

Initiatives involving social partners in Europe on climate change policies and employment

Presentation of the results of the study

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→ The objectives of the study

- ▶ This study comes from a joint initiative by the European social partners in the framework of their integrated Programme 2009-2011.
- ▶ Objectives:
 - To analyse and understand the role of the social partners on questions linked to climate measures and policies;
 - To analyse how the management of the impact of these measures on jobs and skills is tackled;
 - To equip the social partners with ways of identifying the common actions that exist and can be envisaged;
 - To define and analyse 'good practice' experiences.

→ The broad outline of the study methodology

- ▶ 1st phase: The experts applied a multi-stage data collection and interpretation method.
 - A review of the existing literature.
 - Responses to a questionnaire devised jointly by the experts and the steering committee members
 - This first work formed the basis for the seminar on 29 June 2010 in Brussels, at which the following were presented:
 - 5 European-scale reference studies,
 - 4 cases of good national practices (Germany, Belgium, Spain and the United Kingdom).
- ▶ 2nd phase: Interviews with employers' organisations and member national trade union organisations.
 - A sample of 10 EU countries (Germany, Belgium, Bulgaria, Denmark, Spain, France, Portugal, Romania, the United Kingdom and Sweden), selected by the steering committee.
 - Austria, Finland, Ireland, Italy, Lithuania, the Netherlands, Poland and the Czech Republic have been added.

→ The steering committee

- ▶ The work of the experts was closely monitored by a steering committee made up of eminent representatives from **BUSINESSEUROPE**, **ETUC**, **UEAPME** and **CEEP**, who, through their comments and suggestions, have unquestionably enriched the content of this study.
- ▶ We extend our thanks to them.

→ The structure of the report

- ▶ We have structured our report by country and by origin of the initiatives taken by the social partners :
 - a common approach by the social partners ('bipartite initiatives');
 - ⇒ *Concern the majority of the countries in the sample.*
 - the social partners in tandem with the public authorities ('tripartite initiatives');
 - ⇒ *The most common and exist in virtually all the countries in the sample.*
 - these three stakeholders in combination with other civil society players (NGOs, research centres or qualified figures) ('tripartite+ initiatives');
 - partnership initiatives (public-private) between one social partner and the public authorities;
 - ⇒ *Conducted in a minority of countries in the sample, often focused on energy efficiency.*
 - unilateral initiatives taken by a single social partner, an employers' organisation or a trade union organisation.

→ Climate change: choices of a society where dialogue and social consultation are indispensable

- ▶ Climate change policies
 - one of the major planks in economic and social policies in both industrialised countries and emerging countries alike.
- ▶ An issue with many facets, while equally being timeless
 - blending an essential forward-looking dimension which speeds up the arrival of the future;
 - systems of labour relations rooted in generational realities, where progress is necessarily slow.
- ▶ Social dialogue and social consultation as an integral and key part of a choice of society to smooth this transition towards the 'green economy' or the 'low-carbon economy'.

→ All sectors of activity, all businesses and employees are affected by climate policies

- ▶ The impact will nevertheless vary widely between sectors.
- ▶ There is no strict match between the energy-intensive sectors and the labour-intensive sectors.
- ▶ In addition to the direct impacts, there will also be indirect impacts across the whole economy.
- ▶ While the need for employees trained in the new techniques and new methods of management will increase,
 - human resources management will likewise be radically transformed.

→ The transformation vectors for a new industrial policy: energy efficiency (1)

- ▶ Most commonly, the initiatives link energy efficiency, employment and new skills.
 - Building and public works is the first of the sectors making it possible to combine these two objectives,
 - Training (Denmark) or the workplace (green workplaces in the United Kingdom).
 - Particular mention needs to be made of the Energy Efficiency Programme (PFE) in Sweden, which incorporates energy efficiency for highly energy-intensive industrial sectors and staff training.
- ▶ Energy efficiency as a way to support purchasing power ('eco-cheques' and the Fund to reduce overall energy costs, in Belgium) or improve occupational health (the Wittenberg initiative in the German chemical industry).

→ The transformation vectors for a new industrial policy: renewables and CCS (2)

- ▶ The macroeconomic dimension of a low-carbon industrial policy: three countries, Portugal, the United Kingdom and Denmark,
- ▶ The ULCOS sectoral and European initiative,
- ▶ The focus on renewable energies makes it possible to get job creation and job transformations to give concrete shape
 - to the conversion of the Copenhagen shipyards into an offshore wind farm (the Lindoe centre).
- ▶ In parallel, the local communities are running decentralised industrial policies in close association with the social partners:
 - fora for growth in Denmark, 1,000 projects run by local and regional communities;
 - the cities of Evora or Viseo in Portugal or the city of Berlin;
 - communities in the Salar network in Sweden, which are developing local programmes of new energy technologies.

→ The impact of the crisis as a constraint on the development of the green, low-carbon economy and dedicated jobs

- ▶ A realisation shared by the employers, the public authorities and the workers' unions:
 - A return to economic growth can be accelerated with the green economy, which can create jobs.
 - In the early days of the crisis, particularly in the new Member States of the European Union.
- ▶ Impact of the crisis: restriction of the funding necessary to support the green, low-carbon economy causes questions and disappointments.
- ▶ The low-carbon society and economy show their potential for social creativity :
 - Bipartite social dialogues still fall within national policies where economic democracy makes its contribution;
 - Depending on the countries, the situations vary very widely in terms of the intensity of initiatives.

→ However, the question of the social transition still remains largely open

- ▶ The fight against climate change as an anti-crisis policy.
 - Has allowed social consultations to emerge in numerous countries across Europe.
- ▶ On the other hand, the ‘adaptation to climate change’ aspect has a very low profile in the discussions between social partners or with the public authorities.
- ▶ The challenge of constant investment to improve health, safety and working conditions remains intact.
- ▶ So the low-carbon transition will need to be managed in such a way that it does not exacerbate the situation of the weakest.
 - The initiative of the Employment-Towns alliance in France is pursuing this objective.
- ▶ Priorities: to train skilled workers, foster a constructive social dialogue, raise awareness and train entrepreneurs on these topics.

→ Vocational training, an indispensable tool

- ▶ To achieve this objective, some vocational training initiatives need to form a powerful instrument
 - for the creation of new low-carbon jobs,
 - the retraining of jobless people affected by the transition
 - and the transformation of existing jobs.
- ▶ The new skills must be identified, as we can see from
 - the Romanian skills mapping initiative,
 - Portugal's experience with the New Skills Agency,
 - or the anticipation efforts being made in Spain.
- ▶ Some countries have already embarked on structured actions in the field of vocational training, like Denmark and Germany.

→ Anticipation is more than necessary

- ▶ However, we can see that there is a desperate shortage of tools to help anticipate the low-carbon socioeconomic transition, right across Europe.
- ▶ All we can do is urge the social partners to discuss these new tools, which are already proving themselves to be indispensable.



THANK YOU FOR YOUR ATTENTION!