment and labour markets need to be systematically conducted, by consultation with the social stakeholders, and based on widely accepted criteria for assessing the vulnerability of workers, countries and regions.
- 2) Skills monitoring and matching policies should be reoriented towards the anticipation of these changes.
- 3) Creation of a permanent instrument to ensure the anticipation of socio-economic transition is urgently needed, to coordinate existing instruments such as sectoral councils and reinforce dialogue between the social partners and public authorities. The aim being to:
 - a) to catalogue the areas at risk across all industrial sectors
 - b) to prioritise these areas from an economic and social policy perspective
 - c) to develop means of professional and territorial transition as part of a developed social dialogue
 - d) to respond to socio-economic warnings coming from the social partners.

It will be made up of the social partners and the public authorities, and would receive sustainable development impact studies and will be able to participate in the definition of the specification of legislation as well as the implementation and follow-up.

The "just transition principle" and high quality jobs

A European low carbon transition strategy must be based on Just Transition principles: dialogue between Government, industry and trade unions and others on the economic and industrial changes involved; green and decent jobs; investment in low carbon technologies; new green skills.

National, regional and sectoral studies on the policies linked to climate change and their impact on employment and labour markets need to be systematically conducted, by consultation with the social stakeholders.

At European level the creation of a permanent instrument to ensure the anticipation of socio-economic transition is urgently needed, to coordinate existing instruments such as sectoral councils and reinforce dialogue between the social partners and public authorities. In this framework the EU must commit itself to the challenges of industrial restructuring with which the new member states are confronted. This coordinating instrument would receive sustainable development impact studies and will be able to participate in the definition of the specification of legislation as well as the implementation and follow-up.

The creation of an international fund and of an European fund to facilitate the development of technologies producing low carbon emissions and of technologies based on energy efficiency and renewable energies in the developing countries, as well as to develop employment policies based on social protection, the promotion of decent work and public services. Green growth based on maintaining and creating high quality jobs and social progress, across the whole economy:

In sum:

- 1) A much stronger social dimension in European policies towards the development of low carbon industrial strategies and the development of industrial policies is urgently needed through a modern demand-side European *employment* strategy guaranteeing job creation and protected mobility not a strategy based solely on labour market deregulation.
- 2) Skills monitoring and matching policies should be reoriented towards the anticipation of these changes.
- 3) A fair transition guaranteeing the creation of bridges designed to help workers in shrinking sectors to find jobs in expanding sectors, while protecting their wages, their working conditions and their trade union organisations.
- 4) Every workplace can be a green workplace. There is mounting evidence that unions are taking action to tackle climate change. Therefore, they ask for new and extended rights relating to the protection of health and of the environment at work, and for the provision of training and skills related.

The ETUC would reiterate that the new directive must include an import adjustment system for the energy intensive industries that are exposed to international competition (whether a carbon tax or the inclusion of importers/exporters in the carbon market) with the possibility of activating such a mechanism from 2013 if the other industrialised countries do not regulate

emissions in an equivalent way. The impact of carbon pricing on the electricity prices paid by those industries should also be taken into account.⁴

3. Gender issue

3.1. Women involvement in green Economy: selected highlights

- 1) A greener labor market is not necessarily gender-neutral.
- 2) Women are underrepresented in most green job categories.
- 3) Need to be proactive in ensuring women are a part of the green economy.
- 4) Use public policy and legislation to ensure funding opportunities include goals for women's participation and requires appropriate measures of progress/success.
- 5) Helping women/girls see the value of math, science, technology, and engineering is critical.
- 6) Encourage women to go into the skilled trades; provide specific information on nontraditional jobs and how career ladders lead to well-paying jobs.
- 7) Identifying and supporting entrepreneurship opportunities for women in the green economy; promoting state certification programs.
- 8) Overcoming societal issues – women don't think they belong here / how do we change thinking and images in the workplace / support women to enter and succeed at nontraditional occupations.
- 9) Crucial role that workplace flexibility and supports play in retaining women in the workplace. (Family friendly workplace, etc.)
- 10) Set up supports to overcome workplace isolation. Focus on retention strategies.
- 11) Establish Green Jobs Directive/ ensuring women are not left behind.
- 12) Trying to build an economy and make the environment better and safer for a new generation.
- 13) Some jobs are new, but many what we have been doing – not unfamiliar occupations or skill sets.
- 14) Many green jobs are middle-skill jobs -- jobs that require more education/training than a high school diploma, but not a four or even more year degree. [Naturally, there are some exceptions.]
- 15) Slogan: Growing green industries and making existing industries greener – this is the key.
- 16) "Rather be clean than green" – many workers want only clean jobs (don't want jobs where they have to get their hands dirty/bias against skilled trades jobs).
- 17) Need better marketing about advantages of skilled trades and jobs -- career ladders, earn while you learn opportunities, family supporting salaries, completion of an apprenticeship earns an associate degree.
- 18) Need for people to work while developing skills – need for income on interim basis.
- 19) Ensure industry, community-based organizations, education and training systems and public programs are all working together in identifying and delivering training/workforce development around green industries and occupations.

3.2. Employability

⁴ ETUC Resolution March 2008

The Green Economy holds a clear promise to build sustainable communities that are energy efficient, safe and healthy. This movement also holds the promise of moving more women into career paths that will offer them the opportunity to become economically secure and support themselves and their families.

Where Are the Women in Occupations Going Green?

Aim: Well paid, career track jobs that contribute directly to environmental quality represent a potential new face of the European economy.

Some green-collar jobs (e.g. wind turbine technician) are new occupations. However, most are similar to existing jobs but demand new skills and knowledge. Current and emerging green jobs are in the skilled trades: manufacturing, construction, operation and maintenance, and installation. Many require more education than a high school diploma but less than a four-year degree.

It has been identified a shortage of skills and training as one of the leading barriers to renewable energy and energy efficiency growth. In many countries women remain underrepresented in the major categories of jobs going green. Even though women have made great strides in some male-dominated occupations, yet they still represent only a small portion of the workers in green occupations.

Targeted efforts on the part of policymakers, funders, employers, workforce professionals, training and education providers, and advocates are needed to ensure that women recognize the opportunity presented by green occupations, and are able to fully participate in and benefit from the new green economy.

Seven Reasons for Women to Consider a Green Job

1. A green job can provide the chance to earn more

Many green jobs offer better wages and benefits than jobs traditionally held by women.

2. Women can start with any skill level

Women with a high school education to those with advanced degrees can find a place in the green economy. Not every job will put women on a career ladder, but each job can be used as a stepping stone to improve skills and move women toward their next career goal.

3. Green jobs appeal to workers with a diversity of skills and interests.

Women with diverse interests and aptitudes ranging from mathematics to mechanics to management can find a rewarding green career. For example, home insulators do hands-on work, while recycling coordinators supervise operations and set collection schedules by remote. Green jobs can be indoors or outdoors. Women need to understand all of the opportunities that are available to them.

4. There are multiple ways to get started in a green job

Training for green occupations is offered in a variety of forms, including on-the-job, paid union apprenticeships, programs sponsored by nonprofit organizations, and formal degree

programs. For some occupations, such as electricians, workers can begin their training with a high school or vocational school education, and then go on to a college, trade school, apprenticeship, or certification program. Other career paths, like engineering, require minimum a BA (bachelor's) degree for entry-level positions. Sometimes, unions offer a good starting point for finding training opportunities.

5. Green job opportunities are available for workers of any age

The pathways into green jobs are for all workers—those just starting out or those in need of a career change. There are ample opportunities for younger workers to get started and for more seasoned workers to use their skills in new ways.

6. Green jobs can give women greater satisfaction

Research shows that job satisfaction is a key ingredient for success in other areas of life, and that it contributes to a general sense of fulfillment. In taking a green job, women can have satisfaction knowing that they are contributing to a healthier environment for the present and future generations. Also, green jobs often offer career paths so that women can grow professionally. When women consider a broad range of occupations, including green jobs, they are likely to find closer “occupational fits” with their skills and interests.

7. Green employers are looking to hire

In many MSs, green jobs are in demand and future growth is projected. According to the EU 2020 Programme requirement every MS should seeing growth green industry by 2020. In addition, despite the economic recession, companies are still looking to develop green technologies and they are identifying a skills shortage as they do so. For example, the lack of a skilled and well-trained workforce was a barrier to growth in the solar power or in other RE sector.

3.3. Key Elements Should Be Considered When Placing Women in Nontraditional/Green Jobs Recruitment

It is necessary to dispel myths about gender, race, and sexual orientation for staff or members, and the women being recruited.

Women must be given specific information about nontraditional jobs, such as job titles and salary ranges, as many women are unfamiliar with nontraditional work.

Employers must assess skills, abilities, and aptitudes for nontraditional work by incorporating information on transferable skills into the hiring process and utilizing aptitude tests that are as bias-free as possible.

Orientation

Information must be provided to all employees on the formal and informal rules and regulations on the job, including company policies supporting women in non-traditional jobs and prohibiting discrimination and sexual harassment.

Problems of isolation and stalled skill development by assigning several women to the same work environment must be avoided. A buddy or mentor who will teach skills and be supportive and who will identify appropriate skill assignments must be identified.

Access must be provided to training opportunities for women to learn skills through occupationally-specific math training, pre-vocational training such as tool identification and safety, and physical conditioning.

Retention/discrimination

The company or union must have strong policy statements that prohibit unlawful discrimination and support women in nontraditional jobs.

Key issues should be addressed that commonly affect women, such as:

- 1) job assignment and promotion,
- 2) fair (equal) pay,
- 3) family care (family friendly environment) and transportation, and
- 4) health and safety concerns.

Employers should offer benefits and supports to attract qualified entry-level women workers including:

- o Health care
- o Child care referral services
- o Housing assistance, etc.

Promoting the development of support mechanisms for women on the job, such as placing more than one woman on a worksite, encouraging support groups, and setting up online networks are essential to keeping women in these jobs.

As simple as it sounds, ensuring that there are proper facilities and equipment for women on the job is key issue.

It also helps to monitor the progress of the union or company in preparing the workplace for women on an ongoing basis through nontraditional task forces and by conducting exit interviews.

Sexual Harassment

A strong written policy prohibiting illegal discrimination against any employee that specifically addresses sexual harassment as prohibited conduct and describes steps to be taken if harassment occurs should be created.

Formal and informal problem solving mechanisms, grievance procedures, investigative measures, and disciplinary procedures to resolve sexual harassment complaints have great importance.

Conducting awareness trainings regularly for supervisors to review organizational policy, build problem-solving skills, review relevant law, and discuss their responsibility to create a harassment-free workplace are all valuable tools.

Providing ongoing sexual harassment awareness training for every level of employee or union member should be part of every business plan.

3.4. Are Women Really Interested in Renewable Energy Technologies?

There is a stereotype that women are not technologists and that they are not capable (even when provided with appropriate support) of building, operating and maintaining sophisticated technologies. While women do experience a number of constraints in their involvement with technology, the reality is that women's role in technology has been largely overlooked. First, women's indigenous technology innovations, often highly sophisticated, have not been considered as real „science“. Evidence shows that supporting women's own innovation abilities could be a rich source of improving renewable energy technologies, while at the same time increasing women's own capacities and confidence. Second, women are more and more adopting non-traditional work roles in the energy sector, due to the rising number of female-headed households globally, and to the increasing access by women to science and technology education. A lesson for renewable energy projects is that „male“ roles are not fixed but are increasingly being undertaken by women household heads, as well as by other women. Hence, non-traditional roles for women could also be considered in renewable energy projects. The increasing numbers of professional women in the energy sector can be a source of support and role models in efforts to increase the role of women in renewable energy.

1) As *microentrepreneurs*, women have used renewable energy to increase profits and efficiency in their informal sector enterprises, and have proven themselves capable of operating and also constructing renewable energy technologies on their own, when provided with the appropriate training and support. Women may be effective renewable energy entrepreneurs, due to their experience as users of energy in households and their own enterprises; in some countries women are already marketing solar home systems successfully.

2) As *extension workers*, women could be effective in operation and maintenance roles of biogas, hydroelectric and solar installations. Though some costs may be higher, due to women's need for training and their restricted mobility, others are lower, due to less staff turnover and greater reliability.

3) As *leaders, networkers and lobbyists*, women could successfully influence energy policy decisions at the local, national and international levels. Women do not necessarily have to build, operate or maintain renewable energy installations alone. More important is that women have a role in determining the use and benefits of the project and in managing these arrangements, and that they receive and control benefits.

Why Is a Gender Perspective Relevant in the Energy Sector?

The gender perspective recognizes that some issues and constraints related to project success are genderspecific, and stem from the fact that men and women play different roles, have different needs, and face different constraints on a number of different levels. Gender analysis is a methodology that seeks to understand the distinct culturally and socially defined roles and tasks that women and men assume both within the family and household system and in the community. A number of texts and training manuals are available on gender analysis, which has been used for many years by organizations ranging from Oxfam to the World Bank.

Why has gender analysis not been adopted more extensively in the energy sector? Not only women, but people, and socio-economic perspectives such as indigenous knowledge and people's participation, in general have been largely ignored in energy planning and policy until fairly recently. The energy sector has been defined as capital-intensive, large-scale and commercial activities; high tech requiring professional expertise; and inanimate fuels, not human energy. New trends both in energy policy and in gender analysis are now facilitating increased attention to gender analysis in the energy sector: attention to energy, environment and development relationships; gender analysis viewing women as active participants; more women in energy professions; the higher visibility of women's organizations internationally; gender training in the energy sector; and the rise of international and national networks on gender and energy.

Women, as a user of renewable energy

Women are not a special interest group in renewable energy, they are the mainstream users and often producers of energy. Without their involvement, renewable energy projects risk being inappropriate, and failing. Women are the main users of household energy in developing and industrial countries; they influence or make many family purchases related to energy; they are experienced entrepreneurs in energy-related enterprises; and women's organizations are effective promoters of new technologies and active lobbyists for environmentally benign energy sources.

Renewable energy manufacturers that do not pay attention to women's needs will be missing a huge potential market. Energy policymakers who ignore women's needs will be failing to make use of a powerful force for renewable energy development. Energy researchers who leave women out of energy research and analysis will be failing to understand a large part of energy consumption and production.

Donors who do not support gender-sensitive energy assistance will be overlooking one of their primary target groups.